

Stock Symbol: 6438



**SYMTEK AUTOMATION ASIA
CO., LTD.**

2024 Annual Report

Prepared by
SYMTEK AUTOMATION ASIA CO., LTD.
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The annual report of the Company can be accessed on the "Market Observation Post System (MOPS)" website at the following address:<http://mops.twse.com.tw>

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I. Letter to Shareholders

Dear Shareholders,

Looking back at fiscal year 2024, amid the downturn at the tail end of demand for IC substrates and PCBs, customer capital expenditures remained conservative, which consequently placed SYMTEK's related business operations at a disadvantage. At the same time, this year also marked continued growth in both revenue and the proportion of our business derived from the semiconductor sector. This was mainly driven by the momentum of our key clients and the upstream expansion of AI-related applications. The corresponding performance and technological developments were positive, and we anticipate riding an even stronger wave of growth in the near future. The following are the results of operations for 2024:

1. Business Report for 2024

(1) Business Plan Implementation Results

In 2024, the consolidated revenue is NT\$ 5,121,060 thousand, the after-tax earnings are NT\$558,558 thousand, and the after-tax basic earnings per share is NT\$ 7.63.

(2) Budget Execution

There is no financial forecast for 2024, therefore, there is no budget achievement status.

(3) Analysis of financial income and expenses and profitability

Item		2024	2023	
Financial Structure	Debt to Asset Ratio (%)	43.54%	48.56%	
	Long-term Funds to Fixed Assets Ratio (%)	242.51%	270.16%	
Solvency (%)	Mobility Ratio (%)	211.58%	224.81%	
	Quick Ratio (%)	158.48%	160.40%	
	Interest Protection Multiples	36.95	28.10	
Profitability	Return on Assets (%)	6.93%	8.47%	
	Return on Equity (%)	12.47%	16.65%	
	Ratio to Paid-in Capital (%)	Operating Profit	51.55%	102.11%
		Pre-tax Net Profit	91.37%	108.98%
	Net Profit Margin (%)	10.90%	11.14%	
	Earnings Per Share (NT\$)	7.63	8.89	

(4) R&D Status

	Unit: NT\$ thousands	
	2024	2023
R&D Expenses	409,300	340,362
Net Operating Revenue	5,121,060	5,810,295
R&D Expenses as a Percentage of Net Operating Revenue (%)	7.99	5.86

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

According to the latest estimates from the DGBAS, Taiwan's full-year economic growth rate for 2024 is projected at 4.27%, significantly higher than the 1.12% growth in 2023. This improvement is primarily driven by the rebound in semiconductor investment demand and the return of private investment to positive growth. In addition, semiconductor clients have benefited from improved market conditions and capital expenditure, alongside the promotion of localized supply chains, which continues to stimulate growth in related industries. As a local equipment provider for the semiconductor sector, SYMTEK has been able to steadily expand its market share in semiconductor sales. Externally, competitive pressures remain concentrated in traditional businesses such as PCBs and IC substrates. Although SYMTEK maintains a technological edge over peers, the company faces shrinking market share and intensified price competition, leading to lower order volumes and prices. This underscores the continued need to pivot toward higher value-added segments. On the regulatory front, the company has not been significantly impacted and continues to actively align with sustainability requirements from regulatory authorities, clients, and other stakeholders.

3. Outline of Business Plan and Development Strategy for 2024

(1) Strategies/projects implemented in 2024:

- Organizational Adjustment: The Semiconductor Business Group was realigned to streamline its previously fragmented development directions. Mid-level management was restructured to align with a unified strategic path.
- Focus on Advanced Semiconductor Packaging: In response to major clients strengthening vertical integration and transitioning advanced packaging technologies into mass production, SYMTEK has ramped up R&D to support these customer demands. Core products such as micro/standard storage systems and other AMHS have achieved notable R&D breakthroughs. In 2024, SYMTEK made significant progress in advanced packaging, with related revenue contribution reaching approximately 10%.
- Comprehensive AMHS Solutions: For IC substrates and the semiconductor industry,

SYMTEK continues to develop integrated material handling solutions. A prototype OHT system was showcased at the TPCA Show in October 2024, drawing strong attention and marking a critical milestone in the company's AMHS R&D roadmap.

- **Advancing Internationalization Strategy in Response to Global Industry Layout:** This includes aligning with major clients' new plant setups in the U.S. and Japan, establishing agency partnerships in both regions to develop new overseas markets, and completing site setup in Thailand to capture local market opportunities.
- **International Certifications Achieved:** In 2024, SYMTEK obtained key international certifications including ISO 27001 Information Security and ISO 14064-1 GHG Emissions Inventory.

(2) With an optimistic outlook on market conditions, SYMTEK has reaffirmed its vision for continued operational growth and is planning to expand the scope of its strategic initiatives. Planned projects for execution in 2025 include:

- **New Product and Technology Development:** EFEM systems for front-end/back-end IC substrates, wafer robots and inter-floor transport systems, and mass production models of OHT systems.
- **Industry Expansion:** Entry into new sectors such as crystal growing facilities, system integration plants, and the Chinese semiconductor market.
- **The new site in Thailand has achieved full production capacity and secured stable orders, successfully capturing business opportunities from the relocation of the PCB industry cluster. SYMTEK is also actively developing new business models that integrate customer service, equipment peripherals, and supply chain consolidation.**
- **Plans are in place to establish AI servers, initially deploying large language models to assist engineers in coding tasks, thereby improving software development and the efficiency of internal systems operations.**
- **Establishing the SYMTEK Ecosystem to Integrate External Resources and Cultivate Internal Competitiveness:**
 - **Startup Ecosystem:** Strategic investments are evaluated and implemented to generate synergy with core business operations.
 - **Customer Ecosystem:** Centered on Joint Design Manufacturing (JDM) partnerships, research and development is closely aligned with clients' manufacturing processes.
 - **Supplier Ecosystem:** Focused on co-developing high-value mechanical components through close technical collaboration with key suppliers.

In anticipation of the evolving industrial and geopolitical landscape in 2025, SYMTEK will continue to refine its strategic direction and implement transformation and optimization initiatives

across all levels, thereby strengthening its operational foundation and sustaining long-term competitiveness for a return to a robust growth trajectory.

Symtek Automation Asia Co., Ltd.

Chairman: WANG, Nien-Ching

February 24, 2025

II. Corporate Governance Report

1. Directors, Supervisors and Management Team

(1) Directors and Supervisors

1. Date of director's appointment, shareholding, main education/work experience, and concurrent positions at other companies.

Date of Information: April 6, 2025; Unit: Shares/%

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Elected (Appointed) Date	Term of office (years)	Date of first election (Note 3)	Shares held at the time of election		Current shareholding		Current shareholding by spouse and minor children		Shares held in the name of others		Major industrial (academic) experience (Note 4)	Current position(s) in the Company and other companies	Other officers and directors who are spouses or relatives within the second degree of kinship			Remarks (Note 5)
							Shares	Sharehol ding ratio (%)	Shares	Sharehol ding ratio (%)	Shares	Sharehol ding ratio (%)	Shares	Sharehol ding ratio (%)			Title	Name	Relation	
Chairman	R.O.C.	Koon Kam Kwan (Note 7)	Male 75-80 years old	1110527	3 years	1030813	0	0-	80,000	0.10	0	0	0	0	National Taiwan University, Bachelor of Chemical Engineering Symtek Automation Asia Co., Ltd. Chairman	None	None	None	None	-
Chairman	R.O.C.	WANG, NIEN- CHING (Note 7)	Male 56-60 years old	1110527	3 years	1021025	1,052,691	1.47	1,310,244	1.59	1,038	0.00	0	0	Longhua Vocational College, Electrical Engineering Department National Chengchi University, College of Commerce, Master's Degree Private Yuan Ze University, Graduate Institute of Management, Master's Degree	Chairman of SYMTEK AUTOMATION ASIA CO., LTD. Chairman of Symtek Automation China Co. LTD. Director of LINKCOM MANUFACTURING CO., LTD. Representative Director of TSS HOLDINGS LIMITED Director of Gudeng Inc	None	None	None	-
Director	R.O.C.	Gudeng Precision Industrial Co., LTD.	-	1110527	3 years	1110527	4,000,000	5.60	4,942,851	6.01	0	0	2,730,258	3.32	National Chengchi University, PhD in Information Management Peking University, Guanghua School of Management, EMBA Master's Degree National Taipei University, EMBA Master's Degree	Chairman and CEO of Precision Industrial Co., LTD. Chairman of Gudeng Equipment Co., LTD. Chairman of WE SOLUTIONS TECHNOLOGY CO., LTD Chairman of Gudeng Construction Co., LTD. Chairman of Hengyang Green Energy Corporation Chairman of Furui Sheng Enterprise Corporation Chairman of BOR SHENG INDUSTRIAL CO., LTD. Chairman of Partner one Limited Chairman of JAU YEOU INDUSTRY CO., LTD. Director of Gudeng Venture Capital Director of SHUO TING PRECISION IND. CO., LTD. Director of i Analyzer Incorporation Director of SYMTEK AUTOMATION ASIA CO., LTD. Representative of Shanghai Gudeng Trading Co., Ltd. Representative of Gudeng INC Representative of Gudeng Investment Co., Ltd. Supervisor of TSS HOLDINGS LIMITED	None	None	None	-
	R.O.C.	CHIU, MING- QIEN (Note 6)	Male 56-60 years old																	
Director	R.O.C.	TAN, MING- CHU	Female 66-70 years old	1110527	3 years	1110527	0	0	0	0	0	0	0	0	National Chengchi University, Entrepreneurship Program Dominican University, Master of Business Administration Master of EMBA, National Taiwan University - Fudan University	Chairman of LINKCOM MANUFACTURING CO., LTD. Chairman of LINKCOM MANUFACTURING INTERNATIONAL CO., LTD. Director of Global Brands Management Association Director of Digital Governance Association Director of SYMTEK AUTOMATION ASIA CO., LTD.	None	None	None	-
Director	Hong Kong	Royal Max Holdings Limited	-	1110527	3 years	1030813	4,161,270	5.83	2,100,000	2.55	0	0	0	0	The Chinese University of Hong Kong, EMBA	Chairman of PROTEK TECHNOLOGY LIMITED Chairman of China Protek Machinery Limited Supervisor of Protek Technology (Shenzhen), Ltd. Director of SYMTEK AUTOMATION ASIA CO., LTD.	None	None	None	-
	Canada	Rep: Koon Tin Yau	Male 41-45 years old	0	0-	0	0	0	0	0										
Director	R.O.C.	QU, RON-FU	Male 61-65 years old	1110527	3 years	1080529	105,000	0.15	113,448	0.14	0	0	0	0	City University of Seattle, Master of Business Administration	Chairman of Maxtronic Technology Co., Ltd. Director of SYMTEK AUTOMATION ASIA CO., LTD. Director of Enxi Investment Co., Ltd.	None	None	None	-
Independent Director	R.O.C.	HE, JIAN-DE	Male 61-65 years old	1110527	3 years	1080529	0	0	0	0	0	0	0	0	Doctor of Technology Management, Portland State University, USA	Professor of the Management School at Yuan Ze University Representative Director of BMC Venture Capital Investment Corporation SYMTEK AUTOMATION ASIA CO., LTD., Independent Director Representative Director of Lianxun Venture Capital Co., Ltd.	None	None	None	-

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Elected (Appointed) Date	Term of office (years)	Date of first election (Note 3)	Shares held at the time of election		Current shareholding		Current shareholding by spouse and minor children		Shares held in the name of others		Major industrial (academic) experience (Note 4)	Current position(s) in the Company and other companies	Other officers and directors who are spouses or relatives within the second degree of kinship			Remarks (Note 5)
							Shares	Sharehol ding ratio (%)	Shares	Sharehol ding ratio (%)	Shares	Sharehold ing ratio (%)	Shares	Sharehold ing ratio (%)			Title	Name	Relation	
Independent Director	R.O.C.	JIAN, RONG- KUN	Male 61-65 years old	1110527	3 years	1080529	0	0	0.	0	5,360	0.01	0	0	National Chengchi University, Master of Business Administration Nanya Vocational College, Chemical Engineering	Chairman of EISO Enterprise Co., Ltd. Independent Director of Ledlink Optics, Inc. Chairman of EISUN Enterprise Co., Ltd Chairman of Yicheng Construction Co., Ltd. SYMTEK AUTOMATION ASIA CO., LTD., Independent Director Juristic person Director of 500net Technology Co., Ltd. Representative Representative Director of PORClean Nano-Biochem Co., Ltd.	None	None	None	-
Independent Director	R.O.C.	LIU, ZHI-HONG	Male 56-60 years old	1110527	3 years	1080529	0	0	0	0	0	0	0	0	Waseda University, International Division, Japan Boston University of the United States, Master of Actuarial Science National Taiwan University, Master of Accounting National Chengchi University, Bachelor's Degree in Accounting Certified Public Accountant	Chairman of THIN YOUNG SEMICONDUCTOR CORPORATION Independent Director of Poya International Co., Ltd. Independent Director of Sunny Pharmtech Inc. Independent Director of POWER WIND HEALTH INDUSTRY INCORPORATED Chairman of CHIEN HSING INFORMATION CORP. Director of Shunlai Enterprise Management Consulting Co., Ltd. SYMTEK AUTOMATION ASIA CO., LTD., Independent Director Accountant at Changxing United Certified Public Accountants Firm Director of Changchun Business Travel Co., Ltd. Chairman of Changchun Enterprise Management Co., Ltd. Director of Chunsheng Medical Co., Ltd. Chairman of Victoria Investment Co., Ltd. Supervisor of Shuoren Lixin Corporation Responsible Person of TECH BRIGHT LIMITED, a British Virgin Islands Company	None	None	None	-

Note 1: Legal shareholders should list the name of the legal shareholder and the representative separately (if the representative is a legal entity, the name of the legal shareholder should be indicated), and fill in the table below.

