

Stock Code: 6438

Symtek Automation Asia Co., Ltd.

2024 Annual Shareholders' Meeting Handbook

Time: 9:00 a.m. on Thursday, May 30, 2024

Venue: 2F., No. 396, Rongmin Rd., Zhongli Dist., Taoyuan City
(Zhongli District Zhongshan Village Assembly Hall)

Meeting Type: Physical Meeting

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Symtek Automation Asia Co., Ltd.
**Meeting Procedure for the 2024 Annual Meeting of
Shareholders**

1. Call the Meeting to Order
2. Chairperson Remarks
3. Management Presentation
4. Proposals
5. Questions and Motions
6. Adjournment

Symtek Automation Asia Co., Ltd.

Meeting Agenda

Time: 9:00 a.m. on Thursday, May 30, 2024

Venue: 2F., No. 396, Rongmin Rd., Zhongli Dist., Taoyuan City
(Zhongli District Zhongshan Village Assembly Hall)

Meeting Type: Physical Meeting

1. Call the Meeting to Order
2. Chairperson Remarks
3. Management Presentation:
 1. 2023 Business Report
 2. Audit Committee's Review Report
 3. 2023 Compensation to Employees and Directors
 4. Distribution of 2023 Profits
 5. 2023 Compensation Adjustment of Directors
 6. Report on the Second Convertible Bonds Issue of the Company
4. Proposals:
 1. 2023 Business Report and Financial Statements
 2. Proposal for Distribution of 2023 Profits
5. Questions and Motions
6. Adjournment

Management Presentation

Report No. 1:

2023 Business Report.

Explanation:

The 2023 Business Report is attached as pp. [10], Appendix 1.

Report No. 2:

Audit Committee's Review Report.

Explanation:

The Audit Committee's Review Report is attached as pp. [15], Appendix 2.

Report No. 3:

2023 Compensation to Employees and Directors.

Explanation:

The Company's compensation to employees and directors for 2023 was no less than 1% and no more than 3%, respectively, with distributions of \$27,000,000 and \$9,000,000, respectively, both in cash.

Report No. 4:

Distribution of 2023 Profits.

Explanation:

1. In accordance with Article 20 of the Company's Articles of Incorporation, the board of directors is authorized to resolve to distribute dividends to shareholders in each semiannual fiscal year in the form of cash and report to the shareholders' meeting.

2. Distribution of cash dividends for 2023 is as follows:

2023	Date of board resolution	Dividend payment date	Dividend per share (NT\$)	Total cash dividend (NT\$)
First half of the year	August 11, 2023	January 2, 2024	2.84657628	214,295,133
Second half of the year	February 23, 2024	Distribution is subject to the ex-dividend date determined by the Chairman of the board of directors	2.5	188,204,278
Total			5.34657628	402,499,411

The above cash dividends shall be distributed in the unit of NT\$ and decimals shall be rounded up. The total amount of deficiencies in the distribution of less than NT\$1 shall be adjusted in the order of decimal places from largest to smallest and account numbers from front to back, until the total amount of cash dividends is distributed.

3. This proposal has been approved by the board of directors, and the chairman of the board of directors is responsible for setting the ex-dividend date, the payment date and other related matters. In the event that the number of outstanding shares is affected by subsequent changes in the Company's capital stock and the dividend distribution rate is revised, the chairman of the board of directors has full authority to deal with such changes.

Report No. 5:

2023 Compensation Adjustment of Directors

Explanation:

1. In accordance with Article 7 of the Company's "Regulations Governing the Organization of the Compensation Committee," the Compensation Committee shall periodically evaluate the achievement of the performance goals of the Company's directors and managers and determine the content and amount of their individual compensation.
2. In addition to the monthly remuneration, the remuneration of directors shall be adjusted in accordance with the Company's Articles of Incorporation, taking into account the Company's overall operating conditions, the degree of participation in the Company's operations and the value of their contributions, and the annual performance achievement rate.
3. Please refer to pp. [36], Appendix 5 of this Manual for the remuneration of the Company's directors for 2023.

Report No. 6:

Report on the Second Convertible Bonds Issue of the Company.

Explanation:

The Second Convertible Bonds Issue of the Company is attached as pp. [37], Appendix 6.

Proposals

1. Proposed by the Board

Proposal: Adoption of the 2023 Business Report and Financial Statements.

Explanation:

1. The Company's 2023 Parent Company Only Financial Statements and Consolidated Financial Statements were audited by independent auditors, Zhuang, Wen-Yuan, Yang, Qing-Zhen of Deloitte & Touche. Also Business Report and Financial Statements have been reviewed by the Audit Committee.
2. The Business Report, Independent Auditors' Review Report, and the above-mentioned Financial Statements are attached in the Meeting Agenda, pp. [10, 16-35], Appendices 1, 3, and 4.

Resolution:

2. Proposed by the Board

Proposal: Adoption of the Proposal for Distribution of 2023 Profits.

Explanation:

The Board has adopted a Proposal for Distribution of 2023 Profits in accordance with the Company Act and Articles of Incorporation. Please refer to the 2023 PROFIT DISTRIBUTION TABLE below.

Symtek Automation Asia Co., Ltd.

2023 PROFITDISTRIBUTION TABLE

Unit: NT\$

Item	Total
Beginning retained earnings	573,338,682
Net profit	<u>647,803,210</u>
Available surplus for distribution	1,221,141,892
10% legal reserve	(64,780,321)
Reversal of special reserve	<u>6,856,161</u>
Distributable net profit	1,163,217,732
Distributable items:	
Cash dividend to shareholders - first half of the year (NT\$2.84657628/share)	214,295,133
Cash dividend to shareholders - second half of the year (NT\$2.5/share)	<u>188,204,278</u>
Unappropriated retained earnings	<u>760,718,321</u>

Responsible person:

Manager:

Accounting officer:

Note: The appropriated retained earnings is based on the total number of 75,281,711 shares issued by the Company as of August 28, 2023 upon completion of the change in registration.

Resolution:

Questions and Motions

Adjournment

Business Report

Looking back to 2023, in the first half of the year, the Company's revenue in the first two quarters reached record highs in the same period, benefiting from the orders on hand accumulated in the previous year and the opportunities arising from the expansion of new plants by major customers. The Company's long-term strategy of investing in automation of key industries such as semiconductors yielded significant results. In addition, our internationalization and other strategic planning had gradually opened up more long-term opportunities since the second half of the year amid economic downturns. Annual operating results for 2023 are as follows:

1. 2023 Annual Business Reports

(1) Business Plan Implementation Results

For the year 2023, the consolidated revenue is NT\$5,810,295 thousand, the after-tax earnings are NT\$647,468 thousand, and the after-tax basic earnings per share is NT\$ 8.89.

(2) Budget Execution

There is no financial forecast for fiscal year 2023, therefore, there is no budget achievement status.

(3) Analysis of financial income and expenses and profitability

Item		2023	2022	
Financial Structure	Debt ratio (%)	48.56	53.32	
	Long term funds to fixed assets (%)	270.16	272.93	
Solvency	Current ratio (%)	224.81	177.13	
	Quick ratio (%)	160.40	102.93	
	Interest coverage ratio	28.10	58.75	
Profitability	Return on assets (%)		8.48	9.64
	Return on equity (%)		16.65	18.99
	Ratio to paid-in capital (%)	Operating income	102.11	118.07
		Net income before income tax	108.98	124.24
	Profit margin (%)		11.14	11.56
	EPS (NT\$)		8.89	9.41

(4) Research and development status

Unit: NT\$1,000

	2023	2022
R&D costs	340,362	344,616
Net operating revenue	5,810,295	5,761,799
R&D costs to net revenue (%)	5.86	5.98

2. Impact of External Competitive Environment, Regulatory Environment and General Environment

According to the latest forecast by the Taiwan Institute of Economic Research, Taiwan's GDP growth rate for 2023 is 3.15%, an increase of 1.72 percentage points from last year's forecast of 1.43%. This is mainly due to the recovery from the second half of 2023: driven by the recovery of the demand for semiconductor investment. In line with the growing demand for investment in emerging technologies and net-zero emissions, private investment is estimated to turn into positive growth in 2024. As a result, it is expected that the deferred capital expenditures of customers will be mitigated in 2024. With respect to external competition, the Company is ahead of its automation industry peers in terms of products and technologies. However, the Company is still primarily affected by shrinking market share and price-cutting competition, resulting in a slight impact on the solidity of potential orders. There are no material impact factors in terms of regulations and environment. However, the Company has been actively cooperating with the competent authorities, customers and other stakeholders to meet the ESG-related requirements in order to ensure that the Company has fulfilled its responsibilities to the environment, society and corporate governance in its operations.

3. Outline of Business Plan and Development Strategy for 2023

(1) Strategies/projects actually implemented in 2023:

- Organizational restructuring: Establishment of business units (semiconductor business unit/China business unit) and group general manager positions. The three BUs in Taiwan were renamed as semiconductor substrates/semiconductor wafers/semiconductor assembly and test business units to focus on the semiconductor strategy as the main business development and maximize the synergistic effect of resource integration.

- Continuous R&D of advanced semiconductor process equipment: In line with the major customers in setting up factories and the progress of mass production of 3nm or below technology, we have continuously invested in R&D, passed the customers' validation tests, and launched a series of high value-added products. The related R&D blueprints are clear and in active progress.
- China market strategy: In line with the existing technology department in Taiwan to actively secure IC substrate customers in China and semiconductor wafer manufacturers (mainly mature process) market.
- JDM (joint development management) strategic relationship with major customers: Establishment of JDM with major wafer manufacturers to develop more complete product lines; setting up of Shenzhen Foresight Technology R&D Center in Avary Group building to build up IC substrate automation technology capacity in China.
- Joint R&D of semiconductor photomask storage solutions and N2 Purge wafer storage equipment with strategic partners.
- Focus on intelligent workshop solutions: Mainly for IC substrate customers' production lines, the Company provided more automated material handling integration solutions, including back-end process automation and light-off factory projects.
- AMHS (automatic material handling system) technology deployment: A dedicated business office was established at the beginning of the year to cultivate AMHS business talent and technology, as well as enhance the quality of the Company's automation services with a vision of software and hardware integration.
- International strategy: In response to changes in the international industry chain (global localization, China+1, etc.), we joined hands with customers to focus on overseas development, and prioritized the United States, Japan and Thailand for the establishment of a supply and sales service system.
 - The United States: Joint venture with the Semiconductor Alliance and seven other companies to establish TSS Holdings Limited, and shareholding in the U.S. Gudeng as the sales and service center in the United States; Semicon West exhibition; and signing of a contract with the U.S. local agent to establish the U.S. sales channel.
 - Japan: Participated in JPCA SHOW in Japan to develop potential customers; visited Japan Advanced Semiconductor Manufacturing, a key customer, with alliance partners; developed local sales/service agents.
 - Thailand: Set up an office to visit customers' factory construction in Thailand.
- Optimization of digital transformation: Utilized digital system to manage

internal technical documents and patent intellectual property to achieve optimization of knowledge management.

- Through industry-academia cooperation, we continued to introduce production/R&D talent and key technologies.
- Organizational strengthening: we defined the organizational structure, strengthened management talent, and promoted lean management and team culture.
- Promotion of corporate sustainable ESG: We established the ESG Committee and ESG Office, and developed cross-departmental working groups from top to bottom (environment group/social group/corporate governance group) to practically promote various ESG projects and enhance corporate governance, social participation, and energy conservation and carbon reduction planning.
- Succession plans were introduced to all BUs to develop middle and senior management capabilities.

(2) In response to market uncertainties in 2024 and to strengthen the Company's long-term development foundation based on "Transformation · Inheritance", the Company intends to strengthen the execution of strategies and plans to implement relevant projects in 2024 as follows:

- New product and technology R&D: EFEM equipment (micro pollution prevention) for IC substrates, semiconductor Wafer Robot, and warehousing and storage systems for new semiconductor carrier applications.
- Aim at the emerging demand for advanced semiconductor assembly and test, and develop corresponding technologies/products.
- Expand new customers in target industries: Continuously expand the breadth and depth of product applications, such as IC substrate manufacturing, assembly and test manufacturing, foundries and semiconductor integration manufacturers, system houses, and domestic semiconductor enterprises in China.
- Expand Japanese market: We will enter into a cooperation agreement with a Japanese agent to actively explore the Japanese automation market, which is mainly for IC substrates.
- Expand Southeast Asia market: In response to the opportunities arising from the shift of the PCB industry cluster in the region, we plan to build a factory in Thailand to expand our service capacity.
- Cultivate talent's international ability: Provide foreign language courses, etc.
- Strengthen customer marketing and promotion: Provide free DEMO in customers' factories, and deepen the relationship with customers.
- In order to secure orders from major international companies, we will obtain

important international certifications, such as information security certification (ISO27001), BCP (Business Continuity Planning) certification, and carbon inventory certification (ISO14064-1).

- Plan to apply AI technology to the workflow. Initially, AI large-scale language models will be used to assist engineers in coding to improve the efficiency of program development and internal system operation.
- Keep abreast with the global ESG trend and increase investments in related work to build a positive image of the industry.
- Evaluate the possibility of strategic investment cases with the primary goal of achieving operational synergistic effect of the main business.

With the successive emergence of new technology applications such as AI and intelligent vehicles in the market, the long-term demand and growth trend of the semiconductor industry will definitely be the main driving force to support the Company's future growth. Looking to the coming year, the Company will adhere to its existing strategic direction and pragmatic transformation, continue to facilitate related work, and implement more business plans.

Symtek Automation Asia Co., Ltd.

Chairman: Guan, Jin-Kun

President: Wang, Nian-Qing

February 23, 2024

Audit Committee's Review Report

The Audit Committee has approved and the Board of Directors endorsed the Company's 2023 annual business report, parent company only financial statements, consolidated financial statements and appropriation of earnings, of which the Company's 2023 parent company only financial statements and consolidated financial statements have been audited and completed by Deloitte Taiwan's CPAs CHUANG, WEN-YUAN and YANG, CHING-TING, who were engaged by the Board of Directors and issued an unqualified audit report. The Company's 2023 annual business report, parent company only financial statements, consolidated financial statements and appropriation of earnings, as approved by the Audit Committee and endorsed by the Board of Directors, are in compliance with the relevant laws and regulations and are reported as above pursuant to Article 14-4 of the Securities and Exchange Act and Article 219 of the Company Act for review and approval.

To

The 2024 Regular Shareholders' Meeting of Symtek Automation Asia Co., Ltd.

Audit Committee Convenor of Symtek
Automation Asia Co., Ltd.

February 23, 2024

Appendix 3

INDEPENDENT AUDITORS' REVIEW REPORT

To Symtek Automation Asia Co., Ltd.:

Audit opinion

We have audited the financial statements of Symtek Automation Asia Co., Ltd., which comprise the Parent Company Only Consolidated Balance Sheets as of December 31, 2023 and 2022, the Parent Company Only Statement of Comprehensive Income from January 1 to December 31, 2023 and from January 1 to December 31, 2022, the Parent Company Only Statement of Change in Equity, the Parent Company Only Statement of Cash Flows, and Notes to Consolidated Financial Statement (including a summary of significant accounting policies).

In our opinion, the accompanying parent company only financial statements present fairly, in all material respects, the accompanying parent company only financial position of Symtek Automation Asia Co., Ltd. as of December 31, 2023 and 2022, and its parent company only financial performance and its parent company only cash flows for the years then ended in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

Basis for audit opinion

We conducted our audit in accordance with Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants and Generally Accepted Auditing Standards (GAAS). Our responsibilities under those standards are further described in the Accountant's responsibilities for the audit of the financial statements' section of our report. We are independent of Symtek Automation Asia Co., Ltd. in accordance with the Accounting and Corporate Regulatory Authority Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matter

The key audit matter is which that, in our professional judgment, is most significant to our review of the parent company only financial statements of Symtek Automation Asia Co., Ltd. for 2023. Such matter has been considered in the process of examining the parent company only financial statements taken as a whole and forming an opinion thereon, and we do not express an opinion on the matter individually.

The following is the description of the key audit matter in the parent company only financial statements of Symtek Automation Asia Co., Ltd. for 2023:

Revenue Recognition

Symtek Automation Asia Co., Ltd. generates revenue mainly from the sale of equipment and machines, which are automation machines. The sales to major customers of automation equipment for semiconductor packaging and testing and wafers in 2023 were significant, accounting for 48% of the total revenue. The transaction is subject to the completion major customers. Therefore, we consider whether the sales of automation equipment for semiconductor packaging and testing and wafers have actually occurred as a key audit matter.

Hence, the auditor considered the policy on recognition of sales revenue and have evaluated and tested the effectiveness of the design and implementation of the internal control system related to each type of revenue in 2023; We also performed tests to verify the validity of each type of sales transaction, which included selecting proper samples of shipment orders, confirmation of installation of machines, and invoices, as well as checking the consistency between the sales targets and receivers of each type of sales transaction and the collection status of accounts receivable, and checking for any material sales return after the reporting date to verify that the transactions had actually occurred.

Responsibilities of management and directors for the parent company only financial statements

Management's responsibility is to prepare the parent company only financial statements present fairly, in all material respects, according to Regulations Governing the Preparation of Financial Reports by Securities Issuers as well as maintain necessary internal control related to the preparation of the parent company only financial statements in order to ensure there is no major untrue expression on the financial statements due to fraud or error.

In preparing the parent company only financial statements, the management is responsible for assessing the ability of Symtek Automation Asia Co., Ltd. to continue as going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Symtek Automation Asia Co., Ltd. or to cease operations, or has no realistic alternative, but to do so.

The responsibilities of the governing body (including the audit committee) include overseeing the financial reporting process of Symtek Automation Asia Co., Ltd.

Auditors' responsibilities for the audit of the parent company only financial statements

Our objectives are to obtain reasonable assurance about whether the parent company only financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken in the basis of these parent company only financial statements.

As part of an audit in accordance with GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

1. Identify and assess the risks of material misstatement of the parent company only financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for audit opinions. Because fraud may be related to conspiracy, forgery, deliberate omission, false statement or breach of internal control, the risk of a material misstatement caused by fraud which is not identified is higher than the risk of a material misstatement caused by any error.
2. Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the internal control effectiveness of Symtek Automation Asia Co., Ltd.
3. Assess the appropriateness of management's use of accounting policies and the reasonability of the accounting estimate and relevant disclosure.
4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of Symtek Automation Asia Co., Ltd. to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the parent company only financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Symtek Automation Asia Co., Ltd. to cease to continue as a going concern.

5. Evaluate the overall presentation, structure and content of the parent company only financial statements (including the relevant notes), and whether the parent company only financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
6. We have obtained sufficient and appropriate evidence to audit the parent company only financial information of Symtek Automation Asia Co., Ltd. to express an opinion on the parent company only financial statements. We are responsible for the guidance, supervision and execution of the audit and for forming an audit opinion on Symtek Automation Asia Co., Ltd.

We communicate with the governing body regarding, among other matters, the planned scope and timing of the audit and significant audit findings (including any significant deficiency in internal controls that we identify during our audit).

We have also provided the governing body with a statement that the independence-regulated personnel of the firm to which we are affiliated have complied with the Code of Ethics for Professional Accountants with respect to independence, and communicate with the governing body about all relationships and other matters (including related protective measures) that may be considered to affect the accountant's independence.

We have determined the key audit matter for the audit of the Parent Company Only Financial Statements of Symtek Automation Asia Co., Ltd. for the year ended December 31, 2023 from the communications we have had with the governing body. We identified such matter in our auditor's report, except for those matters that are not permitted by law to be disclosed publicly or, in the rarest of circumstances, we decided not to communicate those matters in our auditor's report because we reasonably could expect the negative effect of such communication to outweigh the public interest.

Deloitte & Touche

CPA: Wen Yuan Zhuang

CPA: Qing Zhen Yang

FSC Approval Number:
Jin-Guan-Zheng-Shen-Zi No. 1090347472

SFB Approval Number:
Tai-Cai-Zheng-Liu-Zi No. 0920123784

February 27, 2024

INDEPENDENT AUDITORS' REVIEW REPORT

To Symtek Automation Asia Co., Ltd.:

Audit opinion

We have audited the financial statements of Symtek Automation Asia Co., Ltd. and its subsidiaries, which comprise the Consolidated Balance Sheets as of December 31, 2023 and 2022, the Consolidated Statement of Comprehensive Income from January 1 to December 31, 2023 and from January 1 to December 31, 2022, Consolidated Statement of Change in Equity, Consolidated Statement of Cash Flows, and Notes to Consolidated Financial Statement (including a summary of significant accounting policies).

In our opinion, the accompanying consolidated financial statements are properly drawn up in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), International Financial Reporting Interpretations Committee (IFRIC), and Standing Interpretations Committee (SIC) (hereinafter referred to as IFRSs) recognized and announced effectiveness by Financial Supervisory Commission (hereinafter referred to as FSC) so as to give a true and fair view of the consolidated financial position of Symtek Automation Asia Co., Ltd. and its subsidiaries as of December 2023 and 2022 and of the financial performance, changes in equity and cash flows of Symtek Automation Asia Co., Ltd. and its subsidiaries from January 1 to December 31, 2023 and 2022.

Basis for audit opinion

We conducted our audit in accordance with Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants and Generally Accepted Auditing Standards (GAAS). Our responsibilities under those standards are further described in the Accountant's responsibilities for the audit of the financial statements' section of our report. We are independent of Symtek Automation Asia Co., Ltd. and its subsidiaries in accordance with the Accounting and Corporate Regulatory Authority Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matter

The key audit matter is which that, in our professional judgment, is most significant to our review of the Consolidated Financial Statements of Symtek Automation Asia Co., Ltd. and its subsidiaries for 2023. Such matter has been considered in the process of examining the consolidated financial statements taken as a whole and forming an opinion thereon, and we do not express an opinion on the matter individually.

The following is the description of the key audit matter in the Consolidated Financial Statements of Symtek Automation Asia Co., Ltd. and its subsidiaries for 2023:

Revenue recognition

Symtek Automation Asia Co., Ltd. and its subsidiaries generate their primary revenue from the sales of equipment and machinery, which are automated equipment. In 2023, the Company experienced significant growth in sales to specific customers, including major customers in Symtek Taiwan's department for semiconductor packaging and testing and semiconductor wafer, and the terms of the transaction were the completion of the installation of the machine and the completion of the contractual obligations after the customer's confirmation; moreover, the sales of semiconductor carrier to specific customers by the Symtek China were significant and grew significantly, and the terms of the transaction were that the performance obligation would be completed after the completion of the installation and confirmation by the customers as well. These sales, which includes major customers of semiconductor packaging and testing and semiconductor wafers of Symtek Taiwan and specific customers of semiconductor carriers of Symtek China, accounted for 52% of the combined revenue. Consequently, the auditor has identified the verification of the occurrence of these sales of machine and equipment as a key audit matter.

Hence, the auditor considered the Company's policy on recognition of sales revenue and have evaluated and tested the effectiveness of the design and implementation of the internal control system related to each type of revenue in 2023; We also performed tests to verify the validity of each type of sales transaction, which included selecting proper samples of shipment orders, confirmation of installation or delivery of machines, and invoices, as well as checking the consistency between the sales targets and receivers of each type of sales transaction and the collection status of accounts receivable, and checking for any material sales return after the reporting date to verify that the transactions had actually occurred.