Note 2: Please provide the actual age, and it can be expressed in ranges, such as 41-50 years old or 51-60 years old.

Note 3: Fill in the time of first appointment as a director or supervisor of the company, and if there is any interruption, please provide a note of explanation.

Note 4: Provide relevant experience related to the current position, such as previous employment in a certified public accountant firm or related companies during the mentioned period, and specify the job title and responsibilities.

Note 5: If the Chairman of the Board and the President or an equivalent position (highest executive) are the same person, spouse, or first-degree relatives, the reasons, justification, necessity, and corresponding measures should be explained (such as increasing the number of independent directors, and ensuring that more than half of the directors do not hold positions as employees or managers, etc.) with relevant information.

Note 6: Representative of Legal Person Director Chiu, Ming-Qien of Gudeng Precision Industry Co., Ltd. resigned from the position of director on April 7, 2019, and was reappointed as a director on May 27, 2022, during the director election.

Note 7: Koon Kam Kwan resigned from his position as Director on August 9, 2025. Following the election, Wang, Nien-Ching has been appointed as the new Chairman of the Board.

2. Supervisor: None; The Company established an audit committee on 2014/8/13.

3. Information of the institutional shareholders

(1) Major shareholders of the institutional shareholders

Information Date: April 1, 2024

Name of Institutional Shareholder Note 1	Major Shareholder(s) Note 2
Royal Max Holdings Limited	KUAN, TIEN-YU (60%); KUAN, HUI-SHAN (20%); KUAN, HUI-CHEN (20%)
Gudeng Precision Industrial Co., LTD.	CHUANG, MING-LANG (8.82%), CHIU, MING-CHIEN (6.99%), LIN, TIEN-RUI (4.87%), LUO, TSAI-FANG (3.63%), SHENGJIE INVESTMENT CO., LTD. (3.17%), DEUTSCHE BANK AG TAIPEI BRANCH, TRUSTEE FOR SAINT JAMES (3.17%), CITIBANK CUSTODIAN FOR NORWEGIAN CENTRAL BANK INVESTMENT ACCOUNT (2.82%), YUNSHENG INVESTMENT CO., LTD. (2.5%), PAN, SU-CHUN (1.73%), TAIPEI FUBON COMMERCIAL BANK, TRUSTEE FOR LIN, TIEN-RUI'S TRUST ACCOUNT (1.67%)

Note 1: If a director or supervisor is a representative of a corporate shareholder, the name of the corporate shareholder should be entered.

Note 2: Provide the names of the major shareholders of the corporate shareholder (the top ten in terms of shareholding) and their shareholding ratios. If a major shareholder is a corporation, the following table 2 should be completed.

Note 3: If the institutional shareholder is not a company, the names and shareholding ratio of shareholders to be disclosed are the names of people who contributed or donated the capital and the ratio of their contribution or donation. If the donor is deceased, mark "deceased".

(2) Major shareholders of the Company's major institutional shareholders: :

Information Date: April 1, 2024

Legal person	Major Shareholders of the Corporate Entity
SHENGJIE INVESTMENT CO., LTD.	LIN, TIEN-RUI (49.9%), PAN, SU-CHUN (45.7%), LIN, WEI-CHENG (2.20%), LIN, JING-YA (2.20%)
Yunsheng Investment Co., Ltd.	CHIU, MING-CHIEN (52.2%), TSAI-FANG (47.8%)

4. Information of the directors

(1) Professional qualifications of directors and independence of independent directors:

Name	Criteria	Professional Qualifications and Experience(Note 1)	Independence Status(Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
WANG, NIEN-CHING	<p>WANG, NIEN-CHING holds a Master's degree in Business Administration from the College of Management at National Chengchi University.</p> <p>Since the establishment of the Company, he has served as the President, leading the management team to successfully develop the automation markets in various industries such as semiconductors, optoelectronics, printed circuit boards, among others.</p> <p>On August 9, 2024, Chairman Koon Kam Kwan resigned. Afterward, Mr. Wang assumed the role of Chairman and also resigned from the positions of President and Vice Chairman.</p>	<p>(1) He concurrently serves as the Chairman of the company's affiliate (a 100% subsidiary) and is one of the top ten major shareholders of the company.</p> <p>(2) Not a director (board member), or employee of another company or institution where the chairman, president, or equivalent position is the same person or spouse as that of the Company.</p> <p>(3) The rest are verified in compliance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</p> <p>(4) With no violations stipulated in Article 30 of the Company Act..</p>	0	
Royal Max Holdings Limited Rep: Koon Tin Yau	<p>Mr. Koon Tin Yau holds an EMBA degree from the Chinese University of Hong Kong. He serves as the President and Director of Protek Technology Limited, President of China Protek Machinery Limited, President of Guangzhou Weibang Technology Co., Ltd., and Supervisor of Protek Technology (Shenzhen) Limited. He is the only foreign director of the Company, providing a global market perspective.</p>	<p>(1) The rest are verified in compliance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</p> <p>(2) With no violations stipulated in Article 30 of the Company Act..</p>	0	
Gudeng Precision Industrial Co., LTD. Rep: CHIU, MING-QIEN	<p>Mr. Chiu, Ming-Qien holds a Ph.D. in Information Management from National Chengchi University.</p> <p>He founded Gudeng Precision Industrial Co., LTD. and has served as its Chairman for over 25 years.</p> <p>Under his leadership, Gudeng has become a key supplier in the semiconductor industry and has contributed to building a localized semiconductor supply chain.</p>	<p>(1) He is also the Chairman of Gudeng Precision Industrial Co., LTD., a corporate shareholder holding more than 5% of the issued shares of the Company.</p> <p>(2) The rest are verified in compliance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</p> <p>(3) With no violations stipulated in Article 30 of the Company Act..</p>		

Name	Criteria	Professional Qualifications and Experience(Note 1)	Independence Status(Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
QU, RON-FU		Mr. Qu, Ron-Fu holds a Master's degree in Business Administration from West Coast University in the United States. He founded Maxtronic Technology Co., Ltd. and has served as the Chairman for more than 25 years. His expertise lies in asset management, investment, and marketing.	<p>(1) Serve as the individual director.</p> <p>(2) The rest are verified in compliance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</p> <p>(3) With no violations stipulated in Article 30 of the Company Act..</p>	0
TAN, MING-CHU		Ms. Tan, Ming-Chu holds an EMBA degree from the National Taiwan University – Fudan University joint program and is the founder of Linkcom Manufacturing Co., Ltd. She has served as the Chairman for over 35 years. The main business is magnetic components and smart control module solutions. Linkcom Manufacturing Co., Ltd. is among the few leading manufacturers of magnetic components that can supply both communication and power products.	<p>(1) Serve as the individual director.</p> <p>(2) The rest are verified in compliance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</p> <p>(3) With no violations stipulated in Article 30 of the Company Act.</p>	0
JIAN, RONG-KUN	<p>Nomination Committee</p> <p>Compensation Committee</p> <p>Audit Committee</p>	<p>Mr. Jian, Ron-Kun holds a Master's degree in Business Administration from the National Chengchi University. He founded EISO Enterprise Co., Ltd., and has served as the Chairman for over 20 years. Under his leadership, EISO Enterprise successfully transitioned from the PCB industry to the field of electric bicycles.</p> <p>Currently, also serves as the independent director of Ledlink Optics, Inc., Chairman of EISUN Enterprise Co., Ltd., Chairman of Yicheng Construction Co., Ltd., representative of legal person director of 500net Tech., and representative of legal person director of of PORClean Nano-Biochem Co., Ltd.</p> <p>Currently serving as an independent director in his second term, he has not exceeded three terms, and there has been no violations stipulated in Article 30 of the Company Act.</p>	<p>According to the Company's Articles of Incorporation and "Corporate Governance Best Practice Principles," the election of directors in the Company follows a candidate nomination system. In the comprehensive election of the ninth board of directors held on May 27, 2022, all three independent directors were reelected.</p> <p>In accordance with:</p> <ol style="list-style-type: none"> 1. Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. 2. Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange. 3. Checklist of qualifications for independent directors (during their term of office). 4. The power to fully participate in decision-making and express opinions has been granted in accordance with 	1
LIU, ZHI-HONG	<p>Nomination Committee</p> <p>Compensation Committee</p> <p>Audit Committee</p>	<p>Mr. Liu, Zhi-Hong holds a master's degree in accounting from National Taiwan University and a CPA license, and has over 20 years of experience in accounting firms.</p> <p>He currently also serves as an Independent Director of Poya International Co., Ltd., Sunny Pharmtech Inc., and Power Wind Health Industry Incorporated.</p> <p>Currently serving as an independent director in his second term, he has not exceeded three terms, and there has been no violations stipulated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> 3. Checklist of qualifications for independent directors (during their term of office). 4. The power to fully participate in decision-making and express opinions has been granted in accordance with 	3

Name	Criteria	Professional Qualifications and Experience(Note 1)	Independence Status(Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
HE, JIAN-DE Nomination Committee Compensation Committee Audit Committee	Mr. He, Jian-De holds a PhD in Technology Management from Portland State University and has been teaching at Yuan Ze University for over 10 years. The research areas he specialized in include strategic technology management, competitive strategies for high-tech industries, and innovation management. Currently also serves as the Corporate Representative Director of BMC Venture Capital Investment Corporation and the Corporate Representative Director of Lianxun Can Venture Capital Co., Ltd. Currently serving as an independent director in his second term, he has not exceeded three terms, and there has been no violations stipulated in Article 30 of the Company Act.	Article 14-3 and Article 14-5 of the Securities and Exchange Act, which is used to independently execute related powers. Review of Qualification Results: All of the Company's independent directors have no significant relationships that affect their independence. All independent directors should be able to appropriately and objectively execute their duties with the best interests of the Company as the premise.	0	

(2) Board Diversity and Independence:

① Board diversity:

The Company's board of directors consists of eight members, including one female director and three independent directors. The directors possess extensive operational experience and management expertise in listed and OTC companies, or have professional academic backgrounds.

The specific management goals and achievements of diversity are as follows:

Diversity goals: Adding female directors, semiconductor industry directors, and ESG professional directors.

Goal achievement: The company's board of directors was fully re-elected on May 27, 2022, achieving the following goals:

- (1) Adding one female director: Director TAN, MING-CHU.
- (2) Adding one semiconductor industry director: Director CHIU, MING-QIEN.
- (3) Reappointing one ESG professional director: Director CHIEN, RON-KUN.

Future goals: Continuously monitor gender equality in the composition of the board of directors and strengthen directors' ESG backgrounds.

The implementation of the diversity policy of the Board of Directors are as follows:

Name	Title	Nationality	Gender	Serve as employee	Independent Director Tenure		Age Range			Industry Experience				Professional Competence			
					Less than 3 years	3-9 years	Below 57	60 to 65	66 to 75	Semiconductor	Investment	Education	Marketing	Accounting	Risk Management	Production Management	Strategy
WANG, NIEN-CHING	Chairman	R.O.C.	Male					V			V					V	V
Koon Tin Yau	Director	Hong Kong	Male				V						V		V		
CHIU, MING-QIEN	Director	R.O.C.	Male				V				V		V			V	V
QU, RON-FU	Director		Male					V				V		V			

Name	Title	Nationality	Gender	Serve as employee	Independent Director Tenure		Age Range			Industry Experience				Professional Competence				
					Less than 3 years	3-9 years	Below 57	60 to 65	66 to 75	Semiconductor	Investment	Education	Marketing	Accounting	Risk Management	Production Management	Strategy	
TAN, MING-CHU	Director		Female							V					V	V	V	
HE, JIAN-DE	Independent Director		Male			V		V				V				V		
JIAN, RONG-KUN	Independent Director		Male			V		V					V			V	V	
LIU, ZHI-HONG	Independent Director		Male			V	V				V				V	V		

Please refer to the company's website under Investor Services, Board of Directors, for more information on board diversity.