Other matters

Symtek Automation Asia Co., Ltd. has prepared its Parent Company Only Financial Statements for the years ended December 31, 2023 and 2022, and we have provided our unqualified opinion on those statements for reference.

Responsibilities of management and directors for the consolidated financial statements

Management's responsibility is to prepare the consolidated financial statements present fairly, in all material respects, according to Regulations Governing the Preparation of Financial Reports by Securities Issuers as well as the International Financial Reporting Standards, International Accounting Standards, Interpretation, and Interpretation Announcement recognized and announced the effectiveness by Financial Supervisory Commission as well as maintain necessary internal control related to the preparation of the

consolidated financial statements in order to ensure there is no major untrue expression on the financial statements due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the ability of Symtek Automation Asia Co., Ltd. and its subsidiaries to continue as going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Symtek Automation Asia Co., Ltd. and its subsidiaries or to cease operations, or has no realistic alternative, but to do so.

The responsibilities of the governing body (including the audit committee) include overseeing the financial reporting process of Symtek Automation Asia Co., Ltd. and its subsidiaries.

Auditors' responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken in the basis of these consolidated financial statements.

As part of an audit in accordance with GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

1. Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for audit opinions. Because fraud may be related to conspiracy, forgery, deliberate omission, false statement or breach of internal control, the risk of a material misstatement caused by fraud which is not identified is higher than the risk of a material misstatement caused by any error.
2. Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the internal control effectiveness of Symtek Automation Asia Co., Ltd. and its subsidiaries.
3. Assess the appropriateness of management's use of accounting policies and the reasonability of the accounting estimate and relevant disclosure.
4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of Symtek Automation Asia Co., Ltd. and its subsidiaries to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or

conditions may cause Symtek Automation Asia Co., Ltd. and its subsidiaries to cease to continue as a going concern.

5. Evaluate the overall presentation, structure and content of the consolidated financial statements (including the relevant notes), and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
6. We have obtained sufficient and appropriate evidence to audit the consolidated financial information of Symtek Automation Asia Co., Ltd. and its subsidiaries to express an opinion on the Consolidated Financial Statements. We are responsible for the guidance, supervision and execution of the audit and for forming an audit opinion on Symtek Automation Asia Co., Ltd. and its subsidiaries.

We communicate with the governing body regarding, among other matters, the planned scope and timing of the audit and significant audit findings (including any significant deficiency in internal controls that we identify during our audit).

We have also provided the governing body with a statement that the independence-regulated personnel of the firm to which we are affiliated have complied with the Code of Ethics for Professional Accountants with respect to independence, and communicate with the governing body about all relationships and other matters (including related protective measures) that may be considered to affect the accountant's independence.

We have determined the key audit matter for the audit of the Consolidated Financial Statements of Symtek Automation Asia Co., Ltd. and its subsidiaries for the year ended December 31, 2023 from the communications we have had with the governing body. We identified such matter in our auditor's report, except for those matters that are not permitted by law to be disclosed publicly or, in the rarest of circumstances, we decided not to communicate those matters in our auditor's report because we reasonably could expect the negative effect of such communication to outweigh the public interest.

Deloitte & Touche

CPA: Wen Yuan Zhuang

CPA: Qing Zhen Yang

FSC Approval Number:
Jin-Guan-Zheng-Shen-Zi No. 1090347472

SFB Approval Number:
Tai-Cai-Zheng-Liu-Zi No. 0920123784

February 27, 2024

SYMTEK AUTOMATION ASIA CO., LTD.
PARENT COMPANY ONLY BALANCE SHEETS
DECEMBER 31, 2023 AND 2022

Appendix 4

(In Thousands of New Taiwan Dollars)

Code	Assets	December 31, 2023		December 31, 2022	
		Amount	%	Amount	%
	Current assets				
1100	Cash and cash equivalents (Note 6)	\$ 1,205,080	17	\$ 515,429	8
1140	Contract assets - current (Note 22)	536,884	8	451,381	7
1150	Notes receivable, net (Note 8)	3,578	-	6,758	-
1170	Accounts receivable, net (Note 8 and 22)	547,430	8	544,428	8
1180	Accounts receivable - related parties, net (Note 22 and 30)	1,403	-	13,779	-
1200	Other receivables (Note 8)	11,155	-	30,301	1
1210	Other receivables - related parties (Note 30)	24,507	-	37,855	1
130X	Inventories (Note 9)	822,226	12	1,423,937	22
1479	Other current assets (Note 14)	17,352	-	28,141	-
11XX	Total current assets	<u>3,169,615</u>	<u>45</u>	<u>3,052,009</u>	<u>47</u>
	Non-current assets				
1517	Financial assets at fair value through other comprehensive income - non-current (Note 7)	169,090	3	120,443	2
1550	Investments accounted for using the equity method (Note 10)	1,544,802	22	1,572,182	24
1600	Property, plant and equipment (Note 11 and 31)	1,964,274	28	1,606,059	25
1755	Right-of-use assets (Note 12)	19,765	-	32,172	1
1821	Intangible assets (Note 13)	8,706	-	10,180	-
1840	Deferred income tax assets (Note 24)	92,341	2	66,395	1
1990	Other non-current assets (Note 14)	11,188	-	14,583	-
15XX	Total non-current assets	<u>3,810,166</u>	<u>55</u>	<u>3,422,014</u>	<u>53</u>
1XXX	Total current assets	<u>\$ 6,979,781</u>	<u>100</u>	<u>\$ 6,474,023</u>	<u>100</u>
C o d e	LIABILITIES AND EQUITY				
	Current liabilities				
2100	Short-term loans (Note 15)	\$ 200,000	3	\$ 160,000	3
2130	Contract liabilities - current (Note 22)	215,058	3	242,795	4
2170	Accounts payable (Note 17 and 30)	438,418	6	954,356	15
2200	Other payables (Note 18 and 30)	475,157	7	348,091	5
2230	Current income tax liabilities (Note 24)	74,547	1	124,885	2
2250	Provision for liabilities - current (Note 19)	55,000	1	57,000	1
2280	Lease liabilities - current (Note 12)	11,383	-	20,951	-
2322	Long-term loans due within one year (Note 15)	47,922	1	20,240	-
2399	Other current liabilities (Note 18)	2,580	-	3,254	-
21XX	Total current liabilities	<u>1,520,065</u>	<u>22</u>	<u>1,931,572</u>	<u>30</u>
	Non-current liabilities				
2500	Financial liabilities at fair value through profit or loss - non-current (Note 16)	930	-	-	-
2530	Bonds payable (Note 16)	285,898	4	-	-
2540	Long-term loans (Note 15)	966,279	14	725,971	11
2570	Deferred income tax liabilities (Note 24)	150,498	2	156,470	3
2580	Lease liabilities - non-current (Note 12)	8,506	-	11,342	-
2670	Other non-current liabilities (Note 18)	2,936	-	2,227	-
25XX	Total non-current liabilities	<u>1,415,047</u>	<u>20</u>	<u>896,010</u>	<u>14</u>
2XXX	Total liabilities	<u>2,935,112</u>	<u>42</u>	<u>2,827,582</u>	<u>44</u>
	Equity (Note 21)				
3110	Capital - common stock	752,817	11	714,317	11
3200	Capital surplus	1,854,049	26	1,506,096	23
	Retained earnings				
3310	Legal reserve	424,099	6	357,550	5
3320	Special reserve	21,404	-	34,942	1
3350	Unappropriated earnings	1,006,847	15	1,054,940	16
3300	Total retained earnings	<u>1,452,350</u>	<u>21</u>	<u>1,447,432</u>	<u>22</u>
3400	Other equity	(14,547)	-	(21,404)	-
3XXX	Total equity	<u>4,044,669</u>	<u>58</u>	<u>3,646,441</u>	<u>56</u>
Total		<u>\$ 6,979,781</u>	<u>100</u>	<u>\$ 6,474,023</u>	<u>100</u>

The accompanying notes are an integral part of the parent company only financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD.
PARENT COMPANY ONLY STATEMENTS OF COMPREHENSIVE INCOME
FROM JANUARY 1 TO DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars, Except Earnings Per Share)

Code		2023		2022	
		Amount	%	Amount	%
	Operating revenue (Note 22 and 30)				
4100	Sales revenue	\$ 3,526,523	100	\$ 3,414,489	100
	Operating costs (Note 9, 23 and 30)				
5110	Cost of goods sold	(2,421,199)	(69)	(2,318,233)	(68)
5900	Gross profit	1,105,324	31	1,096,256	32
5910	Unrealized gain from sales	(604)	-	(3,088)	-
5920	Realized gain from sales	<u>3,088</u>	<u>-</u>	<u>2,628</u>	<u>-</u>
5950	Realized gross profit	<u>1,107,808</u>	<u>31</u>	<u>1,095,796</u>	<u>32</u>
	Operating expenses (Note 8, 22, 23 and 30)				
6100	Selling and marketing expenses	(98,545)	(3)	(85,008)	(3)
6200	General and administrative expenses	(235,894)	(7)	(217,347)	(6)
6300	Research and development expenses	(269,707)	(7)	(279,442)	(8)
6450	Reversal (loss) of expected credit loss	(<u>10,050</u>)	<u>-</u>	<u>16,580</u>	<u>-</u>
6000	Total operating expenses	(<u>614,196</u>)	(<u>17</u>)	(<u>565,217</u>)	(<u>17</u>)
6900	Profit from operations	<u>493,612</u>	<u>14</u>	<u>530,579</u>	<u>15</u>
	Non-operating income and expenses (Note 10, 23 and 30)				
7100	Interest income	4,949	-	1,378	-
7010	Other income	74,178	2	77,319	2
7020	Other gains and losses	31,465	1	17,344	1

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Code		2023		2022	
		Amount	%	Amount	%
7050	Financial costs	(\$ 28,442)	-	(\$ 13,197)	-
7070	Profit or loss of subsidiaries recognized under the equity method	<u>217,474</u>	<u>6</u>	<u>244,544</u>	<u>7</u>
7000	Total non-operating income and expenses	<u>299,624</u>	<u>9</u>	<u>327,388</u>	<u>10</u>
7900	Net income before tax	793,236	23	857,967	25
7950	Income tax expenses (Note 24)	(<u>145,433</u>)	(<u>4</u>)	(<u>190,973</u>)	(<u>5</u>)
8200	Net profit for the year	<u>647,803</u>	<u>19</u>	<u>666,994</u>	<u>20</u>
Other comprehensive income					
8310	Items that will not be reclassified subsequently to profit or loss:				
8316	Unrealized gains or losses on investments in equity instruments measured at fair value through other comprehensive income (Note 29)	28,647	1	(1,576)	-
8360	Items that may be reclassified subsequently to profit or loss:				
8361	Exchange differences on translation of the financial statements of foreign operations	(27,238)	(1)	17,017	-
8399	Income taxes related to items that may be reclassified (Note 24)	<u>5,448</u>	<u>-</u>	(<u>3,403</u>)	<u>-</u>
8300	Other comprehensive income (loss) for the year, net of income tax	<u>6,857</u>	<u>-</u>	<u>12,038</u>	<u>-</u>
8500	Total comprehensive income	<u>\$ 654,660</u>	<u>19</u>	<u>\$ 679,032</u>	<u>20</u>
Earnings per share (Note 25)					
9710	Basic	<u>\$ 8.89</u>		<u>\$ 9.41</u>	
9810	Diluted	<u>\$ 8.57</u>		<u>\$ 9.28</u>	

The accompanying notes are an integral part of the parent company only financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD.
PARENT COMPANY ONLY STATEMENTS OF CHANGES IN EQUITY
FROM JANUARY 1 TO DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars)

Code		Shares			Retained earnings					Other equity		Total	Total equity
		Capital - common stock	Certificate of conversion to acquire new stocks	Total	Capital surplus	Legal reserve	Special reserve	Unappropriated earnings	Total	Exchange differences on translation of the financial statements of foreign operations	Unrealized valuation gains or losses on financial assets at fair value through other comprehensive income		
A1	Balance at January 1, 2022	<u>\$ 692,572</u>	<u>\$ 8,447</u>	<u>\$ 701,019</u>	<u>\$ 1,428,094</u>	<u>\$ 292,385</u>	<u>\$ 34,708</u>	<u>\$ 905,017</u>	<u>\$ 1,232,110</u>	<u>(\$ 30,840)</u>	<u>(\$ 4,102)</u>	<u>(\$ 34,942)</u>	<u>\$ 3,326,281</u>
	Appropriation of earnings												
B1	Legal reserve	-	-	-	-	65,165	-	(65,165)	-	-	-	-	-
B3	Special reserve	-	-	-	-	-	234	(234)	-	-	-	-	-
B5	Cash dividends	-	-	-	-	-	-	(450,172)	(450,172)	-	-	-	(450,172)
D1	Net profit for 2022	-	-	-	-	-	-	666,994	666,994	-	-	-	666,994
D3	Other comprehensive income (loss) for 2022, net of income tax	-	-	-	-	-	-	-	-	13,614	(1,576)	12,038	12,038
D5	Total comprehensive income for 2022	-	-	-	-	-	-	666,994	666,994	13,614	(1,576)	12,038	679,032
I1	Conversion of convertible bonds	21,745	(8,447)	13,298	74,810	-	-	-	-	-	-	-	88,108
Q1	Disposal of financial assets at fair value through other comprehensive income	-	-	-	-	-	-	(1,500)	(1,500)	-	1,500	1,500	-
M7	Recognition of changes in ownership equity of subsidiary	-	-	-	3,192	-	-	-	-	-	-	-	3,192
Z1	Balance at December 31, 2022	<u>714,317</u>	<u>-</u>	<u>714,317</u>	<u>1,506,096</u>	<u>357,550</u>	<u>34,942</u>	<u>1,054,940</u>	<u>1,447,432</u>	<u>(17,226)</u>	<u>(4,178)</u>	<u>(21,404)</u>	<u>3,646,441</u>
	Appropriation of earnings												
B1	Legal reserve	-	-	-	-	66,549	-	(66,549)	-	-	-	-	-
B3	Special reserve	-	-	-	-	-	(13,538)	13,538	-	-	-	-	-
B5	Cash dividends	-	-	-	-	-	-	(642,885)	(642,885)	-	-	-	(642,885)
D1	Net profit for 2023	-	-	-	-	-	-	647,803	647,803	-	-	-	647,803
D3	Other comprehensive income (loss) for 2023, net of income tax	-	-	-	-	-	-	-	-	(21,790)	28,647	6,857	6,857
D5	Total comprehensive income for 2023	-	-	-	-	-	-	647,803	647,803	(21,790)	28,647	6,857	654,660
C5	Issuance of convertible bonds recognized as components of equity - arising from stock options	-	-	-	15,756	-	-	-	-	-	-	-	15,756
E1	Employee stock options cost	-	-	-	12,647	-	-	-	-	-	-	-	12,647
E1	Capital increase by cash	38,500	-	38,500	319,550	-	-	-	-	-	-	-	358,050
Z1	Balance at December 31, 2023	<u>\$ 752,817</u>	<u>\$ -</u>	<u>\$ 752,817</u>	<u>\$ 1,854,049</u>	<u>\$ 424,099</u>	<u>\$ 21,404</u>	<u>\$ 1,006,847</u>	<u>\$ 1,452,350</u>	<u>(\$ 39,016)</u>	<u>\$ 24,469</u>	<u>(\$ 14,547)</u>	<u>\$ 4,044,669</u>

The accompanying notes are an integral part of the parent company only financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD.
PARENT COMPANY ONLY STATEMENTS OF CASH FLOWS
FROM JANUARY 1 TO DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars)

Code		2023	2022
	Cash flow from operating activities		
A10000	Income before income tax	\$ 793,236	\$ 857,967
A20010	Adjustments for:		
A20100	Depreciation expenses	32,965	29,814
A20200	Amortization expenses	21,345	19,564
A20300	Expected credit impairment loss (reversal gain)	10,050	(16,580)
A20400	Net gain on financial assets and liabilities at fair value through profit or loss	(140)	-
A20900	Financial costs	28,442	13,197
A21200	Interest income	(4,949)	(1,378)
A21300	Dividend income	(6,086)	(3,590)
A21900	Share-based payment cost	12,647	-
A22400	Gains on subsidiaries using the equity method	(217,474)	(244,544)
A22500	Gains on disposal of property plant and equipment	(38,043)	-
A23100	Net gain/loss on disposal of financial assets	-	(1,777)
A23700	Loss on inventory devaluation	106,000	81,000
A23900	Unrealized gain with subsidiaries	604	3,088
A24000	Realized gain with subsidiaries	(3,088)	(2,628)
A24100	Unrealized loss on foreign currency exchange	963	54
A29900	Other items	663	-
A30000	Net changes in operating assets and liabilities		
A31125	Contract assets	(88,439)	(153,718)
A31130	Notes receivable	3,180	1,430
A31150	Accounts receivable	(10,982)	21,185
A31160	Accounts receivable - related parties	12,135	3,420
A31180	Other receivables	19,146	17,076
A31190	Other receivables - related parties	13,348	(6,084)
A31200	Inventories	495,711	(690,627)
A31240	Other current assets	(4,776)	(32,496)
A32125	Contract liabilities	(27,737)	27,888
A32150	Accounts payable	(515,814)	69,591
A32180	Other payables	22,810	50,971
A32200	Provision for liabilities - current	(2,000)	21,000
A32230	Other current liabilities	(674)	1,175
A33000	Cash generated from operations	653,043	64,998
A33100	Interest received	4,949	1,378

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Code		2023	2022
A33300	Interest paid	(\$ 24,537)	(\$ 11,561)
A33500	Income tax paid	(222,241)	(116,513)
AAAA	Net cash generated from (used in) operating activities	<u>411,214</u>	(<u>61,698</u>)
	Cash flow from investing activities		
B00010	Acquisition of financial assets at fair value through other comprehensive income	(20,000)	-
B00020	Sale of financial assets at fair value through other comprehensive income	-	15,000
B00050	Disposal of financial assets at amortized cost	-	19,740
B00100	Acquisition of financial assets at fair value through profit or loss	-	(8,487)
B00200	Sale of financial assets at fair value through profit or loss	-	10,264
B02700	Acquisition of property, plant and equipment	(324,079)	(788,979)
B02800	Disposal of property, plant and equipment	95,841	-
B03800	Decrease (increase) in guarantee deposits	2,633	(3,751)
B04500	Payments for intangible assets	(3,544)	(6,464)
B06700	Increase in other non-current assets	-	(1,143)
B07600	Dividends received	<u>226,186</u>	<u>3,590</u>
BBBB	Net cash used in investing activities	(<u>22,963</u>)	(<u>760,230</u>)
	Net cash flow from financing activities		
C00100	Increase in short-term loans	650,000	500,000
C00200	Decrease in short-term loans	(610,000)	(440,000)
C01200	Convertible bonds issued	298,770	-
C01600	Proceeds from long-term loans	458,230	670,000
C01700	Repayment of long-term loans	(190,240)	(20,240)
C04020	Repayment of the principal portion of lease liabilities	(20,525)	(15,206)
C04300	Decrease in other non-current liabilities	-	(228)
C04500	Dividends paid	(642,885)	(450,172)
C04600	Capital increase by cash	<u>358,050</u>	<u>-</u>
CCCC	Net cash generated from financing activities	<u>301,400</u>	<u>244,154</u>
EEEE	Net increase (decrease) in cash and cash equivalents	689,651	(577,774)
E00100	Cash and cash equivalents at the beginning of the year	<u>515,429</u>	<u>1,093,203</u>
E00200	Cash and cash equivalents at the end of the year	<u>\$ 1,205,080</u>	<u>\$ 515,429</u>

The accompanying notes are an integral part of the parent company only financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD. AND SUBSIDIARIES
CONSOLIDATED BALANCE SHEETS
DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars)

Code	Assets	December 31, 2023		December 31, 2022	
		Amount	%	Amount	%
	Current assets				
1100	Cash and cash equivalents (Note 6)	\$ 1,928,846	24	\$ 1,468,956	19
1136	Financial assets at amortized cost - current (Note 8)	155,619	2	-	-
1140	Contract assets - current (Note 23)	665,279	9	653,588	8
1150	Notes receivable, net (Note 9)	13,776	-	30,346	1
1160	Notes receivable - related parties, net (Note 23 and 32)	21,640	-	-	-
1170	Accounts receivable, net (Note 9 and 23)	1,083,850	14	1,090,929	14
1180	Accounts receivable - related parties, net (Note 23 and 32)	2,774	-	93,939	1
1200	Other receivables (Note 9)	11,155	-	30,301	-
130X	Inventories (Note 10)	1,469,511	19	2,303,150	29
1479	Other current assets (Note 15 and 33)	95,949	1	175,898	2
11XX	Total current assets	<u>5,448,399</u>	<u>69</u>	<u>5,847,107</u>	<u>74</u>
	Non-current assets				
1517	Financial assets at fair value through other comprehensive income - non-current (Note 7)	169,090	2	120,443	2
1600	Property, plant and equipment (Note 12 and 33)	2,043,898	26	1,688,053	21
1755	Right-of-use assets (Note 13)	75,500	1	86,987	1
1821	Intangible assets (Note 14)	12,315	-	14,501	-
1840	Deferred income tax assets (Note 25)	148,966	2	110,201	1
1990	Other non-current assets (Note 15)	47,119	-	40,895	1
15XX	Total non-current assets	<u>2,496,888</u>	<u>31</u>	<u>2,061,080</u>	<u>26</u>
1XXX	Total	<u>\$ 7,945,287</u>	<u>100</u>	<u>\$ 7,908,187</u>	<u>100</u>
Code	Liabilities and equity				
	Current liabilities				
2100	Short-term loans (Note 16)	\$ 200,000	3	\$ 160,000	2
2130	Contract liabilities - current (Note 23 and 32)	485,291	6	731,761	9
2170	Accounts payable (Note 18)	835,314	11	1,575,594	20
2200	Other payables (Note 19 and 32)	637,841	8	525,168	7
2230	Current income tax liabilities (Note 25)	89,419	1	134,720	2
2250	Provision for liabilities - current (Note 20)	92,645	1	109,014	1
2280	Lease liabilities - current (Note 13)	32,519	-	41,226	1
2322	Long-term loans due within one year (Note 16)	47,922	1	20,240	-
2399	Other current liabilities (Note 19)	2,580	-	3,254	-
21XX	Total current liabilities	<u>2,423,531</u>	<u>31</u>	<u>3,300,977</u>	<u>42</u>
	Non-current liabilities				
2500	Financial liabilities at fair value through profit or loss - non-current (Note 17)	930	-	-	-
2530	Bonds payable (Note 17)	285,898	4	-	-
2540	Long-term loans (Note 16)	966,279	12	725,971	9
2570	Deferred tax liabilities (Note 25)	150,498	2	156,484	2
2580	Lease liabilities - non-current (Note 13)	28,104	-	30,840	-
2670	Total non-current liabilities (Note 19)	2,936	-	2,227	-
25XX	Total non-current liabilities	<u>1,434,645</u>	<u>18</u>	<u>915,522</u>	<u>11</u>
2XXX	Total liabilities	<u>3,858,176</u>	<u>49</u>	<u>4,216,499</u>	<u>53</u>
	Equity attributable to owners of the company (Note 22)				
3110	Capital - common stock	752,817	10	714,317	9
3200	Capital surplus	1,854,049	23	1,506,096	19
	Retained earnings				
3310	Legal reserve	424,099	5	357,550	5
3320	Special reserve	21,404	-	34,942	-
3350	Unappropriated earnings	1,006,847	13	1,054,940	13
3300	Total retained earnings	1,452,350	18	1,447,432	18
3400	Other equity	(14,547)	-	(21,404)	-
31XX	Total equity attributable to owners of the Company	<u>4,044,669</u>	<u>51</u>	<u>3,646,441</u>	<u>46</u>
36XX	Non-controlling interests (Notes 11, 22 and 28)	42,442	-	45,247	1
3XXX	Total equity	<u>4,087,111</u>	<u>51</u>	<u>3,691,688</u>	<u>47</u>
	Total	<u>\$ 7,945,287</u>	<u>100</u>	<u>\$ 7,908,187</u>	<u>100</u>