② Board independence:

A. Board structure:

- a. The 9th board of directors of the Company consists of 8 directors, including 3 independent directors. The board as a whole possesses professional abilities in business judgment, management, crisis handling, industry knowledge, leadership decision-making, and international market observation. Among them, directors with production experience are Director Wang Nien-Ching, Director Chiu, Ming-Qien, Director Tan, Ming-Chu, and independent director Liu Zhi-Hong. Directors with rich investment experience are Director Chiu, Ming-Qien, Director Qu Rong-Fu, and independent director Liu Zhi-Hong. Director Chiu, Ming-Qien, and Director He Jian-De is recognized for his significant contributions to education. Directors with expertise in marketing are Director Wang Nien-Ching, Director Kuan Tien-Yu, Director Qu Rong-Fu, and independent director Jian Rong-Kun. Independent director Liu Zhi-Hong; Director Chiu, Ming-Qien, and Director Tan, Ming-Chu possesses professional abilities in accounting and finance, as well as practical experience in practice and management.
- b. The average tenure of the board of directors of the Company is 7.22 years. Director Kuan Jin-Kun has been served for 25 years, started from 1999 to January 2014 and resumed office in August 2014. Director Wang Nien-Ching has served for 12 years. All independent directors have not served for more than 3 consecutive terms. The board members are mainly citizens of our country, except for Director Kuan Tien-Yu who is a Hong Kong citizen.
The composition structure consists of 3 Independent Directors, accounting for 33% of the 9 Board members. None of the Directors hold an employee position within the Company. There is 1 female Director (Director Tan, Ming-Chu), accounting for 12.5% of the 8 Directors.
In terms of age distribution, 3 Directors are under the age of 57, 4 Directors are between 60 and 65 years old, and 1 Director is over the age of 66.
- c. The Company also values gender equality in the composition of the board of directors. There is one female director in the 9th board of directors. We will timely adjust our policies on diversification based on the operation of the board of directors, business models, and development needs to ensure that board members possess the knowledge, skills, and qualities required to carry out their duties.

B. The Board of Directors has Independence

The Company has obtained mutual statements from all directors and independent directors' statements of independence to confirm their independence from the Company and their immediate relatives.

The board of directors consists of eight members, including three independent directors. The number of independent director seats is more than one-third of the total number of directors. Furthermore, all independent directors have served for no more than three terms, and their qualifications have been evaluated continuously. None of them are in violation of any provisions of Article 30 of the Company Act, have been elected by the government, legal entities or their representatives under the provisions of Article 27 of the Company Act, or are in violation of any provisions of Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. They also do not hold positions as independent directors in more than three other publicly traded companies. All independent directors carry out their duties appropriately and objectively based on the best interests of the Company.

Among the members of the Board of Directors, there are no spousal or second-degree kinship relationships. Therefore, none of the circumstances stipulated in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act apply.

None of the directors are in violation of any provisions of Article 30 of the Company Act, and all directors have an attendance rate of more than 90%. They can continue to be accountable and provide constructive views to the management team. When board meeting agendas involve conflicts of interest, individual directors can appropriately avoid participating in the discussion and decision-making process. Therefore, all directors carry out their duties appropriately and objectively based on the best interests of the Company.

In addition, to let the investing public fully understand the operation of the board of directors of the Company, relevant information has also been disclosed in the Company's annual report, official website, or the Taiwan Stock Exchange Market Observation Post System (MOPS): (1) Attendance status of board members participating in meetings; (2) Contents of motion and resolutions of the board of directors; (3) Continuing education of the directors; (4) Changes in shareholding of directors (ratio, share transfer, pledge setting)

The Company has had an audit committee since 2014, which is composed of all independent directors, and therefore, there is no need for supervisors.

(2) Information of President, VP, Associate, and Head of Departments and Branches

Date of Information: April 6, 2025; Unit: Shares; %

Title (Note 1)	Nationality	Name	Gender	Date of appointment	Shareholding		Shares held by spouse and minor children		Shares held in the name of others		Major industrial (academic) experience (Note 2)	Current position(s) in the Company and other companies	Managerial officers who are spouses or relatives within the second degree of kinship			Managerial officers obtaining employee stock options certificates	Remark (Note 3)
					Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)			Title	Name	Relation		
President (Note 4)	R.O.C.	WANG, NIEN-CHING	Male	2013.10.25	1,310,244	1.59	1,038	0.00	0	0	Longhua Vocational College, Electrical Engineering Department Master's Degree from Yuan Ze University Management Research Institute National Chengchi University, College of Commerce, Master's Degree President of SYMTEK AUTOMATION ASIA CO., LTD. President of Shinbei Enterprise Co., Ltd.	Chairman of SYMTEK AUTOMATION ASIA CO., LTD. Chairman of Symtek Automation China Co. LTD. Director of LINKCOM MANUFACTURING CO., LTD. Representative Director of TSS HOLDINGS LIMITED Director of Gudeng Inc	None	None	None	None	-
Vice President of Operations Management Department	R.O.C.	LIN, ZHAO-DE	Male	2013.10.25	719,751	0.88	0	0	0	0	Taoyuan Municipal Longtan Senior High School Manager of Shinbei Enterprise Co., Ltd. Symtek Automation Asia Co., Ltd. Administration Department Deputy President	Director of Symtek Automation Ltd. Director of Symtek Automation China Co. LTD.	None	None	None	None	-
COO and President of Semiconductor (FBU) Deputy President of the Business Division	R.O.C.	HUANG, FA-BAO	Male	2013.10.25	206,325	0.25	5,000	0.01	0	0	National United Industrial Specialized Machinery Department Master's Degree from the Department of Industrial Management, Taipei University of Technology Engineer at Cheung Titanium Industry Co., Ltd. Vice President of Semiconductor Business Division, Symtek Automation Asia Co., Ltd.	Director of Symtek Automation China Co. LTD.	None	None	None	None	-
Vice President of Financial Administration and Accounting Supervisor	R.O.C.	Yau Hing Cheung	Male	2013.10.01	287,912	0.35	0	0	0	0	Bachelor's Degree from the University of Auckland, New Zealand, Business Department Symtek (Asia) Co., Ltd./ Symtek (China) Co., Ltd. Deputy CFO	Deputy CFO and Director of Symtek Automation China Co. LTD.	None	None	None	None	-
Vice President of Electronics (IBU) Business Division	R.O.C.	LIANG, ZHONG-CHENG	Male	2013.10.25	864,338	1.05	1,080	0.00	0	0	Electrical Department, Southern Taiwan University of Science and Technology Vice President of Electronics Business Division, SYMTEK AUTOMATION ASIA CO., LTD.	None	None	None	None	-	
Vice President of Optoelectronics (BBU) Business Division	R.O.C.	HUANG, PING-YAO	Male	2013.10.25	931,596	1.13	0	0	0	0	Private Chien Hsin University of Science and Technology, Electrical Department Master's Degree from the School of Engineering, Chung Yuan Christian University, Optomechatronics and Information and Control Industry R&D Vice President of Optoelectronics Business Division, SYMTEK AUTOMATION ASIA CO., LTD.	None	None	None	None	-	
President of SAC	R.O.C.	XIE, JIAN-PING	Male	2013.10.25	219,417	0.27	0	0	0	0	St. Aloysius Technical School, Electrical Department Chaoyang University of Technology, Automatic Control Department Master's Degree in Communication Management, Shih Hsin University	Director and President of Symtek Automation China Co. LTD.	None	None	None	None	-

Title (Note 1)	Nationality	Name	Gender	Date of appointment	Shareholding		Shares held by spouse and minor children		Shares held in the name of others		Major industrial (academic) experience (Note 2)	Current position(s) in the Company and other companies	Managerial officers who are spouses or relatives within the second degree of kinship			Managerial officers obtaining employee stock options certificates	Remark (Note 3)
					Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)			Title	Name	Relation		
CTO	R.O.C.	LU, WEN- BIN	Male	2018. 10.08	160,214	0.19	0	0	0	0	Ph.D. in Mechanical Engineering, Private Chung Yuan Christian University Researcher at Industrial Technology Research Institute Technical Manager at Hon Hai Technology	Director of Symtek Automation China Co. LTD.	None	None	None	None	-
Assistant Manager	R.O.C.	ZHANG, YONG- AN	Male	2013. 10.25	295	0.00	0	0	0	0	Mechanical Department, Tamkang University Engineer at MANZ TAIWAN LTD. Engineer at SCHMID TAIWAN LTD.	None	None	None	None	None	-
Assistant Manager	R.O.C.	SUN, SHU- JING	Male	2013. 10.25	13,854	0.02	0	0	0	0	Economics Department, Chinese Culture University Master's Degree from the Accounting Research Institute, Chung Yuan Christian University Master's Degree in Management, National Central University Accounting Supervisor at SYMTEK AUTOMATION ASIA CO., LTD. Accounting Manager at TOUCH MICRO-SYSTEM TECHNOLOGY CORP. Accounting Manager at Walsin Lihwa Corporation	None	None	None	None	None	-
Assistant Manager	R.O.C.	ZHANG, CAI-HUI	Female	2013. 10.25	18,480	0.02	0	0	0	0	Department of International Business, Institute of Continuing and Extension Education, National Taipei University of Business Financial Supervisor at Shinbei Enterprise Co., Ltd. Financial Supervisor at SYMTEK AUTOMATION ASIA CO., LTD.	None	None	None	None	None	-
Chief Auditing Officer	R.O.C.	ZHAO, REN- FENG	Male	2021. 11.09	0	0	0	0	0	0	Bachelor's Degree in Accounting, Ming Chuan University Auditor, Deputy Group Leader, Group Leader at KPMG Deputy Section Chief, Section Chief, Deputy Manager, Assistant Manager at Taiwan Secom Co., Ltd.	None	None	None	None	None	-

Note 1: The data should include the presidents, deputy presidents, department heads, branch managers, and equivalent positions to the president, deputy presidents, or department head, regardless of title.

Note 2: Provide relevant experience related to the current position, such as previous employment in a certified public accountant firm or related companies during the mentioned period, and specify the job title and responsibilities.

Note 3: If the presidents or equivalent position (top manager) and the chairman are the same person, spouses, or close relatives, the reason, rationale, necessity, and corresponding measures (such as increasing the number of independent directors, and more than half of the directors not concurrently serving as employees or managers, etc.) should be disclosed.

2. 2024 Compensation of Directors, Independent Directors, Supervisors, Presidents, and Deputy Presidents

1. 2024 Remuneration of Directors and Independent Directors (Aggregated disclosure with salary range by name)

Method of Disclosure

As of 2024/12/31; UNIT: 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	Share Value	Cash	Share Value					
Chairman	Koon Kam Kwan	0	0	0	0	640	640	32	32	672 0.12%	672 0.12%	47	0	0	0	0	0	0	0	719 0.13%	672 0.12%	None
Director	Royal Max Holdings Limited	0	0	0	0	960	960	48	48	1,008 0.18%	1,008 0.18%	0	0	0	0	0	0	0	0	1,008 0.18%	1,008 0.18%	None
	Rep: Koon Tin Yau																					
Chairman	WANG, NIEN-CHING	0	0	0	0	960	960	48	48	1,008 0.18%	1,008 0.18%	8,462	10,031	0	0	0	0	0	0	9,470 1.65%	11,039 1.98%	None
Director	QU, RON-FU	0	0	0	0	960	960	48	48	1,008 0.18%	1,008 0.18%	0	0	0	0	0	0	0	0	1,008 0.18%	1,008 0.18%	None
Director	Gudeng Precision Industrial Co., LTD.	0	0	0	0	640	640	32	32	672 0.12%	672 0.12%	0	0	0	0	0	0	0	0	672 0.12%	672 0.12%	None
	Rep: CHIU, MING-QIEN																					
Director	TAN, MING-CHU	0	0	0	0	960	960	48	48	1,008 0.18%	1,008 0.18%	0	0	0	0	0	0	0	0	1,008 0.18%	1,008 0.18%	None
Independent Director	HE, JIAN-DE	432	432	0	0	960	960	48	48	1,440 0.25%	1,440 0.26%	0	0	0	0	0	0	0	0	1,440 0.25%	1,440 0.26%	None
Independent Director	JIAN, RONG-KUN	432	432	0	0	960	960	48	48	1,440 0.25%	1,440 0.26%	0	0	0	0	0	0	0	0	1,440 0.25%	1,440 0.26%	None
Independent Director	LIU, ZHI-HONG	432	432	0	0	960	960	48	48	1,440 0.25%	1,440 0.26%	0	0	0	0	0	0	0	0	1,440 0.25%	1,440 0.26%	None
	Total	1,296	1,296	0-	-0	8,000	8,000	400	400	9,696 1.68%	9,696 1.74%	8,509	10,031	0-	0	0	0	0	0	18,205 3.17%	19,727 3.53%	-

- 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.
- 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): None.
- Koon Kam Kwan resigned from his position as Director on August 8, 2025. Following the election, Wang, Nien-Ching has been appointed as the new Chairman of the Board.

Range of Compensation

Range of Compensation	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All companies in the financial statements (H)	The Company	All companies in the consolidated financial statements (I)
Less than NT\$ 1,000,000	Koon Kam Kwan; CHIU, MING-QIEN	Koon Kam Kwan; CHIU, MING-QIEN	Koon Kam Kwan; CHIU, MING-QIEN	Koon Kam Kwan; CHIU, MING-QIEN
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	WANG, NIEN-CHING; Koon Tin Yau; QU, RON-FU; TAN, MING-CHU; JIAN, RONG-KUN; LIU, ZHI-HONG; HE, JIAN-DE	WANG, NIEN-CHING; Koon Tin Yau; QU, RON-FU; TAN, MING-CHU; JIAN, RONG-KUN; LIU, ZHI-HONG; HE, JIAN-DE	Koon Tin Yau; QU, RON-FU,; TAN, MING-CHU; JIAN, RONG-KUN; LIU, ZHI-HONG; HE, JIAN-DE	Koon Tin Yau; QU, RON-FU,; TAN, MING-CHU; JIAN, RONG-KUN; LIU, ZHI-HONG; HE, JIAN-DE
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	—	—	—	—
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	—	—	—	—
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)	—	—	WANG, NIEN-CHING	—
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)	—	—	—	WANG, NIEN-CHING
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	—	—	—	—
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)	—	—	—	—
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)	—	—	—	—
Over NT\$100,000,000	—	—	—	—
Total	9 persons	9 persons	9 persons	9 persons

Note 1: The names of directors (including the names of legal person shareholders and their representatives) should be listed separately, and all amounts of remuneration should be disclosed in aggregate. If a director also serves as presidents or deputy presidents, this form and forms (3-1) or (3-2) should be filled out.