The accompanying notes are an integral part of the consolidated financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
FROM JANUARY 1 TO DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars, Except Earnings Per Share)

Code		2023		2022	
		Amount	%	Amount	%
	Operating revenue (Note 23 and 32)				
4110	Sales revenue	\$ 5,810,295	100	\$ 5,761,799	100
	Operating costs (Note 10, 24 and 32)				
5110	Cost of goods sold	(4,150,145)	(72)	(4,120,733)	(71)
5900	Gross profit	<u>1,660,150</u>	<u>28</u>	<u>1,641,066</u>	<u>29</u>
	Operating expenses (Note 9, 23, 24 and 32)				
6100	Selling and marketing expenses	(157,291)	(3)	(143,677)	(2)
6200	General and administrative expenses	(373,638)	(6)	(331,715)	(6)
6300	Research and development expenses	(340,362)	(6)	(344,616)	(6)
6450	Reversal (loss) of expected credit loss	(20,161)	-	22,329	-
6000	Total operating expenses	(891,452)	(15)	(797,679)	(14)
6900	Profit from operations	<u>768,698</u>	<u>13</u>	<u>843,387</u>	<u>15</u>
	Non-operating income and expenses (Note 24)				
7100	Interest income	18,899	-	19,597	-
7190	Other income	31,362	1	19,711	-
7020	Other gains and losses	31,729	1	20,168	1
7050	Financial costs	(30,269)	(1)	(15,369)	-
7000	Total non-operating income and expenses	<u>51,721</u>	<u>1</u>	<u>44,107</u>	<u>1</u>
7900	Net income before tax	820,419	14	887,494	16
7950	Income tax expenses (Note 25)	(172,951)	(3)	(221,161)	(4)
8200	Net profit for the year	<u>647,468</u>	<u>11</u>	<u>666,333</u>	<u>12</u>

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Code		2023		2022	
		Amount	%	Amount	%
	Other comprehensive income				
8310	Items that will not be reclassified subsequently to profit or loss				
8316	Unrealized gains or losses on investments in equity instruments at fair value through other comprehensive income (Note 31)	\$ 28,647	-	(\$ 1,576)	-
8360	Items that may be reclassified subsequently to profit or loss				
8361	Exchange differences on translation of the financial statements of foreign operations	(29,708)	-	17,017	-
8399	Income taxes related to items that may be reclassified (Note 25)	<u>5,448</u>	<u>-</u>	<u>(3,403)</u>	<u>-</u>
8300	Other comprehensive income (loss) for the year, net of income tax	<u>4,387</u>	<u>-</u>	<u>12,038</u>	<u>-</u>
8500	Total comprehensive income	<u>\$ 651,855</u>	<u>11</u>	<u>\$ 678,371</u>	<u>12</u>
	Net profit attributable to:				
8610	Owners of the Company	\$ 647,803	11	\$ 666,994	12
8620	Non-controlling interests	<u>(335)</u>	<u>-</u>	<u>(661)</u>	<u>-</u>
8600		<u>\$ 647,468</u>	<u>11</u>	<u>\$ 666,333</u>	<u>12</u>
	Total comprehensive income attributable to:				
8710	Owners of the Company	\$ 654,660	11	\$ 679,032	12
8720	Non-controlling interests	<u>(2,805)</u>	<u>-</u>	<u>(661)</u>	<u>-</u>
8700		<u>\$ 651,855</u>	<u>11</u>	<u>\$ 678,371</u>	<u>12</u>
	Earnings per share (Note 26)				
9750	Basic	<u>\$ 8.89</u>		<u>\$ 9.41</u>	
9850	Diluted	<u>\$ 8.57</u>		<u>\$ 9.28</u>	

The accompanying notes are an integral part of the consolidated financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
FROM JANUARY 1 TO DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars)

Equity attributable to owners of parent															
		Shares			Retained earnings					Other equity				Non-controlling interests	Total equity
Code		Capital - common stock	Certificate of conversion to acquire new stocks	Total	Capital surplus	Legal reserve	Special reserve	Unappropriated earnings	Total	Exchange differences on translation of the financial statements of foreign operations	Unrealized valuation gains or losses on financial assets at fair value through other comprehensive income	Total	Total		
A1	Balance at January 1, 2022	\$ 692,572	\$ 8,447	\$ 701,019	\$ 1,428,094	\$ 292,385	\$ 34,708	\$ 905,017	\$ 1,232,110	(\$ 30,840)	(\$ 4,102)	(\$ 34,942)	\$ 3,326,281	\$ -	\$ 3,326,281
	Appropriation of earnings														
B1	Legal reserve	-	-	-	-	65,165	-	(65,165)	-	-	-	-	-	-	-
B3	Special reserve	-	-	-	-	-	234	(234)	-	-	-	-	-	-	-
B5	Cash dividends	-	-	-	-	-	-	(450,172)	(450,172)	-	-	-	(450,172)	-	(450,172)
D1	Net profit for 2022	-	-	-	-	-	-	666,994	666,994	-	-	-	666,994	(661)	666,333
D3	Other comprehensive income (loss) for 2022, net of income tax	-	-	-	-	-	-	-	-	13,614	(1,576)	12,038	12,038	-	12,038
D5	Total comprehensive income for 2022	-	-	-	-	-	-	666,994	666,994	13,614	(1,576)	12,038	679,032	(661)	678,371
I1	Conversion of convertible bonds	21,745	(8,447)	13,298	74,810	-	-	-	-	-	-	-	88,108	-	88,108
Q1	Disposal of financial assets at fair value through other comprehensive income	-	-	-	-	-	-	(1,500)	(1,500)	-	1,500	1,500	-	-	-
M7	Recognition of changes in ownership interests of subsidiaries	-	-	-	3,192	-	-	-	-	-	-	-	3,192	-	3,192
O1	Changes in non-controlling interests	-	-	-	-	-	-	-	-	-	-	-	-	45,908	45,908
Z1	Balance at December 31, 2022	714,317	-	714,317	1,506,096	357,550	34,942	1,054,940	1,447,432	(17,226)	(4,178)	(21,404)	3,646,441	45,247	3,691,688
	Appropriation of earnings														
B1	Legal reserve	-	-	-	-	66,549	-	(66,549)	-	-	-	-	-	-	-
B3	Special reserve	-	-	-	-	-	(13,538)	13,538	-	-	-	-	-	-	-
B5	Cash dividends	-	-	-	-	-	-	(642,885)	(642,885)	-	-	-	(642,885)	-	(642,885)
D1	Net profit for 2023	-	-	-	-	-	-	647,803	647,803	-	-	-	647,803	(335)	647,468
D3	Other comprehensive income (loss) for 2023, net of income tax	-	-	-	-	-	-	-	-	(21,790)	28,647	6,857	6,857	(2,470)	4,387
D5	Total comprehensive income for 2023	-	-	-	-	-	-	647,803	647,803	(21,790)	28,647	6,857	654,660	(2,805)	651,855
C5	Issuance of convertible bonds recognized as components of equity - arising from stock options	-	-	-	15,756	-	-	-	-	-	-	-	15,756	-	15,756
E1	Employee stock options cost	-	-	-	12,647	-	-	-	-	-	-	-	12,647	-	12,647
E1	Capital increase by cash	38,500	-	38,500	319,550	-	-	-	-	-	-	-	358,050	-	358,050
Z1	Balance at December 31, 2023	\$ 752,817	\$ -	\$ 752,817	\$ 1,854,049	\$ 424,099	\$ 21,404	\$ 1,006,847	\$ 1,452,350	(\$ 39,016)	\$ 24,469	(\$ 14,547)	\$ 4,044,669	\$ 42,442	\$ 4,087,111

The accompanying notes are an integral part of the consolidated financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

SYMTEK AUTOMATION ASIA CO., LTD. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CASH FLOWS

FROM JANUARY 1 TO DECEMBER 31, 2023 AND 2022

(In Thousands of New Taiwan Dollars)

Code		2023	2022
	Cash flow from operating activities		
A10000	Income before income tax	\$ 820,419	\$ 887,494
A20010	Adjustments for:		
A20100	Depreciation expenses	66,840	56,920
A20200	Amortization expenses	25,284	23,433
A20300	Expected credit impairment loss (reversal gain)	20,161	(22,329)
A20400	Net gain on financial assets and liabilities at fair value through profit or loss	(140)	-
A20900	Financial costs	30,269	15,369
A21200	Interest income	(18,899)	(19,597)
A21300	Dividend income	(6,086)	(3,590)
A21900	Share-based payment cost	12,647	-
A22500	Loss (gain) on disposal of property, plant and equipment	(39,034)	384
A23100	Net gain/loss on disposal of financial assets	-	(1,777)
A23700	Loss on inventory devaluation	187,282	91,657
A24100	Unrealized loss on foreign currency exchange	963	54
A29900	Other items	663	(130)
A30000	Net changes in operating assets and liabilities		
A31125	Contract assets	(18,104)	(239,238)
A31130	Notes receivable	16,343	2,406
A31140	Notes receivable - related parties	(21,640)	-
A31150	Accounts receivable	(20,175)	(96,190)
A31160	Accounts receivable - related parties	91,409	(27,044)
A31180	Other receivables	19,146	17,076
A31200	Inventories	633,623	(956,432)
A31240	Other current assets	39,850	(90,698)
A32125	Contract liabilities	(240,829)	169,068
A32150	Accounts payable	(732,134)	326,295
A32180	Other payables	11,997	53,542
A32200	Provision for liabilities - current	(15,628)	13,040
A32230	Other current liabilities	(674)	1,175
A33000	Cash generated from operations	863,553	200,888
A33100	Interest received	18,899	19,597
A33300	Interest paid	(26,364)	(13,733)
A33500	Income tax paid	(258,313)	(140,748)
AAAA	Net cash generated from operating activities	<u>597,775</u>	<u>66,004</u>

Code		2023	2022
	Cash flow from investing activities		
B00010	Acquisition of financial assets at fair value through other comprehensive income	(\$ 20,000)	\$ -
B00020	Sale of financial assets at fair value through other comprehensive income	-	15,000
B00040	Acquisition of financial assets at amortized cost	(158,100)	-
B00050	Disposal of financial assets at amortized cost	-	19,740
B00100	Acquisition of financial assets at fair value through profit or loss	-	(8,487)
B00200	Sale of financial assets at fair value through profit or loss	-	10,264
B02700	Acquisition of property, plant and equipment	(333,205)	(805,764)
B02800	Disposal of property, plant and equipment	96,894	80
B03700	Decrease (increase) in guarantee deposits	868	(5,142)
B04500	Payments for intangible assets	(3,639)	(6,464)
B06500	Increase in other financial assets	-	(29,733)
B06600	Decrease in other financial assets	25,162	-
B06700	Increase in other non-current assets	(13,977)	(5,421)
B07600	Dividends received	6,086	3,590
BBBB	Net cash used in investing activities	(399,911)	(812,337)
	Net cash flow from financing activities		
C00100	Increase in short-term loans	650,000	500,000
C00200	Decrease in short-term loans	(610,000)	(440,000)
C01200	Convertible bonds issued	298,770	-
C01600	Proceeds from long-term loans	458,230	670,000
C01700	Repayment of long-term loans	(190,240)	(20,240)
C03100	Guarantee deposits refunded	-	(221)
C04020	Repayment of the principal portion of lease liabilities	(44,686)	(33,526)
C04400	Decrease in other non-current liabilities	-	(228)
C04500	Dividends paid	(642,885)	(450,172)
C04600	Capital increase by cash	358,050	-
C05800	Changes in non-controlling interests	-	49,100
CCCC	Net cash generated from financing activities	277,239	274,713
DDDD	Effects of exchange rate changes on the balance of cash and cash equivalents held in foreign currencies	(15,213)	11,092
EEEE	Net increase (decrease) in cash and cash equivalents	459,890	(460,528)
E00100	Cash and cash equivalents at the beginning of the year	1,468,956	1,929,484
E00200	Cash and cash equivalents at the end of the year	\$ 1,928,846	\$ 1,468,956

The accompanying notes are an integral part of the consolidated financial statements.

Chairman: Koon Kam Kwan

General Manager: Nien Ching Wang

Head of Accounting: Ching Hsiang Chiu

2023 Remuneration of Directors and Independent Directors

Appendix 5

Dec. 31, 2023; Unit: NT\$ thousands;

Title	Name	Compensation of Directors								Ratio of Total Compensation (A+B+C+D) to Net Income (%)		Relevant Compensation Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Compensation from ventures other than subsidiaries or from the parent company
		Base Compensation (A)		Severance Pay (B)		Compensation of Directors (C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Employee Compensation (G)						
		The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company		All companies in the consolidated financial statements		The Company	All companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Chairman	Guan, Jin-Kun	0	0	0	0	2,096	2,096	56	56	2,152 0.33%	2,152 0.33%	0	0	0	0	0	0	0	0	2,152 0.33%	2,152 0.33%	None
Director	ROYAL MAX HOLDINGS LIMITED	0	0	0	0	895	895	56	56	951 0.15%	951 0.15%	0	0	0	0	0	0	0	0	951 0.15%	951 0.15%	None
	Representative: Guan, Tian-You																					
Director	Wang, Nien-Ching	0	0	0	0	895	895	56	56	951 0.15%	951 0.15%	7,406	8,792	0	0	54	0	54	0	8,411 1.3%	9,797 1.51%	None
Director	Qu, Rong-Fu	0	0	0	0	895	895	56	56	951 0.15%	951 0.15%	0	0	0	0	0	0	0	0	951 0.15%	951 0.15%	None
Director	Jiadeng Precision Industry Co.	0	0	0	0	895	895	56	56	951 0.15%	951 0.15%	0	0	0	0	0	0	0	0	951 0.15%	951 0.15%	None
	Representative: Chiu, Ming-Qien																					
Director	Tang, Ming-Chu	0	0	0	0	767	767	48	48	815 0.13%	815 0.13%	0	0	0	0	0	0	0	0	815 0.13%	815 0.13%	None
Independent Director	He, Jian-De	432	432	0	0	895	895	56	56	1,383 0.21%	1,383 0.21%	0	0	0	0	0	0	0	0	1,383 0.21%	1,383 0.21%	None
Independent Director	Jian, Rong-Kun	432	432	0	0	767	767	48	48	1,247 0.19%	1,247 0.19%	0	0	0	0	0	0	0		1,247 0.19%	1,247 0.19%	None
Independent Director	Liu, Zhi-Hong	432	432	0	0	895	895	56	56	1,383 0.21%	1,383 0.21%	0	0	0	0	0	0	0	0	1,383 0.21%	1,383 0.21%	None
1. Please specify the policy, system, standards, and structure for the payment of independent directors' remuneration and explain the relationship between the amount of remuneration and factors such as responsibilities, risks, and time invested: Based on the overall operation of the Company and taking into account the degree of participation in the Company's operation and contribution value, as well as the achievement rate of annual performance, it is used as a reference for salary adjustment. 2. In addition to the disclosure in the table above, the Company's directors in the past year did not receive any remuneration for providing services to all companies in the financial report (such as serving as a consultant for non-employees of the parent company/ all companies in the financial report/ investing businesses).																						

Symtek Automation Asia Co., Ltd.

Second Unsecured Convertible Bonds Issue

Letter from the competent authority	Financial Supervisory Commission, Executive Yuan, Letter dated April 17, 2023 Jin-Guan-Zheng-Fa-Zhi No. 11203371601
Reason for offering	Repayment of bank borrowings
Date of issue	May 5, 2023
Par value	NT\$100,000
Conversion price	NT\$115 (issue date)
Total amount	NT\$300,000,000
Interest rate	0.00%
Term	3 years Maturity: May 5, 2026
Repayment method	Except for conversion or redemption in accordance with the conversion regulations, the remaining principal will be repaid in cash at maturity.
Outstanding principal	NT\$300,000,000
Terms on redemption or early settlement	In accordance with Articles 18 and 19 of the Issue and Conversion Regulations

Articles of Incorporation of Symtek Automation Asia Co., Ltd.

Chapter 1 General Principles

Article 1

The Company is organized under the Company Act and is named Symtek Automation Asia Co., Ltd.

Article 2

The business of the Company is as follows:

- 1 CB01010 Mechanical Equipment Manufacturing.
- 2 CB01990 Other Machinery Manufacturing.
- 3 CC01080 Electronics Components Manufacturing.
- 4 E603050 Automatic Control Equipment Engineering.
- 5 E604010 Machinery Installation.
- 6 F113010 Wholesale of Machinery.
- 7 F113990 Wholesale of Other Machinery and Tools.
- 8 F113020 Wholesale of Household Appliance.
- 9 F119010 Wholesale of Electronic Materials.
- 10 F401010 International Trade.
- 11 F106010 Wholesale of Hardware.
- 12 ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

Article 3

The Company has its head office in Taoyuan City and may establish domestic and foreign branches when necessary by resolution of the board of directors.

Article 4

The announcement method of the Company shall be in accordance with Article 28 of the Company Act.

Article 4-1

The Company may, by resolution of the board of directors, provide external guarantees and invest in other businesses as needed for business purposes. Unless otherwise provided by law, the total amount of such investments may exceed 40% of the Company's paid-in capital, as provided for in Article 13 of the Company Act.

Chapter 2 Shares

Article 5

The Company's capital is set at NT\$1 billion, divided into 100 million common shares of NT\$10 each, of which the unissued shares are authorized to be issued by the board of directors in installments.

The total capital reserved for the issuance of employee stock options is NT\$100 million, totaling 10 million shares at NT\$10 per share, which are authorized to be issued by the board of directors in installments.

Article 5-1

The Company shall issue employee stock options at a price less than the closing price of the Company's common stock on the date of issuance only after the shareholders' meeting at which a majority of the total number of outstanding shares are represented and two-thirds or more of the shareholders present vote in favor of the issuance. The transfer of stock options to employees at a price lower than the average price of the shares actually purchased shall be approved by two-thirds or more of the shareholders present at the most recent shareholders' meeting representing a majority of the total number of shares outstanding prior to the transfer.

Article 6

The Company's shares shall be issued in registered form under the signatures or seals of the directors representing the Company, and shall be duly certified or authenticated by the bank which is competent to certify shares under the laws before issuance. The shares of the Company may also be issued without the printing of share certificates, and shall be issued without a physical presence, and shall be registered with a centralized securities depository.

Article 7

The Company's share operations shall be conducted in accordance with the Company Act and the "Regulations Governing the Administration of Shareholder Services of Public Companies" issued by the competent authorities.

Article 8

Changes in the shareholders register shall cease within 60 days prior to the date of the regular meeting of shareholders, within 30 days prior to the date of the special meeting of shareholders, or within 5 days prior to the date on which the Company decides to distribute dividends and bonuses or other benefits.

Chapter 3 Shareholders' Meeting

Article 9

The shareholders' meeting is divided into two types of meetings, regular and special meetings. The regular meeting is convened at least once a year, within six months after the end of each fiscal year. A special meeting shall be convened when necessary in accordance with the law.

The aforementioned notice shall state the date, place and reason for the meeting. The notice may be given by electronic means with the consent of the shareholders. Unless otherwise provided in the Company Act, a shareholders' meeting shall be convened by the board of directors.

The minutes of the shareholders' meeting shall be prepared, signed or sealed by the chairperson, and distributed to the shareholders within 20 days after the meeting. The foregoing minutes shall be distributed by public announcement.

Article 10

Except as otherwise provided in the Company Act, the proxy procedure for shareholders to attend shareholders' meetings shall be in accordance with the "Regulations Governing the Use of Proxies for Attendance at Shareholder Meetings of Public Companies" promulgated by the competent authorities. The shareholders' meeting may be held by video conference or other means announced by the central competent authority. If the meeting is held by video conference, the shareholders who participate in the meeting by video are considered to be present in person.

Article 10-1

Electronic voting is one of the ways to exercise the Company's voting rights. Shareholders who exercise their voting rights electronically are considered to be present in person, and matters related to their exercise are handled in accordance with the provisions of the existing laws and regulations.

Article 11

Unless otherwise provided by law, each shareholder of the Company shall have one vote per share.

Article 12

Except as otherwise provided in the Company Act and related laws and regulations, resolutions of the shareholders' meeting shall be made with the consent of a majority of the shareholders present, representing a majority of the total number of outstanding shares.

Article 12-1

The Company may not apply for cessation of public offering without the resolution of the shareholders' meeting, and this provision shall not be changed during the period of the Emerging Stock Market and the Listed Stock Market.

Chapter 4 Directors

Article 13

The Company shall have seven to nine directors, and the candidates shall be nominated, with a three-year term of office, and shall be elected by the shareholders' meeting from a list of director candidates, and shall be eligible for re-election.

Article 13-1

The number of independent directors shall not be less than three and not less than one-fifth of the total number of directors. The professional qualifications, shareholdings, restrictions on concurrent employment, nomination and election of independent directors and other compliance matters shall be in accordance with the relevant regulations of the competent securities authorities.

The election of the Company's directors shall be conducted under the cumulative voting system, whereby independent directors and non-independent directors shall be elected together and the number of elected seats shall be counted separately, and the person who receives more votes representing the greater number of voting rights shall be elected.

The Company may establish functional committees such as audit and compensation committees. The

Audit Committee shall be composed of all independent directors, with at least three members, one of whom shall be the convener, and at least one of whom shall have financial or accounting expertise and shall be responsible for carrying out the duties of supervisor under the Company Act, the Securities and Exchange Act, other relevant laws and regulations, and relevant regulations of the Company. The Compensation Committee, whose members shall be appointed by resolution of the board of directors, shall include at least one independent director, and all members shall elect an independent director as the convener and chairperson of the meeting. The functional committee shall be accountable to the board of directors and shall submit proposals to the board of directors for resolution. The exercise of their duties and responsibilities and the matters to be followed shall be in accordance with the relevant laws and regulations and the Company's Articles of Incorporation.

Article 14

The board of directors shall be organized by the directors, and a chairperson shall be elected by and from among the directors with the presence of at least two-thirds of the directors and the consent of a majority of the directors present, and a vice chairperson shall be elected by and from among the directors in the same manner. The chairperson shall represent the Company externally.

Article 15

If the chairperson of the board of directors is absent from work or is unable to exercise his or her duties for any reason, his or her proxy shall be governed by Article 208 of the Company Act. If a director is unable to attend a board meeting for any reason, he or she may appoint another director to act as his or her proxy by issuing a proxy letter that lists the scope of authority. The aforementioned proxy shall be limited to acting on behalf of one person.