Note 2: Remuneration to Directors in the most recent year (include Director salary, additional duty payments, severance pay, various bonuses, or incentive payments).

Note 3: Refers to the amount of director remuneration approved by the board of directors for the most recent fiscal year.

Note 4: Refers to the relevant business execution expenses of directors in the most recent fiscal year (including transportation expenses, special allowances, various subsidies, dormitories, company cars, etc.). When providing assets such as housing, cars, and other transportation vehicles or exclusive personal expenses, the nature and cost of the provided assets, the actual or fair market rental value, fuel costs, and other benefits should be disclosed. If a driver is provided, please

provide a note explaining the relevant compensation paid by the Company to the driver, but this is not counted as remuneration.

- Note 5: Refers to the remuneration received by directors and concurrent employees (including concurrent presidents, deputy presidents, other managers, and employees) in the most recent fiscal year, including salaries, job allowances, severance pay, various bonuses, incentives, travel expenses, special expenses, various allowances, dormitories, vehicle arrangements, and other material benefits provided, etc. When providing assets such as housing, cars, and other transportation vehicles or exclusive personal expenses, the nature and cost of the provided assets, the actual or fair market rental value, fuel costs, and other benefits should be disclosed. If a driver is provided, please provide a note explaining the relevant compensation paid by the Company to the driver, but this is not counted as remuneration. In addition, salary expenses recognized under IFRS 2 "Share-based Payments", including the acquisition of employee share certificates, restricted new shares for employees, and participation in cash increases to subscribe for shares, should also be included in remuneration.
- Note 6: Refers to directors and concurrent employees (including concurrent presidents, deputy presidents, other managers, and employees) who received employee remuneration (including stocks and cash) in the most recent fiscal year. The amount of employee remuneration approved by the board of directors in the most recent year should be disclosed, and if it cannot be estimated, the proposed amount of distribution for this year should be calculated based on the proportion of actual distribution amount compared to the previous year, and Table 1-3 should also be filled in.
- Note 7: The total amount of all companies (including the Company) that pay various remuneration to the directors of the Company should be disclosed in the consolidated report.
- Note 8: The total amount of remuneration paid by the Company to each director should be disclosed in the corresponding level of attribution, and the name of the director should be disclosed.
- Note 9: The total amount of remuneration paid by all companies (including the Company) to each director of the Company should be disclosed in the corresponding level of attribution, and the name of the director should be disclosed.
- Note 10: Net income after tax refers to the net income after tax for the most recent fiscal year; for those that have adopted international financial reporting standards, net income after tax refers to the net income after tax for the parent company only or individual financial statements for the most recent fiscal year.
- Note 11:
- a. This column should clearly list the amount of remuneration received by company directors from invested companies outside of subsidiary companies.
 - b. If company directors receive remuneration from invested companies outside of subsidiary companies, the remuneration received by company directors from invested companies outside of subsidiary companies should be included in the I column of the remuneration level, and the field name should be changed to "All invested companies".
 - c. Remuneration refers to the remuneration, compensation (including remuneration for employees, directors, and supervisors), and relevant business execution expenses received by the Company's directors in their capacity as directors, supervisors, or managers of invested companies outside of subsidiary companies.

*The content of remuneration disclosed in this table is different from the concept of income under the Income Tax Act, so the purpose of this table is for information disclosure and not for taxation purposes.

2. Compensation of Supervisors: The Company has established an audit committee and does not appoint supervisors in accordance with the law, so it is not applicable.

3. Compensation of the Presidents and Deputy Presidents

Aggregated disclosure with salary range by name

2024; Unit: NT\$ thousands; thousand shares

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of total compensation (A+B+C+D) to net income (%)		Compensation from ventures other than subsidiaries
		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	Share Value	Cash	Share Value			
Presidents (Note 1)	WANG, NIEN-CHING	23577	25753	0	0	18605	18962	327	0	327	0	42509 7.40%	45042 8.07%	None
Deputy President	LIN, ZHAO-DE													
Deputy President	HUANG, PING-YAO													
Deputy President	LIANG, ZHONG-CHENG													
Deputy President	Yau Hing Cheung													
Deputy President	HUANG, FA-BAO													
CTO	LU, WEN-BIN													

*Regardless of title, positions equivalent to President or Deputy President (e.g., President, CEO, Executive Director, etc.) must be disclosed.

Note 1: Mr. Wang Nien-Ching resigned from the position of Presidents on August 9, 2025

Range of Compensation

Salary Range for the Company's Presidents and Deputy Presidents	Names of the Presidents and Deputy Presidents	
	The Company	All companies in the consolidated financial statements
Less than NT\$ 1,000,000	—	—
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	—	—
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	—	—
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	LIN, ZHAO-DE; HUANG, PING-YAO; LIANG, ZHONG-CHENG; LYU, WEN-BIN	LU, WEN-BIN
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)	WANG, NIEN-CHING; HUANG, FA-BAO; Yau Hing Cheung	LIN, ZHAO-DE; HUANG, PING-YAO; LIANG, ZHONG-CHENG; HUANG, FA-BAO; Yau Hing Cheung
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)	—	WANG, NIEN-CHING —
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)	—	—
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)	—	—
Over NT\$100,000,000	—	—
Total	7 persons	7 persons

4. Name of manager who distributes employee compensation and the distribution status

2024; Unit: NT\$ thousands

	Title (Note 1)	Name (Note 2)	Share Value	Employee Compensation - in Cash (Note)	Total	Ratio of Total Amount to Net Income
Managerial Officer	Presidents	WANG, NIEN-CHING	0	490	490	490 0.09%
	Deputy President	LIN, ZHAO-DE				
	Deputy President	HUANG, PING-YAO				
	Deputy President	LIANG, ZHONG-CHENG				
	COO	HUANG, FA-BAO				
	Deputy President	Yau Hing Cheung				
	CTO	LU, WEN-BIN				
	Assistant Manager	SUN, SHU-JING				
	Assistant Manager	ZHANG, CAI-HUI				
	Assistant Manager	ZHANG, YONG-AN				

Note: As at the date of printing of the annual report, the current staff remuneration list has not yet been determined and the proposed distribution for this year has been estimated based on the actual distribution ratio of last year

- (3) **An analysis of the total compensation paid to the Company's directors, supervisors, Presidents and Deputy Presidents as a percentage of parent company only and consolidated net income for the most recent two years, and a description of the policy, criteria and composition of compensation payments, the process for determining compensation, and the relationship to operating performance and future risk, for the Company and all companies in the consolidated financial statements**

Name	The Company		All companies in the consolidated financial statements	
	2023	2024	2023	2024
Director	7.50%	9.10%	7.87%	9.81%
Management				

- (1) The remuneration of the directors of the Company is determined according to the Company's Articles of Incorporation. If the Company is profitable in a given year, a sum not exceeding 3% should be set aside as director remuneration, which will be distributed through the annual earnings distribution approved by the shareholders' meeting (the director's remuneration for 2024 has been approved by the Compensation Committee). The directors' annual business execution expenses and independent directors' remuneration are based on a fixed monthly amount, while transportation expenses are based on the actual number of attendances.
- (2) The remuneration of the Presidents and Deputy Presidents includes salary, bonuses, and employee compensation, which is determined in accordance with the Company's Articles of Incorporation. If the Company is profitable in any given year, not less than 1% shall be allocated to the said compensation (approved by the Compensation Committee in 2024), and employee compensation shall be distributed to the annual earnings distribution of the shareholders' meeting, and issued based on the performance of the year.
- (4) The policy for paying directors, supervisors, presidents, and deputy presidents, as well as the process for determining remuneration, is positively correlated with operational performance, and the amount of payment is disclosed in accordance with legal regulations, with limited future risk.

3. Implementation of Corporate Governance

(1) Operation of the Board of Directors

A total of 8 (A) meetings of the Board of Directors were held in 2024 and 2025. The attendance of directors was as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A) (Note)	Remarks
Chairman	Koon Kam Kwan	4	-	100%	Resigned on August 9, 2025
Director	WANG, NIEN-CHING	8	-	100%	Newly appointed Chairman on August 9, 2025
Director	Koon Tin Yau	6	2	75%	Corporate Representative of Royal Max Holdings Limited
Director	CHIU, MING-QIEN	6	2	75%	Corporate Representative of Gudeng Precision Industrial Co., Ltd.
Director	QU, RON-FU	8	-	100%	
Director	TAN, MING-CHU	7	1	87.5%	
Independent Director	JIAN, RONG-KUN	8	-	100%	
Independent Director	LIU, ZHI-HONG	8	-	100%	
Independent Director	HE, JIAN-DE	8	-	100%	

Other items to be recorded:

1. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the Company's response should be specified:

- (1) Matters referred to in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, which exempts it from the provisions of Article 14-3 of the Securities and Exchange Act. For more information, please refer to the "Operation of the Audit Committee" section in this annual report.
- (2) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors: None.

2. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: As shown in the following table.

Board Meeting Date and Period	Contents of Motion	Recusal from Conflicts of Interest	Causes for Avoidance	Condition of Voting
2024/02/23 9th Term, 13th Meeting	Proposal 1: Remuneration for Directors and Compensation for Employees for 2023. Proposal 8: 2024 Executive Compensation Adjustment Proposal	Director WANG, NIEN-CHING	Has a personal interest	Except for Director Wang Nien-Ching, who legally recused himself and did not participate in the discussion and vote, the rest of the directors in attendance agreed.
2024/08/09 9th Term 16th Meeting	Proposal 3: Review of the 2023 Management Performance Bonus of the Company.	Director WANG, NIEN-CHING	Has a personal interest	
	Proposal 4: 2021 Private Placement of Common Shares, Proposal for Filing with the Regulatory Authority for Public Offering.	Director CHIU, MING-QIEN	Has a personal interest	Except for Director Chiu, Ming-Qien, who legally recused himself and did not participate in the discussion and vote, the rest of the directors in attendance agreed.

Board Meeting Date and Period	Contents of Motion	Recusal from Conflicts of Interest	Causes for Avoidance	Condition of Voting
2024/11/12 9th Term 17th Meeting	Proposal 9: Proposal to Implement the 2025 "Special Incentive Bonus"	Director WANG, NIEN-CHING	Has a personal interest	Except for Director Wang Nien-Ching, who legally recused himself and did not participate in the discussion and vote, the rest of the directors in attendance agreed.
2024/12/31 9th Term 18th Meeting	Proposal 7: Review of the 2024 Management Year-End Bonus of the Company. Proposal 8: Discussion on the Chairman's Authorized Authority and Limits Regarding the "Procedures for Acquiring and Disposing of Assets."	Director WANG, NIEN-CHING	Has a personal interest	
2025/02/05 9th Term 19th Meeting	Proposal 2: The Employee List of 2025 Employee Stock Options for Cash Capital Increase. Proposal 3: Amendment to the Company's "Procedures for Acquiring and Disposing of Assets."	Director WANG, NIEN-CHING	Has a personal interest	
2025/02/24 9th Term 20th Meeting	Proposal 1: Remuneration for Directors and Compensation for Employees for 2024.	Director WANG, NIEN-CHING	Has a personal interest	Directors: Mr. WANG, NIEN-CHING; Mr. QU, RON-FU; Ms. TAN, MING-CHU; Mr. CHIU, MING-QIEN; Mr. Koon Tin Yau. Independent Directors: Mr. HE, JIAN-DE, Mr. JIAN, RONG-KUN, and Mr. LIU, ZHI-HONG, have a conflict of interest in this matter. Therefore, they have proposed to recuse themselves from the review of this proposal and will individually abstain from the discussion and voting. After consulting with the attending directors, excluding those with a conflict of interest, no objections were raised, and the proposal was approved as presented.
	Proposal 11: Nomination of Candidates for the 10th Term of Directors and Independent Directors.	Directors: Mr. WANG, NIEN-CHING; Mr. QU, RON-FU; Ms. TAN, MING-CHU; Mr. CHIU, MING-QIEN; Mr. Koon Tin Yau. Independent Directors: Mr. HE, JIAN-DE; Mr. JIAN, RONG-KUN; Mr. LIU, ZHI-HONG	Has a personal interest	

3. TWSE/TPEX-listed companies are required to disclose the evaluation cycle and period, scope of evaluation, evaluation method, and evaluation items of the self (or peer) evaluations conducted by the Board of Directors. The companies shall also their condition of implementing board review.

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Content of evaluation
Once per year	January 1 to December 31, 2024	Board of directors	Self-assessment by the board of directors	Participation in company operations, quality of board decision-making, composition and structure of the board, selection and ongoing education of directors, and internal control are the five dimensions being evaluated, with a total of 45 assessment items.

		Individual board members	Self-assessment by board members	Understanding of company goals and mission, awareness of director duties, participation in company operations, management of internal relationships and communication, director expertise and continuing education, and internal control are the six dimensions being evaluated, with a total of 23 assessment items.
		Functional Committees 1. Nomination Committee 2. Compensation Committee 3. Audit Committee	Internal evaluation of functional committees	Level of participation in the Company's operations, understanding of the roles and responsibilities of the functional committee, improvement of the quality of committee decisions, composition of the functional committee and the selection of its members, and internal controls, etc , with a total of 26 assessment items.

1. On November 8, 2022, the board of directors revised and approved the "Board of Directors Performance Evaluation Methods." Please refer to the Public Information Observation System and the Company's website for details.
2. It is stipulated to conduct an internal board performance evaluation once a year. The internal evaluation period should be completed before the end of the first quarter of the following year. The execution unit for the internal board of directors' performance evaluation is the Secretariat. The Secretariat collects relevant information on board activities and completes the "Board of Directors' Performance Evaluation Self-Assessment Questionnaire," "Board Member Performance Evaluation Self-Assessment Questionnaire," and "Functional Committee Performance Evaluation Self-Assessment Questionnaire." The completed questionnaires are then collected by the execution unit, and based on the evaluation criteria, evaluation results are recorded and reported to the board for review and improvement. These results also serve as important references for individual director remuneration and nomination for future consideration.
3. The self-assessment performance evaluation questionnaire for the 2024 board of directors, board members, and members of functional committees was completed before the most recent board meeting. It was reported at the board meeting on February 24, 2025.
4. Comprehensive Evaluation of the Board of Directors' Performance Self-Assessment Survey: "The operation of the current Board of Directors has been smooth, with efficient decision-making during meetings, providing clear guidance and demonstrating strong governance capabilities."
5. Comprehensive Evaluation of the Board Members' Performance Self-Assessment Survey: "Board members maintain good communication with one another, working collaboratively to ensure that the company's operations align with the best interests of shareholders and other stakeholders. They are also actively promoting corporate sustainability."
6. Comprehensive Evaluation of the Functional Committees' Performance Self-Assessment Survey: "Each functional committee is composed of all independent directors who actively participate in meetings and provide professional insights. They offer constructive suggestions on company strategies, financial management, and risk control, fully exercising their oversight and decision-making functions."

The three hardcopy questionnaires have been signed by all eight members of the company's Board of Directors and are kept on file for reference.

3. Measures taken to strengthen the functionality of the board (e.g., establishing an audit committee, improving information transparency, etc.) and performance evaluation:

Objective of Board Function	Performance Evaluation
The degree of participation in company operations	<ol style="list-style-type: none"> 1. There were 8 board meetings held between 2024 and 2025, with an average attendance rate of over 94.1%. 2. The shareholders' meeting for 2024 was held on May 30, 2024. The ninth board of directors consisted of 9 members, 7 members attending the shareholder meeting in person, including 2 independent directors, with the attendance rate of 77.8%. The attending members were Director Koon Kam Kwan; Director Koon Tin Yau; Director Wang, Nien-Ching; Director Qu, Ron-Fu; Director Chiu, Ming-Qien; Independent Director He, Jien-De; and Independent Director Chien, Ron-Kun.
Improving the quality of the board's decision-making	<ol style="list-style-type: none"> 1. The frequency of holding board meetings is appropriate. 2. The minutes of the board meetings are correct and appropriate. 3. Independent directors express their opposition or reservation with records or written statements. 4. Important decisions made by the board of directors on the day of the meeting are announced to the public through significant information release channels for investors' reference.
Composition and structure of the board	<ol style="list-style-type: none"> 1. The independent directors of the Company do not concurrently serve as independent directors for more than three other listed or OTC-listed companies. 2. Functional Committees: All members of the Compensation Committee, Audit Committee and Nomination Committee are independent directors.
Selection and continuing education of directors	<ol style="list-style-type: none"> 1. The term of the ninth Board of Directors is from May 27, 2022, to May 26, 2025. 2. Each director has fulfilled the required annual training hours (at least six hours per person). 3. An annual performance evaluation of the Board of Directors and Board members is conducted once a year, and the results are reported to the Board of Directors and reported online on time.
Internal control	<ol style="list-style-type: none"> 1. The company conducts internal reviews of the effectiveness of its internal control system design and implementation every year, and the Board of Directors has not issued any statements regarding significant deficiencies in the internal control system. 2. The Head of Internal Audit attends Board of Directors meetings and presents internal audit reports, which are submitted or notified to the Audit Committee according to regulations. 3. The appointed Head of Internal Audit obtained the following professional certifications to better assist the Board of Directors in overseeing the effectiveness of the Company's internal control operations: <ol style="list-style-type: none"> (1) Certified Internal Auditor (CIA) (2) Certification in Control Self-Assessment (CCSA) (3) TIPS Taiwan Intellectual Property Management System Self-Assessor

(2) Operation of the Audit Committee:

1. Operation of the Audit Committee:

In the most recent 2024 and 2025 fiscal years, the Audit Committee held 8 (A) meetings, with the attendance of independent directors as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A) (Note)	Remarks
Independent Director	HE, JIAN-DE	8	-	100%	Take office for no more than three consecutive terms.
	JIAN, RONG-KUN	8	-	100%	Take office for no more than three consecutive terms.
	LIU, ZHI-HONG	8	-	100%	Take office for no more than three consecutive terms.

Other mentionable items

1. In case any of the following situations occurs, the date and session of the Audit Committee meeting, the agenda, dissenting opinions of independent directors, reservations, or significant recommendations, as well as the decision results of the Audit Committee and the company's response to the opinions of the Audit Committee, should be disclosed.

(1) Matters listed in Article 14-5 of the Securities and Exchange Act: as shown in the table below.

Audit Committee	Contents of Motion	Results of Resolutions
2024/02/23 4th Term 10th Meeting	Item One: Approval of 2023 Annual Business Report and Financial Statements. Item Two: Approval of 2023 Profit Distribution Plan. Item Three: Approval of 2023 Statement on Internal Control System. Item Four: Change of CPAs due to internal rotations within Deloitte & Touche. Item Five: Evaluation and appointment of CPAs for independence and suitability. Item Six: Approval of the "Pre-approval Policy for Non-assurance Services".	Passed as proposed.
2024/05/08 4th Term 11th Meeting	Item Two: Approval of the Company's consolidated financial statements for the first quarter of 2024	
2024/07/10 4th Term 12th Meeting	Proposal 1: The company intends to sell land and factory buildings.	
2024/08/09 4th Term 13th Meeting	Proposal 1: 2024 First Half-Year Business Report and Second Quarter Consolidated Financial Statements. Proposal 2: 2024 First Half-Year Profit Distribution Cash Dividend. Proposal 3: 2021 Private Placement of Common Stock to be Reported to the Competent Authority for Supplemental Public Offering.	
2024/11/12 4th Term 14th Meeting	Report Items: 2024 Risk Management Policy. Discussion Items: Proposal 1: The company's 2024 Third Quarter Consolidated Financial Statements. Proposal 2: Proposed Announcement of the 2025 Annual Audit Plan. Proposal 3: Proposed Addition of the Company's Sustainability Information: "Internal Control System and Related Management Measures." Proposal 4: The company intends to issue employee stock warrants for 2024. Proposal 5: The company proposes to conduct a cash capital increase and issue new shares. Proposal 6: The company's employees to subscribe for the 2024 cash capital increase.	

Audit Committee	Contents of Motion	Results of Resolutions
2024/12/31 4th Term 15th Meeting	<p>Report Items: The company's manager violated Article 157 of the Securities and Exchange Act (short-term trading) in the 2024.</p> <p>Discussion Items: Proposal 1: Discussion on the Chairman's Authorized Authority and Limits Regarding the "Procedures for Acquiring and Disposing of Assets." Proposal 1: Proposal to acquire one membership certificate for discussion.</p>	
2025/02/05 4th Term 16th Meeting	<p>Discussion Items: Proposal 1: Formulation of the issuance price of the Company's 2025 Cash Capital Increase. Proposal 2: The Employee List of 2025 Employee Stock Options for Cash Capital Increase. Proposal 3: Amendment to the Company's "Procedures for Acquiring and Disposing of Assets."</p>	
2025/02/24 4th Term 17th Meeting	<p>Discussion Items: Proposal 1: Approval of 2024 Annual Business Report and Financial Statements. Proposal 2: Approval of 2024 Profit Distribution Plan. Proposal 3: Approval of 2024 Statement on Internal Control System. Proposal 4: Evaluation and appointment of independent auditors for the Company's compliance and suitability. Proposal 5: Approval of the "Pre-approval Policy for Non-assurance Services". Proposal 6: Revision of certain provisions in the Company's Articles of Incorporation. Proposal 7: Removal of Non-Compete Restrictions on the Newly Appointed Director and Their Representative.</p>	
Independent directors expressing opposition, or reservation opinions and having recorded or written statements: None.		
The Company's response to the opinions of Audit Committee: The Board of Directors approved and passed all the motions based on the recommendations of the Audit Committee.		

Other matters not approved by the Audit Committee but approved by more than two-thirds of the total number of directors: None.

2. The implementation status of independent directors avoiding interests in relation to agenda items, should state the name of the independent director, content of the agenda, reasons for interest avoidance, and participation in voting: None.
3. Communication between independent directors and the internal audit supervisor and accountant (should include significant matters, methods, and results of communication on the company's finances and business status):
 - (1) Communication between independent directors and accountants:
The certified public accountant shall regularly attend the Audit Committee and Board of Directors meetings, and personally communicate with the independent directors regarding significant matters identified during the financial statement audit process, the financial status, and overall operations of subsidiaries. At least once a year, the accountant will hold a closed-door meeting with the independent directors.
 - (2) Communication between independent directors and internal audit:
The Company's Audit Office has full-time audit staff, directly subordinate to the Board of Directors. The primary responsibility is to review the company's internal control system and report on whether the design and execution of such controls are appropriate. The scope includes all operations of the company and its subsidiaries. Main tasks include:
 - A. Drafting an annual audit plan, and according to the annual audit plan approved by the Board of Directors, regularly performing audit work.
 - B. The audit staff provides a written audit report to independent directors each month, and regularly reports the execution status of internal audits to the Audit Committee. Additionally, the auditor shall report to the independent directors in a closed-door meeting at least once a year.
 - C. The auditor will review the self-assessments conducted by each unit and, based on the comprehensive results, use them as the basis for the Board of Directors' issuance of the internal control statement..

Communication between Independent Directors and internal auditors and CPAs are as follows:

Audit Committee	2024 Meeting Agenda	Results of Communication	Resolution
2024/2/23	<ol style="list-style-type: none"> 1. Explanation of Major Tables After 2023 Annual Financial Statements Audit by CPAs 2. Key Audit Matter Identification by CPAs - the Parent Company Only and Consolidated Financial Statements 3. Key Audit Matters Review Results 4. Services Provided by the CPA in 2023 	No objection by the independent directors	
2024/12/31	<ol style="list-style-type: none"> 1. Responsibilities of the Unit in Charge 2. CPA Team, Rotation Standards and Statement of Independence 3. Scope of Audit and Method 4. Scope of Group Audit 5. Internal Control Findings Identified During the Audit Process 6. Key Audit Matters Material Risks 7. The CPAs' Non-assurance Services in 2024 8. Other Regulatory Updates Shared 	<p>Recommendations from Independent Directors: The independent directors recommended that special attention be given to whether the orders, contracts, and final payments of the Mainland China subsidiaries are consistent. In cases of discrepancies, they asked that the company's internal control procedures be followed accordingly. The CPA is requested to pay special attention to this matter during the audit.</p> <p>CPA's Response: The CPA will pay special attention to the above recommendation during the on-site audit.</p>	Internal Audit's Response: In response to the independent directors' concerns, the company has relevant control points in place within its internal control procedures and ERP system to ensure proper oversight.

2. Attendance of Supervisors at Board Meetings: The Company established its Audit Committee on Aug. 13, 2014, and it has no supervisor now.
3. Professional qualifications and experience of audit committee members, and annual work focus in 2024:
 - * Professional qualifications and experience of audit committee members
The audit committee is composed of all independent directors. Mr. HE, JIEN-DE serves as the convener, Mr. CHIEN, RON-KUN and Mr. LIU, CHI-HONG serve as committee members. For their professional qualifications and experience, please refer to the "Directors and Supervisors Information" section under "Director Information."
 - * Responsibilities of the audit committee:
The audit committee held 6 meetings in 2024. In accordance with the "Audit Committee Organization Rules" of the company, the responsibilities of the committee are as follows:
 1. Establishing or amending the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
 2. Assessing the effectiveness of the internal control system.
 3. Establishing procedures for significant financial activities such as acquiring or disposing of assets, engaging in derivative transactions, providing loans to others, endorsing or guaranteeing for others in accordance with Article 36-1 of the Securities and Exchange Act.
 4. Matters involving conflicts of interest of directors themselves.
 5. Significant asset or derivative transactions.
 6. Significant loans, endorsements, or guarantees.
 7. Fundraising, issuance, or private placement of equity-type securities.

8. Appointment, dismissal, or remuneration of the signing accountant.
9. Appointment or dismissal of financial, accounting, or internal audit executives.
10. Annual financial statements and semi-annual financial statements.
11. Other significant matters stipulated by the company or competent authorities.

* Review of Financial Statements

The Board of Directors submitted the 2023 annual business report, financial statements (including consolidated financial statements), and profit distribution proposal. The financial statements (including consolidated financial statements) were audited by CPAs, Mr. Chuang, Wen-Yuan and Mr. Yang, Ching-Chen from Deloitte & Touche Taiwan. The audit committee reviewed the aforementioned business report, financial statements (including consolidated financial statements), and profit distribution proposal and found no inconsistencies.