Article 15-1

The convening of the board of directors' meeting shall state the reason and notify the directors in accordance with the deadline stipulated by the competent securities authority. However, in case of emergency, the meeting may be convened at any time.

The aforementioned notice may be given in writing or by facsimile or electronic mail (E-mail).

Article 16

The compensation of the Company's directors is authorized to be determined by the board of directors based on the directors' participation in and contribution to the Company's operations and the value of the directors' contributions, as well as the common standards in the industry.

Article 16-1

The Company may, during the term of office of all directors, purchase liability insurance for their liability under the law for the execution of their business, in order to reduce and diversify the risk of significant damage to the Company and its shareholders caused by the illegal acts of directors.

Chapter 5 Managers

Article 17

The Company may have a manager who shall manage all the business of the Company in accordance with the guidelines resolved by the board of directors and shall be appointed and dismissed by the board of directors with the presence of a majority of the directors and the approval of a majority of the directors present.

Chapter 6 Accounting

Article 18

At the end of each fiscal year, the board of directors shall prepare and submit to the shareholders' meeting for recognition, in accordance with the law: (1) an operation report, (2) a financial statement, and (3) a proposal for the distribution of earnings or the recovery of losses.

Article 19

If the Company makes a profit in a year, the Company shall set aside not less than 1% as compensation to employees, which shall be distributed in shares or cash as resolved by the board of directors, and the Company may set aside not more than 3% of the above profit as compensation to directors as resolved by the board of directors. The compensation to employees and compensation to directors shall be reported to the shareholders' meeting.

However, if the Company still has accumulated losses, the Company shall first make up for the accumulated losses in advance and then allocate the compensation to employees and directors in accordance with the aforementioned percentages.

The Company may execute employee treasury stock, employee stock options, new stock subscriptions for employees, employee restricted stock, and compensation to employees, including employees of parents or subsidiaries of the company meeting certain specific requirements.

Article 20

If there is any surplus in the Company's annual accounts, the Company shall pay tax and make up for the accumulated losses in accordance with the law, and then set aside 10% as legal reserve. However, if the legal reserve has reached the amount of the Company's paid-in capital, the legal reserve may not be set aside, and the remainder may be set aside or reversed to a special reserve as required by law. If there is any remaining balance, the board of directors shall, together with the accumulated undistributed earnings, prepare a proposal for the distribution of earnings and submit it to the shareholders' meeting for resolution on the distribution of dividends to shareholders. In the event that the aforementioned dividends, legal reserve, or paid-in capital are distributed in cash, the resolution shall be approved by a majority of the board of directors present with at least two-thirds of the directors present and shall be reported to the shareholders' meeting. The Company's dividend policy is to distribute dividends to shareholders at a rate of not less than 10% of the distributable earnings each year in accordance with the Company's current and future development plans, taking into account the investment environment,

capital requirements, domestic and international competition, and the interests of shareholders. However, if the accumulated distributable earnings are less than 5% of the paid-in capital, they may not be distributed. Dividends may be distributed in cash or in shares, with cash dividends being no less than 50% of the total dividends.

Article 20-1

The Board of Directors shall prepare and submit to the Audit Committee for examination and approval a proposal to distribute earnings or make up losses after the end of each semiannual fiscal year.

When distributing earnings as described above, the Company shall first estimate and retain taxable contributions, employees' remuneration and remuneration to directors and supervisors, and make up losses and set aside legal reserve in accordance with the law. However, if the legal reserve has reached the amount of paid-in capital, no further provision may be made. The Board of Directors shall resolve the distribution of earnings in cash, and the shareholders' meeting shall resolve the distribution of earnings by issuing new shares.

Chapter 7 Supplementary Provisions

Article 21

All matters not covered by these Regulations shall be governed by the provisions of the Company Act.

Article 22

These Regulations were established on October 25, 1999.

The 1st amendment was made on June 4, 2001.

The 2nd amendment was made on September 7, 2001.

The 3rd amendment was made on June 14, 2002.

The 4th amendment was made on November 1, 2003.

The 5th amendment was made on June 18, 2004.

The 6th amendment was made on October 7, 2005.

The 7th amendment was made on February 18, 2006.

The 8th amendment was made on June 22, 2006.

The 9th amendment was made on June 26, 2007.

The 10th amendment was made on June 17, 2008.

The 11th amendment was made on June 15, 2009.

The 12th amendment was made on September 16, 2011.

The 13th amendment was made on August 27, 2013.

The 14th amendment was made on May 6, 2014.

The 15th amendment was made on May 27, 2016.

The 16th amendment was made on May 26, 2017.

The 17th amendment was made on May 29, 2018.

The 18th amendment was made on May 29, 2019.

The 19th amendment was made on July 15, 2021.

The 20th amendment was made on May 31, 2023.

Symtek Automation Asia Co., Ltd.

Chairman: Guan, Jin-Kun

Symtek Automation Asia Co., Ltd.
Rules of Procedure for Shareholders Meetings

Article 1

To establish a strong governance system and sound supervisory capabilities for the Company's shareholders meetings, and to strengthen management capabilities, these Rules are adopted pursuant to Article 5 of the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies.

Article 2

The rules of procedures for the Company's shareholders meetings, except as otherwise provided by law, regulation, or the articles of incorporation, shall be as provided in these Rules

Article 3

Unless otherwise provided by law or regulation, the Company's shareholders meetings shall be convened by the board of directors.

The Company shall prepare electronic versions of the shareholders meeting notice and proxy forms, and the origins of and explanatory materials relating to all proposals, including proposals for ratification, matters for deliberation, or the election or dismissal of directors or supervisors, and upload them to the Market Observation Post System (MOPS) before 30 days before the date of a regular shareholders meeting or before 15 days before the date of a special shareholders meeting. The Company shall prepare electronic versions of the shareholders meeting agenda and supplemental meeting materials and upload them to the MOPS before 21 days before the date of the regular shareholders meeting or before 15 days before the date of the special shareholders meeting. When the Company convenes a shareholders' meeting, it shall, 15 days before the scheduled date of the shareholders' meeting, prepare the shareholders' meeting agenda handbook and supplemental materials and make them available for the shareholders to obtain and review at any time. In addition, the handbook shall be displayed at the Company and its stock registrar and transfer agent,

and be distributed on-site at the shareholder's meeting.

The reasons for convening a shareholders meeting shall be specified in the meeting notice and public announcement. With the consent of the addressee, the meeting notice may be given in electronic form.

Election or dismissal of directors or supervisors, amendments to the articles of incorporation, reduction of capital, application for the approval of ceasing its status as a public company, approval of competing with the company by directors, surplus profit distributed in the form of new shares, reserve distributed in the form of new shares, the dissolution, merger, or demerger of the corporation, or any matter under Article 185, paragraph 1 of the Company Act, Articles 26-1 and 43-6 of the Securities Exchange Act, Articles 56-1 and 60-2 of the Regulations Governing the Offering and Issuance of Securities by Securities Issuers shall be set out and the essential contents explained in the notice of the reasons for convening the shareholders meeting. None of the above matters may be raised by an extraordinary motion. The main content may be placed on the website designated by the securities authority or the Company, and the website address shall be included in the notice.

Where re-election of all directors and supervisors as well as their inauguration date is stated in the notice of the reasons for convening the shareholders meeting, after the completion of the re-election in said meeting such inauguration date may not be altered by any extraordinary motion or otherwise in the same meeting.

A shareholder holding one percent or more of the total number of issued shares may submit to the Company a proposal for discussion at a regular shareholders meeting. The number of items so proposed is limited to one only, and no proposal containing more than one item will be included in the meeting agenda. When the circumstances of any subparagraph of Article 172-1, paragraph 4 of the Company Act apply to a proposal put forward by a shareholder, the board of directors may exclude it from the agenda. A shareholder may propose a recommendation for urging the corporation to promote public interests or fulfill its social responsibilities, provided procedurally the number of items so proposed is limited only to one in accordance with Article 172-1 of the Company Act, and no proposal containing more than one item will be included in the meeting agenda.

Prior to the book closure date before a regular shareholders meeting is held, the Company shall publicly announce its acceptance of shareholder proposals in writing or electronically, and the location and time period for their submission; the period for submission of shareholder proposals may not be less than 10 days.

Shareholder-submitted proposals are limited to 300 words, and no proposal containing more

than 300 words will be included in the meeting agenda. The shareholder making the proposal shall be present in person or by proxy at the regular shareholders meeting and take part in discussion of the proposal.

Prior to the date for issuance of notice of a shareholders meeting, the Company shall inform the shareholders who submitted proposals of the proposal screening results, and shall list in the meeting notice the proposals that conform to the provisions of this article. At the shareholders meeting the board of directors shall explain the reasons for exclusion of any shareholder proposals not included in the agenda.

Article 4

For each shareholders meeting, a shareholder may appoint a proxy to attend the meeting by providing the proxy form issued by the Company and stating the scope of the proxy's authorization.

A shareholder may issue only one proxy form and appoint only one proxy for any given shareholders' meeting, and shall deliver the proxy form to the Company before five days before the date of the shareholders meeting. When duplicate proxy forms are delivered, the one received earliest shall prevail unless a declaration is made to cancel the previous proxy appointment.

After a proxy form has been delivered to the Company, if the shareholder intends to attend the meeting in person or to exercise voting rights by correspondence or electronically, a written notice of proxy cancellation shall be submitted to the Company before two business days before the meeting date. If the cancellation notice is submitted after that time, votes cast at the meeting by the proxy shall prevail.

Article 5

The venue for a shareholders meeting shall be the premises of the Company, or a place easily accessible to shareholders and suitable for a shareholders meeting. The meeting may begin no earlier than 9 a.m. and no later than 3 p.m. Full consideration shall be given to the opinions of the independent directors with respect to the place and time of the meeting.

Article 6

The Company shall specify in its shareholders meeting notices the time during which attendance registrations for shareholders will be accepted, the place to register for

attendance, and other matters for attention. The time during which shareholder attendance registrations will be accepted, as stated in the preceding paragraph, shall be at least 30 minutes prior to the time the meeting commences. The place at which attendance registrations are accepted shall be clearly marked and a sufficient number of suitable personnel assigned to handle the registrations.

Shareholders or their proxy (hereinafter referred to as Shareholders) shall attend shareholders meetings based on attendance cards, sign-in cards, or other certificates of attendance. The Company may not arbitrarily add requirements for other documents beyond those showing eligibility to attend presented by shareholders. Solicitors soliciting proxy forms shall also bring identification documents for verification.

The Company shall furnish the attending shareholders with an attendance book to sign, or attending shareholders may hand in a sign-in card in lieu of signing in.

The Company shall furnish attending shareholders with the meeting agenda book, annual report, attendance card, speaker's slips, voting slips, and other meeting materials. Where there is an election of directors, pre-printed ballots shall also be furnished.

When the government or a juristic person is a shareholder, it may be represented by more than one representative at a shareholders meeting. When a juristic person is appointed to attend as proxy, it may designate only one person to represent it in the meeting.

Article 7

If a shareholders meeting is convened by the board of directors, the meeting shall be chaired by the chairperson of the board. When the chairperson of the board is on leave or for any reason unable to exercise the powers of the chairperson, the vice chairperson shall act in place of the chairperson; if there is no vice chairperson or the vice chairperson also is on leave or for any reason unable to exercise the powers of the vice chairperson, the chairperson shall appoint one of the managing directors to act as chair, or, if there are no managing directors, one of the directors shall be appointed to act as chair. Where the chairperson does not make such a designation, the managing directors or the directors shall select from among themselves one person to serve as chair.