* Assessment of the Effectiveness of Internal Control Systems

The audit committee evaluates the effectiveness of the company's internal control systems, the independence and suitability of the auditors, and the appointment or dismissal of financial, accounting, or internal audit executives to ensure that the company's risk management and internal control framework are effective.

As of November 9, 2021, the newly appointed audit executive has obtained professional certifications to effectively assist the Board of Directors in executing internal control operations.

* Evaluation of the independence and suitability of the auditing CPA

The Company annually evaluates the independence and suitability of the CPAs, and whether the CPAs have not been changed for seven consecutive years, or the appointed CPAs have been subject to disciplinary actions, or there have been any events that have jeopardized the independence of the CPAs.

It is confirmed that the auditors from KPMG Taiwan are independent and suitable, and they are not related parties of the company. They meet the evaluation criteria for independence and suitability (as explained in the notes on the Company's governance practices). Therefore, it is proposed to appoint Mr. Chuang, Wen-Yuan and Mr. Yang, Ching-Chen as the CPAs for the Company's 2023 financial statements. This recommendation was presented and approved by the Audit Committee and the Board of Directors on February 23, 2024.

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

Evaluation Items	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
1. Has the Company set and disclosed principles for practicing corporate governance according to the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?"	V		On October 6, 2014, the company amended the "Corporate Governance Best Practice Principles" in accordance with the "Listing and OTC Corporate Governance Best Practice Principles." The amendments were subsequently approved by the board of directors on March 8, 2022. The operational status was reported during the board of directors' meeting on May 8, 2024. Please refer to the company's website under Investor Services/Corporate Governance for more information on corporate governance policies and regulations.	No significant difference.
2. Shareholding structure & shareholders' rights 1) Does the Company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		To ensure smooth communication between the Company and its investors, the Company has established a system of spokespersons and proxies. These channels are available on the Market Observation Post System, the Company's website, as well as through designated contact telephone numbers and email addresses. These channels are dedicated to handling shareholders' suggestions, questions, and disputes.	No significant difference.
2) Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		A professional stock affairs agency is responsible for managing the Company's daily shareholder affairs, and dedicated personnel are responsible for handling related matters. The Company ensures compliance with legal requirements by reporting any changes in shareholdings of directors, managers, and substantial shareholders holding 10% or more of the shares on a monthly basis. In accordance with regulations, the quarterly financial reports disclose the names, amounts, and percentages of shareholders who own more than 5% of the shares.	No significant difference.

Evaluation Items	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
3) Does the Company establish and implemented risk control/management and firewall mechanisms between it and affiliated corporations?	V		The Company conducts all business transactions with its affiliates based on fair and reasonable pricing and payment terms. To ensure compliance with these principles, the Company has established several procedures, including the "Procedures for Transactions with Related Parties, Specific Companies, and Groups," "Procedures for the Making of Endorsements and Guarantees," and "Procedures for Loaning Funds to Others." To maintain high standards of internal governance, the Company conducts annual internal audits of its subsidiaries. These audits are submitted to the management and independent directors for review on a regular basis.	No significant difference.
4) Does the Company establish internal rules against insiders trading with undisclosed information?	V		The Company takes insider trading seriously and has established several regulations to prevent it from occurring. These regulations include the "Regulations for Prevention of Insider Trading" and "Management of Insider Information Reporting." The regulations prohibit all employees, managers, and directors of the Company, as well as anyone who has knowledge of the Company through professional or control relationships, from engaging in any conduct that may involve insider trading. These measures ensure the integrity of the Company's operations and help maintain investor confidence. Please refer to the Company's website/Investor Services/Corporate Governance/Insider Trading Prohibition for details.	No significant difference.

<p>3. Composition and Responsibilities of the Board of Directors</p> <p>1) Does the Board develop and implement a diversified policy and specific objectives of management for the composition of its members?</p>	<p>V</p>	<p>On August 12, 2022, the Company established the "Nomination Committee" and in accordance with Articles of Incorporation, adopted a "Candidate Nomination System." All director candidates will be nominated and undergo qualification review according to the regulations. After approval by the board of directors, they will be submitted for election at the shareholders' meeting.</p> <p>Board members should generally possess the necessary knowledge, skills, and qualifications required for their duties. The overall capabilities that they should possess include:</p> <p>1. Ability to make sound business judgments. 2. Ability to conduct accounting and financial analysis. 3. Ability to manage the business. 4. Ability to manage a crisis. 5. Industry knowledge. 6. An understanding of international markets. 7. Leadership ability. 8. Decision-making ability. 9. Risk management knowledge and ability.</p> <p>Among the directors, more than half of the seats should not be held by spouses or relatives within the second degree of kinship. The composition of the board of directors should be adjusted based on the results of performance evaluation.</p> <p><u>Board Diversity Policy:</u></p> <p>In order to strengthen corporate governance and promote the sound development of the board of directors' composition and structure, the composition of the board of directors should consider various needs such as the company's operational structure, business development direction, and future development trends. It should also assess various dimensions of diversity, including but not limited to the following criteria:</p> <p>1. Basic conditions and values: Gender, nationality, age, and culture, etc.</p> <p>2. Professional knowledge and skills: Professional background (e.g., accounting, risk management, production management, strategy, etc) . Industry experience (e.g., semiconductor, investment, education, marketing, etc)</p> <p><u>The specific management goals of the board diversity policy and the current achievements are as follows:</u></p> <p>The 9th Term's board of directors consists of eight members, including one female director and three independent directors. The directors possess extensive operational experience and management expertise in listed and OTC companies, or have professional academic backgrounds. The term of</p>	<p>No significant difference.</p>
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the Board of Directors runs through May 26, 2025.
 The specific management goals and achievements of diversity are as follows:
 Diversity goals: Adding one female director, one director with specialty in the semiconductor industry, and one director with ESG specialty.
 Goal setting achieved: All goals were achieved by the Ninth Board of Directors.
 (1) Adding one female director: Director TAN, MING-CHU.
 (2) Adding one semiconductor industry director: Director CHIU, MING-QIEN.
 (3) Reappointing one ESG professional director: Director CHIEN, RON-KUN.
 Future goals: Continuously monitor gender equality in the composition of the board of directors and strengthen directors' ESG backgrounds.

Name	Title	Nationality	Gender	Serve as employee	Independent Director Tenure		Age Range			Industry Experience			Professional Competence				
					Less than 3 years	3-9 years	Below 57	60 to 65	66 or more	Semiconductor	Investment	Education	Marketing	Accounting	Risk Management	Production Management	Strategy
WANG, NIEN-CHING	Chairman	R.O.C.	Male	V				V		V			V		V	V	
Koon Tin Yau	Director	Hong Kong	Male				V					V		V			
CHIU, MING-QIEN	Director	R.O.C.	Male				V			V	V	V			V	V	
QU, RON-FU	Director		Male					V			V	V					V
TAN, MING-CHU	Director		Female						V					V	V	V	
HE, JIAN-DE	Independent Director		Male			V		V				V			V		
JIAN, RONG-KUN	Independent Director		Male			V		V				V		V	V		
LIU, ZHI-HONG	Independent Director		Male			V	V				V			V	V		

Please refer to the company's website under Investor Services, Board of Directors, for more information on board diversity.

2) Does the Company voluntarily establish other functional committees in addition to the Compensation Committee and the Audit Committee?

V

In addition to the Remuneration Committee and Audit Committee, on August 12, 2022, the Company established the "Nomination Committee" and adopted a "Candidate Nomination System." All director candidates will be nominated and undergo qualification review according to the regulations. After approval by the board of directors, they will be

No significant difference.

Evaluation Items	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			submitted for election at the shareholders' meeting.	
3) Does the Company establish a standard to measure the performance of the Board and implement it annually, and are performance evaluation results submitted to the Board of Directors and referenced when determining the compensation of individual directors and nominations for reelection?	V		<p>On November 8, 2022, the board of directors revised and approved the "Board of Directors Performance Evaluation Methods." Please refer to the Public Information Observation System and the Company's website for details.</p> <p>The self-assessment performance evaluation questionnaire for the 2024 board of directors, board members, and members of functional committees was completed before the most recent board meeting. It was reported at the board meeting on February 24, 2025. Please refer to: "Operation of the Board of Directors" Section.</p>	No significant difference.
4) Does the Company regularly evaluate the independence of CPAs?	V		<p>The company conducts regular assessments of the independence of the auditing certified public accountants (CPAs) annually, carried out by the Audit Committee, and reports the evaluation results to the Board of Directors.</p> <p>The Company has prepared an "Audit CPA Review Evaluation Form" and obtained the "CPA Statement Auditors Independence" from the CPAs from Deloitte & Touche, confirming that both Mr. Chuang Wen-Yuan and Mr. Kung, Tse-Li meet the Company's standards for independence and suitability, making them suitable to serve as the company's audit CPAs for the financial statements of the year 2023. This recommendation was presented and approved by the Audit Committee and the Board of Directors on February 23, 2024.</p> <p>Please refer to Note 1 for the evaluation criteria of CPA independence and Note 1-1 Summaries of AQIs</p>	No significant difference.

<p>4. Does the Company appoint a suitable number of competent personnel and a supervisor responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors with compliance, handling work related to meetings of the board of directors and the shareholders' meetings, and producing minutes of board meetings and shareholders' meetings)?</p>	<p>V</p>	<p>On November 9, 2021, the Company established the position of Governance Supervisor, with Ms. Zhang Yuanzhen appointed to the role. Ms. Zhang has more than 3 years of experience serving as an internal audit supervisor in publicly traded companies.</p> <p><u>Primary responsibilities include:</u></p> <ol style="list-style-type: none"> 1. Handling matters related to the Board of Directors and shareholders' meetings in compliance with laws and regulations. 2. Preparing minutes of Board of Directors and shareholders' meetings. 3. Assisting directors in their appointment and continuing education. 4. Providing necessary information for directors to carry out their duties. 5. Assisting directors in compliance with laws and regulations. 6. Reporting to the Board of Directors on the qualification review of independent directors during the nomination, appointment, and tenure. 7. Managing matters related to changes in the Board of Directors. 8. Other matters specified in the company's articles of incorporation or contracts. <p><u>Execution of Governance Supervisor's Duties in 2024</u></p> <ol style="list-style-type: none"> 1. Assisting the Chairman and committee chairs in convening meetings, providing meeting agendas and sufficient materials, notifying members to review the materials, and reminding of conflicts of interest to ensure compliance with relevant regulations. 2. In 2024, held 6 Board of Directors meetings, 6 Audit Committee meetings, 4 Compensation Committee meetings, and 1 Nomination Committee meeting. 3. Presented reports to the Board of Directors on the operation of corporate governance, progress in sustainable development, adherence to ethical business practices, and measures taken for 2023 on May 8, 2024. 4. Registered the shareholder's annual meeting scheduled for May 30, 2024, in compliance with legal requirements, and provided meeting materials and the annual report to protect shareholders' rights. 5. Completed annual professional development courses on May 30, 2024, based on business needs and director requirements. 	<p>No significant difference.</p>
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Evaluation Items	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>6. Reported the execution results of the 2023 corporate governance assessment to the Board of Directors on May 8, 2024.</p> <p>7. Provided governance-related regulatory materials to directors and internal personnel to ensure compliance with laws and regulations.</p> <p>8. Conducted closed-door meetings with independent directors, auditors, and the internal audit supervisor to understand the implementation status of internal control systems. Meeting records can be found on the company's website.</p> <p>9. Responded promptly and effectively to requests from directors to maintain smooth communication with directors and various executives.</p> <p>Please refer to Note 2 for information on the professional development of the Governance Supervisor in 2024.</p> <p>Please visit the company's website under Investor Services - Corporate Governance - Governance Supervisor for more details.</p>	
5. Does the Company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	V		<p>The company has appointed a spokesperson and a proxy spokesperson as channels of communication with stakeholders.</p> <p>In addition to the investor service area, which has been set up to disclose information related to the Company's financial business and corporate governance information, an ESG area has been added this year to disclose the implementation of ESG.</p> <p>Communication with stakeholders in 2024, which was reported to the Board of Directors on November 12, 2024. Please refer to the Company's website for ESG area.</p>	No significant difference.
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	V		<p>The company has engaged Taishin Securities as a professional share agent to handle related matters.</p>	No significant difference.
7. Information Disclosure 1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance?	V		<p>The Company has set up Chinese and English websites with dedicated areas for investor services and ESG. Stakeholders can browse and learn about the Company's information and significant events on the Market Observation Post System or the Company's website. (www.saa-symtek.com)</p>	No significant difference.

Evaluation Items	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
2) Has the company adopted other means of information disclosure (such as setting up an English website, designating a person responsible for the collection and disclosure of company information, implementing a spokesperson system, placing the company's website in the course of corporate meetings, etc.)?	V		To ensure smooth communication between the Company and its Stakeholder, the Company has established a system of spokespersons and proxies. These channels are available on the Market Observation Post System, the Company's website, as well as through designated contact telephone numbers and email addresses. A video of the earnings call is also available on the Company's website.	No significant difference.
3) Does the Company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?	V		The Company announces and reports annual financial statements within two months after the end of each fiscal year, and announces and reports Q1, Q2, and Q3 financial statements before the prescribed time limit. The 2023 annual financial report, as well as the financial reports for the first, second, and third quarters of 2024, were each released ahead of schedule on February 23, May 8, August 9, and November 12, 2024, respectively. Monthly revenue figures are also announced and reported within the specified time frame.	No significant difference.