When a managing director or a director serves as chair, as referred to in the preceding paragraph, the managing director or director shall be one who has held that position for six months or more and who understands the financial and business conditions of the company. The same shall be true for a representative of a juristic person director that serves as chair.

It is advisable that shareholders meetings convened by the board of directors be chaired by the chairperson of the board in person and attended by a majority of the directors, and at least one member of each functional committee on behalf of the committee. The attendance shall be recorded in the meeting minutes.

If a shareholders meeting is convened by a party with power to convene but other than the board of directors, the convening party shall chair the meeting. When there are two or more such convening parties, they shall mutually select a chair from among themselves.

The Company may appoint its attorneys, certified public accountants, or related persons retained by it to attend a shareholders meeting in a non-voting capacity.

Article 8

The Company, beginning from the time it accepts shareholder attendance registrations, shall make an uninterrupted audio and video recording of the registration procedure, the proceedings of the shareholders meeting, and the voting and vote counting procedures.

The recorded materials of the preceding paragraph shall be retained for at least one year. If, however, a shareholder files a lawsuit pursuant to Article 189 of the Company Act, the ballots shall be retained until the conclusion of the litigation.

Article 9

Attendance at shareholders meetings shall be calculated based on numbers of shares. The number of shares in attendance shall be calculated according to the shares indicated by the attendance book and sign-in cards handed in, plus the number of shares whose voting rights are exercised by correspondence or electronically.

The chair shall call the meeting to order at the appointed meeting time, however, when the attending shareholders do not represent a majority of the total number of issued shares, the chair may announce a postponement, provided that no more than two such postponements, for a combined total of no more than one hour, may be made. If the quorum is not met after two postponements and the attending shareholders still represent less than one third of the total number of issued shares, the chair shall declare the meeting adjourned.

If the quorum is not met after two postponements as referred to in the preceding paragraph, but the attending shareholders represent one third or more of the total number of issued shares, a tentative resolution may be adopted pursuant to Article 175, paragraph 1 of the Company Act; all shareholders shall be notified of the tentative resolution and another

shareholders meeting shall be convened within one month.

When, prior to conclusion of the meeting, the attending shareholders represent a majority of the total number of issued shares, the chair may resubmit the tentative resolution for a vote by the shareholders meeting pursuant to Article 174 of the Company Act.

Article 10

If a shareholders meeting is convened by the board of directors, the meeting agenda shall be set by the board of directors. Votes shall be cast on each separate proposal in the agenda (including extraordinary motions and amendments to the original proposals set out in the agenda). The meeting shall proceed in the order set by the agenda, which may not be changed without a resolution of the shareholders meeting.

The provisions of the preceding paragraph apply *mutatis mutandis* to a shareholders meeting convened by a party with the power to convene that is not the board of directors.

The chair may not declare the meeting adjourned prior to completion of deliberation on the meeting agenda of the preceding two paragraphs (including extraordinary motions), except by a resolution of the shareholders meeting. If the chair declares the meeting adjourned in violation of the rules of procedure, the other members of the board of directors shall promptly assist the attending shareholders in electing a new chair in accordance with statutory procedures, by agreement of a majority of the votes represented by the attending shareholders, and then continue the meeting.

The chair shall allow ample opportunity during the meeting for explanation and discussion of proposals and of amendments or extraordinary motions put forward by the shareholders; when the chair is of the opinion that a proposal has been discussed sufficiently to put it to a vote, the chair may announce the discussion closed, call for a vote, and schedule sufficient time for voting.

Article 11

Before speaking, an attending shareholder must specify on a speaker's slip the subject of the speech, his/her shareholder account number (or attendance card number), and account name. The order in which shareholders speak will be set by the chair.

A shareholder in attendance who has submitted a speaker's slip but does not actually speak shall be deemed to have not spoken. When the content of the speech does not correspond to the subject given on the speaker's slip, the spoken content shall prevail.

Except with the consent of the chair, a shareholder may not speak more than twice on the same proposal, and a single speech may not exceed 5 minutes. If the shareholder's speech violates the rules or exceeds the scope of the agenda item, the chair may terminate the speech.

When an attending shareholder is speaking, other shareholders may not speak or interrupt unless they have sought and obtained the consent of the chair and the shareholder that has the floor; the chair shall stop any violation.

When a juristic person shareholder appoints two or more representatives to attend a shareholders meeting, only one of the representatives so appointed may speak on the same proposal. After an attending shareholder has spoken, the chair may respond in person or direct relevant personnel to respond.

Article 12

Voting at a shareholders meeting shall be calculated based the number of shares.

With respect to resolutions of shareholders meetings, the number of shares held by a shareholder with no voting rights shall not be calculated as part of the total number of issued shares.

When a shareholder is an interested party in relation to an agenda item, and there is the likelihood that such a relationship would prejudice the interests of the Company, that shareholder may not vote on that item, and may not exercise voting rights as proxy for any other shareholder.

The number of shares for which voting rights may not be exercised under the preceding paragraph shall not be calculated as part of the voting rights represented by attending shareholders.

With the exception of a trust enterprise or a shareholder services agent approved by the competent securities authority, when one person is concurrently appointed as proxy by two or more shareholders, the voting rights represented by that proxy may not exceed three percent of the voting rights represented by the total number of issued shares. If that percentage is exceeded, the voting rights in excess of that percentage shall not be included in the calculation.

Article 13

A shareholder shall be entitled to one vote for each share held, except when the shares are

restricted shares or are deemed non-voting shares under Article 179, paragraph 2 of the Company Act.

When the Company holds a shareholder meeting, it shall adopt exercise of voting rights by electronic means and may adopt exercise of voting rights by correspondence. When voting rights are exercised by correspondence or electronic means, the method of exercise shall be specified in the shareholders meeting notice. A shareholder exercising voting rights by correspondence or electronic means will be deemed to have attended the meeting in person, but to have waived his/her rights with respect to the extraordinary motions and amendments to original proposals of that meeting; it is therefore advisable that the Company avoid the submission of extraordinary motions and amendments to original proposals.

A shareholder intending to exercise voting rights by correspondence or electronic means under the preceding paragraph shall deliver a written declaration of intent to the Company before two days before the date of the shareholders meeting. When duplicate declarations of intent are delivered, the one received earliest shall prevail, except when a declaration is made to cancel the earlier declaration of intent.

After a shareholder has exercised voting rights by correspondence or electronic means, in the event the shareholder intends to attend the shareholders meeting in person, a written declaration of intent to retract the voting rights already exercised under the preceding paragraph shall be made known to the Company, by the same means by which the voting rights were exercised, before two business days before the date of the shareholders meeting. If the notice of retraction is submitted after that time, the voting rights already exercised by correspondence or electronic means shall prevail. When a shareholder has exercised voting rights both by correspondence or electronic means and by appointing a proxy to attend a shareholders meeting, the voting rights exercised by the proxy in the meeting shall prevail.

Except as otherwise provided in the Company Act and in the Company's articles of incorporation, the passage of a proposal shall require an affirmative vote of a majority of the voting rights represented by the attending shareholders. At the time of a vote, for each proposal, the chair or a person designated by the chair shall first announce the total number of voting rights represented by the attending shareholders, followed by a poll of the shareholders. After the conclusion of the meeting, on the same day it is held, the results for each proposal, based on the numbers of votes for and against and the number of abstentions, shall be entered into the MOPS.

When there is an amendment or an alternative to a proposal, the chair shall present the amended or alternative proposal together with the original proposal and decide the order in which they will be put to a vote. When any one among them is passed, the other proposals will then be deemed rejected, and no further voting shall be required.

Vote monitoring and counting personnel for the voting on a proposal shall be appointed by the chair, provided that all monitoring personnel shall be shareholders of the Company.

Vote counting for shareholders meeting proposals or elections shall be conducted in public at the place of the shareholders meeting. Immediately after vote counting has been completed, the results of the voting, including the statistical tallies of the numbers of votes, shall be announced on-site at the meeting, and a record made of the vote.

Article 14

The election of directors at a shareholders meeting shall be held in accordance with the applicable election and appointment rules adopted by the Company, and the voting results shall be announced on-site immediately, including the names of those elected as directors and the numbers of votes with which they were elected.

The ballots for the election referred to in the preceding paragraph shall be sealed with the signatures of the monitoring personnel and kept in proper custody for at least one year. If, however, a shareholder files a lawsuit pursuant to Article 189 of the Company Act, the ballots shall be retained until the conclusion of the litigation.

Article 15

Matters relating to the resolutions of a shareholders meeting shall be recorded in the meeting minutes. The meeting minutes shall be signed or sealed by the chair of the meeting and a copy distributed to each shareholder within 20 days after the conclusion of the meeting. The meeting minutes may be produced and distributed in electronic form.

The Company may distribute the meeting minutes of the preceding paragraph by means of a public announcement made through the MOPS.

The meeting minutes shall accurately record the year, month, day, and place of the meeting, the chair's full name, the methods by which resolutions were adopted, and a summary of the deliberations and their voting results (including the number of voting rights), and disclose the number of voting rights won by each candidate in the event of an election of

directors. The minutes shall be retained for the duration of the existence of the Company.

Article 16

On the day of a shareholders meeting, the Company shall compile in the prescribed format a statistical statement of the number of shares obtained by solicitors through solicitation and the number of shares represented by proxies, and shall make an express disclosure of the same at the place of the shareholders meeting.

If matters put to a resolution at a shareholders meeting constitute material information under applicable laws or regulations or under Taiwan Stock Exchange Corporation (or Taipei Exchange Market) regulations, the Company shall upload the content of such resolution to the MOPS within the prescribed time period.

Article 17

Staff handling administrative affairs of a shareholders meeting shall wear identification cards or arm bands.

The chair may direct the proctors or security personnel to help maintain order at the meeting place. When proctors or security personnel help maintain order at the meeting place, they shall wear an identification card or armband bearing the word "Proctor."

At the place of a shareholders meeting, if a shareholder attempts to speak through any device other than the public address equipment set up by the Company, the chair may prevent the shareholder from so doing.

When a shareholder violates the rules of procedure and defies the chair's correction, obstructing the proceedings and refusing to heed calls to stop, the chair may direct the proctors or security personnel to escort the shareholder from the meeting.

Article 18

When a meeting is in progress, the chair may announce a break based on time considerations. If a force majeure event occurs, the chair may rule the meeting temporarily suspended and announce a time when, in view of the circumstances, the meeting will be resumed.

If the meeting venue is no longer available for continued use and not all of the items (including extraordinary motions) on the meeting agenda have been addressed, the shareholders meeting may adopt a resolution to resume the meeting at another venue.

A resolution may be adopted at a shareholder meeting to defer or resume the meeting within five days in accordance with Article 182 of the Company Act.

Article 19

These Rules shall take effect after having been submitted to and approved by a shareholders meeting. Subsequent amendments thereto shall be affected in the same manner.

Symtek Automation Asia Co., Ltd.

Shareholding of All Directors

1. The total number of issued shares of the Company as of April 1, 2024, the date of cessation of transfer of shares at the Annual General Meeting, was 75,281,711 shares.
2. The minimum number of shares required to be held by all directors and the shares held as recorded in the register of shareholders.

Title	Number of shares to be held	Number of shares registered in the register of shareholders
Director	6,022,537 shares	8,331,180 shares

3. The shareholding details of directors are as follows:

Title	Name	Shares held
Chairman	Guan, Jin-Kun	0
Director	Wang, Nien-Ching	1,260,244
Director	ROYAL MAX HOLDINGS LIMITED Representative: Guan, Tian-You	2,800,000
Director	Jiadeng Precision Industry Co. Representative: Chiu, Ming-Qien	4,161,692
Director	Qu, Rong-Fu	109,244
Director	Tang, Ming-Chu	0
Independent Director	Jian, Rong-Kun	0
Independent Director	Liu, Zhi-Hong	0
Independent Director	He, Jian-De	0