<p>8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?</p>	<p>V</p>	<p>Other important information is as follows:</p> <ol style="list-style-type: none"> 1. Director Training: All directors of the company possess relevant professional knowledge and comply with regulations by participating in training programs on securities regulations and other courses. All directors meet the required training hours. Please refer to Note 3 for the training status of directors and independent directors. 2. The Company's board of directors is the highest authority for risk management policies. It is responsible for approving, reviewing, and overseeing the company's risk management policies to ensure their effectiveness. A cross-departmental risk management team is established as the responsible unit for executing risk management. The Chief Operating Officer serves as the convener, and several deputy conveners are designated. The team members include designated responsible persons from various functional units (all departments within the company). The team is primarily responsible for monitoring, measuring, and evaluating company risks and operates independently from business units and operational activities. They report to the board of directors annually. The audit department formulates an annual audit plan based on the company's risk assessment results and conducts periodic audits to ensure the proper implementation of risk controls. Audit reports are issued based on the audit findings. On November 12, 2024, the 2024 Risk Management Policy was reported to the Audit Committee and the Board of Directors, and both the policy and its implementation status for the year were disclosed on the company's website. Please refer to our website / investor services / corporate governance / risk management policy. 3. Implementation of Customer Policy: In response to the trend of diversified customer demands, the company actively stays informed about the latest market information and develops a comprehensive range of products or services for customers to choose from. Maintaining stable and positive relationships with customers and adopting a customer-centric and flexible approach are core strategies in our customer retention efforts. To deliver promised service quality, regular visitation activities and customer feedback are prioritized in the daily maintenance of customer relationships. 4. Directors' Liability Insurance: The company has purchased liability 	<p>No significant difference.</p>
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Evaluation Items	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>insurance for current directors to mitigate and distribute legal risks associated with their scope of duties and to protect the company and shareholders from significant damages. The initial coverage was obtained in 2016, and the most recent renewal period started on April 17, 2024, for one year. Important details, such as the coverage amount of USD 5 million, coverage scope (all directors), and insurance premium rates, were reported to the board of directors on May 8, 2024.</p> <p>5. The succession plan for the company's board of directors and key management personnel can be found on the company's website under the section "Investor Services" > "Corporate Governance" > "Succession Plan for Board Members and Key Management Personnel."</p>	
9. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures. (It is not necessary for a company which is not evaluated to fill this column)	V		<p>The Company's ongoing corporate governance evaluation is summarized as follows: Improvements made:</p> <p>4.11 Disclosure of GHG emissions, water usage, and total waste weight for the past two years</p> <p>4.12 For entities that have not yet improved their GHG reduction, water conservation, or other waste management policies, the following items are prioritized for improvement: 4.12.1 Establish an English Company website</p> <p>4.4 Has the company prepared a sustainability report in accordance with the Global Reporting Initiative (GRI) Standards and uploaded it to the Market Observation Post System (MOPS) and the company's official website</p>	No significant difference.

(Note 1) CPA Independence Evaluation Criteria

Evaluation Items	Article 47 of Certified Public Accountant Act	Assessment Result: Yes / No	Compliance with independence
1. Does the auditor have any close business relationships or potential employment relationships with the company?	Item 1	No	Yes
2. Have the auditor or members of their audit team served as directors, executives, or held positions with significant influence over the audit work in the company within the current or past two years?	Item 2	No	Yes
3. Does the auditor have any relatives who hold positions of significant influence over the audit work in the company, such as directors or executives?	Item 3	No	Yes
4. Does the auditor have any direct or significant indirect financial interests in the company?	Item 4	No	Yes
5. Has the auditor engaged in any financing or guarantee activities with the company or its directors?	Item 5	No	Yes
6. Has the auditor provided any non-audit services that could directly impact the audit work for the company?	Item 6	No	Yes
7. Has the company retained the same auditor as the signing auditor for seven consecutive years, or has the signing auditor been subject to any disciplinary actions or events that may affect their independence?	Item 7	No	Yes
8. Has the auditor acted as an intermediary for the issuance of the company's stocks or other securities?	-	No	Yes
9. Has the auditor acted as a legal representative for the company or coordinated conflicts with third parties on behalf of the company?	-	No	Yes
10. Does the auditor have any inappropriate relationships with the company?	-	No	Yes

(Note 1-1) Summaries of AQIs

Evaluation Items - 5 aspects, 13 indicators		Assessment Result: Yes / No	Compliance with suitability and independence
Aspect 1. Professionalism			
1-1. Audit experience	Sufficient audit experience to perform audit work, better than the average of the industry	Yes	Yes
1-2. Training hours	Adequate education and training of the audit team in terms of professional knowledge and expertise, better than the average of the industry	Yes	Yes
1-3. Turnover	The turnover rate of audit staff at the managerial level and above is lower than the industry average	Yes	Yes
1-4. Professional support	Support and engagement from professionals other than auditors	Yes	Yes
Aspect 2. Quality control			
2-1. CPA's work load	The number of companies of the CPAs and the number of hours invested are not excessive compared to the industry	Yes	Yes
2-2. Audit engagement	Whether the planning and execution hours of	Yes	Yes

Evaluation Items - 5 aspects, 13 indicators		Assessment Result: Yes / No	Compliance with suitability and independence
	the audit team are appropriate		
2-3. Engagement quality control review (EQCR) scenarios	Whether the EQCR team spend enough time for review	Yes	Yes
2-4. Quality control support capability	Whether the quality control staff is supportive to the audit team	Yes	Yes
Aspect 3. Independence			
3-1. Non-audit services	Whether the percentage of non-audit fees for audit cases has been reduced as compared with that of last year for compliance with the independence requirement	Yes	Yes
3-2. Customers familiarity	A cumulative total of 10 years of annual financial statement audits signed by the same accounting firm (Note)	Yes	Yes
Aspect 4. Supervision			
4-1. External inspection deficiencies and sanctions	Good compliance with the law at the firm level and case level	Yes	Yes
4-2. Letter of improvement from the competent authority			
Aspect 5. Innovation			
5-1. Innovative planning or initiatives	Firm level: Programs adopted or planned in the last three years that have contributed to the improvement of audit quality 1. Introducing cloud-based audit platforms and tools 2. Applying digital technology 3. Expanding audit support center	Yes	Yes

(Note) The CPAs have not been continuously certified for more than seven years since the initial public offerings, and are in compliance with the rotation rules without affecting the independence of the CPAs.

(Note2) 2024 Continuing Education Status of the Corporate Governance Officer

Course Duration	Organizer	Course Name	Hours	Total Hours for the Year
May 30	Digital Governance Association	Linking ESG (Environmental, Social, and Governance) to Compensation	3 hours	22 hours
	CGA	2024 Global Economic Outlook and Industry Trends	3 hours	
June 6	Corporate Sustainability Development Association of the Republic of China	GHG Protocol Corporate Standard and Scope 3 Standard Advocacy Course	7 hours	

June 30	CGA	How the Board of Directors (Sustainability Committee) Reviews the Sustainability Report	3 hours	
October 18	SFI	2024 Insider Trading Prevention Advocacy Session (Online Live Broadcast)	3 hours	
November 22		2024 Insider Trading Legal Compliance Advocacy Session (Online Live Broadcast)	3 hours	

(Note 3) Continuing education of directors and independent directors

Title	Name	Date of Appointment	Course Duration	Organizer	Course Name	Hours
Chairman	Koon Kam Kwan	2022.05. 27	2024.05. 30	Digital Governance Association	Linking ESG (Environmental, Social, and Governance) to Compensation	3 hours
Director	WANG, NIEN-CHING					3 hours
Director	Koon Tin Yau					3 hours
Director	QU, RON-FU					3 hours
Independent Director	HE, JIAN-DE					3 hours
Independent Director	JIAN, RONG-KUN					3 hours
Chairman	Koon Kam Kwan	2022.05. 27	2024.05. 30	CGA	2024 Global Economic Outlook and Industry Trends	3 hours
Director	WANG, NIEN-CHING					3 hours
Director	Koon Tin Yau					3 hours
Director	QU, RON-FU					3 hours
Independent Director	HE, JIAN-DE					3 hours
Independent Director	JIAN, RONG-KUN					3 hours
Director	TAN, MING-CHU	2022.05. 27	2024.07. 30	CGA	How the Board of Directors (Sustainability Committee) Reviews the Sustainability Report	3 hours
			2024.09. 03		Comprehensive Launch of Corporate Innovation and Growth	3 hours
Director	CHIU, MING-QIEN		2024.08. 13	Taipei Financial Research and Development Foundation	Corporate Governance Course	6 hours
Independent Director	LIU, ZHI-HONG		2024.08. 01	Republic of China Association for Corporate Management and Sustainable Development	Analysis of Board of Directors' Regulations and Practical Disputes	3 hours
			2024.08. 23	Practice of Unfriendly Mergers and Acquisitions and Corporate Governance Issues	3 hours	
			2024.09. 30	CGA	Corporate Climate Governance, TCFD Disclosure Practices, and Net-Zero Emissions	3 hours
How Enterprises and Directors/Supervisors Can Avoid Insider Trading Violations	3 hours					

Title	Name	Date of Appointment	Course Duration	Organizer	Course Name	Hours
			2024.12. 05	Republic of China Certified Public Accountants Association	Latest Regulations and Practical Case Analysis of Anti-Money Laundering Laws	3 hours

On August 9, 2024, Chairman Koon Kam Kwan resigned. Wang, Nien-Ching has assumed the position of Chairman. Therefore, the continuing education hours for both individuals are disclosed.

- (1) Status of the Compensation Committee established by the Company
1. Information of the Members in the Compensation Committee

2024/4/10

Title	Name	Criteria	Professional Qualifications and Experience	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Compensation Committee Member
All members of the Compensation Committee are independent directors. Please refer to: Information on Directors and Supervisors	JIAN, RONG-KUN (Convener)		Mr. Jian, Ron-Kun holds a Master's degree in Business Administration from the National Chengchi University. He founded EISO Enterprise Co., Ltd., and has served as the Chairman for over 20 years. Under his leadership, EISO Enterprise successfully transitioned from the PCB industry to the field of electric bicycles. Currently, he also serves as the independent director of Ledlink Optics, Inc., Chairman of EISUN Enterprise Co., Ltd., Chairman of Yicheng Construction Co., Ltd., corporate director of 500net Tech., and corporate director of PORClean Nano-Biochem Co., Ltd. Currently serving as an independent director in his second term, he has not exceeded three terms, and there has been no violation of Article 30 of the Company Act.	According to the Company's Articles of Incorporation and "Corporate Governance Best Practice Principles," the election of directors in the Company follows a candidate nomination system. In the comprehensive election of the ninth board of directors held on May 27, 2022, all three independent directors were reelected. In accordance with: 1. Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1
			Mr. Liu, Zhi-Hong holds a master's degree in accounting from National Taiwan University and a CPA license, and has over 20 years of experience in accounting firms. He currently serves concurrently as an independent director of Poya International Co., Ltd., and Sunny Pharmtech Inc. Furthermore, since 2021, he has served as the new Chairman of ThinFlex Corporation. Currently serving as an independent director in his second term, he has not exceeded three terms, and there has been no violation of Article 30 of the Company Act.	2. Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange. 3. Checklist of qualifications for independent directors	2

	HE, JIAN-DE	<p>Mr. He, Jian-De holds a PhD in Technology Management from Portland State University and has been teaching at Yuan Ze University for over 10 years. He is currently serving as a professor at Yuan Ze University's College of Management. The research areas he specialized in include strategic technology management, competitive strategies for high-tech industries, and innovation management.</p> <p>Currently serving as representative of legal person director, BMC Venture Capital Investment Corporation.</p> <p>Currently serving as an independent director in his second term, he has not exceeded three terms, and there has been no violation of Article 30 of the Company Act.</p>	<p>(during their term of office).</p> <p>4. The power to fully participate in decision-making and express opinions has been granted in accordance with Article 14-3 and Article 14-5 of the Securities and Exchange Act, which is used to independently execute related powers.</p> <p>Review of Qualifications: All independent directors of the Company do not have any significant relationships that would impact their independence. All independent directors should be able to appropriately and objectively execute their duties with the best interests of the Company as the premise.</p>	0
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2. Implementation Status of the Compensation Committee

- i. There are 3 members in the Compensation Committee of the Company.
- ii. The term of office of the current members: May 27, 2022 to May 26, 2025. The Compensation Committee of the Company held 5 (A) meetings in 2024 and 2025. The qualification and attendance of members was as follows:

Title	Name	Attendance in person (B)	Attendance by Proxy	Attendance Read (%) (B/A)	Remarks
Independent Director	JIAN, RONG-KUN	6	0	100%	Convener
Independent Director	HE, JIAN-DE	6	0	100%	Member
Independent Director	LIU, ZHI-HONG	6	0	100%	Member

Other items to be recorded:

1. If the board of directors declines to adopt or modifies a recommendation of the compensation committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the compensation committee's opinion (If the compensation approved by the board of directors is better than that recommended by the compensation committee, the difference and the reasons for the difference should be stated): None.
2. Resolutions of the compensation committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None. Please see the summary in the following table.

3. Resolutions of the Compensation Committee

Date	Contents of Motion	Results of Resolutions
2024/2/23 (5th Term 7th Meeting)	Proposal 1: Remuneration for Directors and Compensation for Employees for 2023. Proposal 2: 2024 Executive Compensation Adjustment Proposal	Passed as proposed.
2024/8/9 (5th Term 8th Meeting)	Proposal 1: 2023 Executive Performance Bonus.	
2024/11/12 (5th Term 9th Meeting)	Proposal 1: The company intends to issue employee stock warrants for 2024. Proposal 2: The company's employees to subscribe for the 2024 cash capital increase. Proposal 3: Proposal to Implement the 2025 "Special Incentive Bonus"	
2024/12/31 (5th Term 10th Meeting)	Proposal 1: Review of the Policies, Standards, and Structure of the Director and Management Compensation for 2024. Proposal 2: Amend the "Performance Bonus and Year-End Bonus Management Regulations." Proposal 3: Review of the 2024 Management Year-End Bonus of the Company. Proposal 4: Confirmation of the "Employee Continuing Education Application List" (for Assistant Managers and above).	
2025/2/5 (5th Term 11th Meeting)	Proposal 1: The Employee List of 2025 Employee Stock Options for Cash Capital Increase. Proposal 2: Amendment of the Company's 2025 Director Compensation Policy, Standards, and Structure.	
2025/2/24 (5th Term 12th Meeting)	Proposal 1: Remuneration for Directors and Compensation for Employees for 2024.	
Independent directors expressing opposition, or reservation opinions and having recorded or written statements: None.		
The Company's response to the opinions of Compensation Committee: The Board of Directors approved and passed all the motions based on the recommendations of the Compensation Committee.		

(5) Nomination Committee Situation

1. Information of Nomination Committee Member

Title	Criteria Name	Professional Qualifications and Experience	Independence Status	Number of Other Publicly Listed Companies Where He Serves as a Member of the Nomination Committee
All members of the Nomination Committee are independent directors	LIU, ZHI-HONG (Convener)	Please refer to Information of the Members in the Compensation Committee		
	JIAN, RONG-KUN			
	HE, JIAN-DE			

2. Information on the Operation of the Nomination Committee

- (1) There are 3 members in the Nomination Committee of the Company.
- (2) The tenure of the current committee members is from August 12, 2022, to May 26, 2025. In the most recent fiscal year, the Nomination Committee met twice (A) in 2024 and 2025, and the members' qualifications and attendance are as follows:

Title	Name	Professional Qualifications and Experience	Attendance in person (B)	Attendance by Proxy	Attendance Read (%) (B/A)	Remarks
Independent Director	LIU, ZHI-HONG	Please refer to Information of the Members in the Compensation Committee	2	-	100%	Convener
Independent Director	HE, JIAN-DE		2	-	100%	Member
Independent Director	JIAN, RONG-KUN		2	-	100%	Member

Other items to be recorded:

Details regarding the meeting dates, terms, content of the proposals, suggestions or oppositions of the Nomination Committee members, the resolution results of the Nomination Committee, and how the company handled the opinions of the Nomination Committee are provided in the table summary below.

2. Resolutions of the Nomination Committee

Date	Contents of Motion	Results of Resolutions
2024/2/23 (1st Term 3rd Meeting)	Report Items: 1. 2023 Board of Directors Diversity Policy: Specific Management Objectives and Implementation Status. 2. 2023 Board of Directors and Key Management Succession Planning. Discussion Items: Proposal 1: Review of the 2023 Board of Directors' Performance Evaluation Results.	Passed as proposed.
2025/2/24 (1st Term 4th Meeting)	Report Items: 1. 2024 Board of Directors Diversity Policy: Specific Management Objectives and Implementation Status. 2. 2024 Board of Directors and Key Management Succession Planning. Discussion Items: Proposal 1: Review of the 2024 Board of Directors' Performance Evaluation Results. Proposal 2: Nomination of Candidates for the 10th Term of Directors and Independent Directors, for Discussion.	
Independent directors expressing opposition, or reservation opinions and having recorded or written statements: None.		
The Company's response to the opinions of Nomination Committee: The Board of Directors approved and passed all the motions based on the recommendations of the Nomination Committee.		

(6) Implementation of Sustainable Development

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
I. Has the company established a governance structure to promote sustainable development, with dedicated (or part-time) units for driving sustainability, and has the Board of Directors authorized senior management to handle the related matters, with oversight by the Board?	V		<p>The Company revised the Sustainable Development Best Practice Principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" by the Board of Directors on March 8, 2022. Please refer to the Company's website/Investor Services/Corporate Governance.</p> <p>On May 8, 2024, the President's Office, Human Resources Department, and Operations Management Department reported on their efforts to promote sustainable development at the Board of Directors' meeting.</p> <p>(1) The chairman of the Company have set a vision for sustainable development, centered around the core technology of smart manufacturing. Our mission is to educate and train talents, to collaborate with educational institutions and public organizations, and to bring smart manufacturing into industries and daily life, creating employment opportunities and enhancing industrial competitiveness while improving environmental sustainability.</p> <p>(2) Each department has been assigned to a corporate governance, environmental/product, and social/employee group based on their business responsibilities. We've integrated the resources and management systems of each department to build a driving module for sustainable development and a process structure for performance evaluation.</p> <p>(3) Moving forward, we plan to include sustainable development in employee education and training. This will ensure that managers in each department can lead all</p>	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>employees to fully understand the Company's sustainable management philosophy.</p> <p>(4) The ESG are has been added to the official website to illustrate the implementation of ESG. The board will regularly review the operating strategy on an annual basis, urging the operating team to make changes where necessary.</p>	
II. Has the company assessed the environmental, social, and corporate governance risks of its operations based on the principle of materiality and established related risk management policies or strategies?	V		<p>1) The board of directors serves as the highest authority for risk management policies, responsible for approving, reviewing, and overseeing the effectiveness of risk management. The Audit Committee oversees the implementation of the Company's risk management policies and provides professional advice.</p> <p>2) A cross-functional risk management team has been Globe as the responsible unit, with the Chief Operating Officer acting as the convener and several deputy conveners appointed. The team includes designated representatives from various functional units within the company and is primarily responsible for monitoring, measuring, and evaluating company risks at the operational level. The members regularly report to the Audit Committee on the risk environment, risk assessment and response measures encountered by the Company, and report to the board of directors at least once a year on the implementation of risk management.</p> <p>3) In 2024, Xunda Machinery conducted a risk assessment across 25 departments and 7 senior management members of the company. The assessment covered six major risk categories (Corporate Risk, Operational Risk, External Factor Risk, Financial Risk, Information Security Risk, and Human Resources Risk), evaluating</p>	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>63 risk items in total.</p> <p>4) 2024 Risk Assessment Results: Significant risk items: 0; High-risk items: 15; Moderate-risk items: 43; Low and minor risk items: 5 The company has implemented relevant management plans or measures for the significant and high-risk items and continues to monitor and manage them. The company's 2024 risk management operations were reported to the Audit Committee on November 12, 2024, and presented at the Board of Directors meeting. The 2024 policy and its implementation status were also disclosed on the company's website. Please refer to our website / investor services / corporate governance / risk management policy.</p> <p>5) In 2024, the company assessed the timing and extent of the impacts of "TCFD Climate-Related Risks and Opportunities" and proposed relevant response strategies and measures. This includes 3 physical risks, 6 transition risks, and 4 opportunities. The assessment was reported to the Audit Committee on November 12, 2024, and presented at the Board of Directors meeting.</p>	
<p>III. Environmental Issues</p> <p>1) Has the company established an appropriate environmental management system based on its industry characteristics?</p>	V		<p>1) Based on the concept of sustainable development, the company collaborates with partners such as suppliers, customers, and academic institutions to innovate and develop products, aiming to enhance resource efficiency. The Company's automated equipment assists customers in improving yield and quality, thereby reducing unnecessary material and energy waste in the manufacturing process, indirectly promoting operational growth and</p>	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>reducing resource intensity in the high-tech industry for environmental sustainability.</p> <p>2. Since 2023, the company has established the "Xunda Machinery GHG Audit and Control Procedure," collecting carbon emission activity data on a quarterly basis. Each year, the company prepares a "GHG Emissions Inventory" and drafts a "GHG Inventory Report," which is externally verified through ISO 14064-1 GHG inventory validation. Through GHG inventory assessments, the company understands its emissions situation and formulates relevant energy-saving and carbon reduction strategies and policies, steadily working towards the goal of carbon neutrality.</p>	
2) Is the company committed to improving energy efficiency and using low-impact renewable materials?	V		<p>2) The Company is engaged in the assembly of automation equipment for electronics, optoelectronics, and semiconductor industries. The operational process does not generate significant environmental pollutants such as air emissions, water pollution, or hazardous substances. Waste generated during daily operations and production is properly handled. In addition to setting up recycling bins in the office and factory areas, we advocate the importance of waste sorting and recycling to our employees. Residual materials such as aluminum, iron, and wire from production are collected and entrusted to professional manufacturers for recycling. These materials are then reused in the production cycle. In addition, we've digitized our attendance system to reduce paper usage, thereby fulfilling our corporate responsibility for environmental protection and</p>	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			improving resource efficiency.	
3) Has the company assessed the potential risks and opportunities of climate change on its present and future operations and implemented relevant measures to address them?	V		<p>3) The Company has assessed the potential risks and opportunities of climate change on its present and future operations and implemented the following measures: Impact or degree of influence of GHG emissions on the company:</p> <ol style="list-style-type: none"> 1. Risks influenced by climate change-related regulations: <ol style="list-style-type: none"> (1) Regulatory requirements from authorities for listed companies to establish GHG inventory plans and timelines. (2) Control of GHG emissions and carbon taxation. (3) Renewable energy development regulations. The risks associated with compliance with climate change-related regulations may result in increased costs for GHG inventory and carbon reduction management, as well as expenses for installing renewable energy equipment or purchasing renewable energy certificates. 2. Substantive risks related to climate change: The increasing severity and frequency of extreme climate events such as typhoons and floods, changes in rainfall (water) patterns and climate models, and rising average temperatures, pose tangible risks. These events may disrupt business operations, impact employees, affect supply chains, and even jeopardize the safety of personnel and property. 	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>3. Opportunities provided by climate change: Adopting more efficient production and distribution processes; increasing or developing low-carbon products and services; entering new markets for low-carbon products/services; responding to changes in consumer preferences</p> <p>Strategies, methods, and goals for GHG management:</p> <p>1. Strategies for addressing climate change or GHG management</p> <p>(1) The Chairman of the Board serves as both the Chairperson and the Chief Executive of the ESG Committee. Annually, performance, impact assessments, and progress towards sustainability goals related to ESG and climate change are reported to the Board of Directors.</p> <p>(2) The management's role in assessing and managing climate-related risks and opportunities:</p> <p>A. The Environmental Team of the ESG Committee is responsible for identifying climate risks and assessing and responding to climate impacts within their respective areas of responsibility.</p> <p>B. The highest responsible person for climate issues in management is the chairman, who leads the senior executives in implementing climate change-related management tasks and reports directly to the Board of Directors.</p> <p>C. A Risk Management Committee has been established, with a cross-departmental risk management team serving as the executing</p>	

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>unit for risk management. The Chief Operating Officer acts as the convener, identifying major risks and discussing corresponding response measures with various business units of the Company.</p> <p>2. Corporate GHG emission reduction target 2024 has been set as the base year for the Company's planning of the GHG inventory and verification, with the goal of reducing GHG emissions by 30%(scope1 and scope2) in 2030 compared to 2023, and in line with Taiwan's policy of aiming for net-zero emissions by 2050.</p> <p>3. Budget and plan for corporate GHG emission reduction</p> <p>(1) Starting in 2023, the company has planned a timeline for GHG inventory and verification.</p> <p>(2) In 2025, the new factory will be constructed as a green building, with the installation of solar power generation equipment and the acquisition of a green building certification.</p> <p>(3) Gradually phased out and replace aging equipment that has decreased efficiency.</p> <p>(4) The company plans to gradually replace fuel-powered vehicles with hybrid or electric vehicles in the coming years, reducing GHG emissions from fuel consumption.</p> <p>(5) Promoted low-carbon green production by reintroducing materials with recycling value into the production cycle.</p> <p>4. Assessed the carbon reduction impact of corporate products or services on customers or consumers.</p> <p>(1) Development of low-carbon products and services,</p>	

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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			<p>or enhancing the efficiency of customer products.</p> <p>(2) Continue to work with our customers to achieve energy saving and carbon reduction through green supply.</p>	
4) Has the company tracked GHG emissions, water usage, and total waste weight over the past two years and developed policies for GHG reduction, water conservation, or other waste management?	V		<p>4) Due to the nature of the industry, the company's main source of GHG emissions is from purchased electricity, outside the scope of Category 2. The company has implemented temperature control for air conditioning based on different seasons to effectively utilize energy and achieve energy-saving and carbon reduction goals. The company will continue to track energy consumption within its operational scope, monitor changes in GHG emissions, and disclose them in the Company's official website to fulfill its corporate citizenship responsibility in energy-saving and carbon reduction. Please refer to the Company's website for ESG area.</p>	No significant difference.
<p>3. Social Issues</p> <p>1) Has the company established relevant management policies and procedures in accordance with applicable laws and international human rights conventions?</p>	V		<p>1) The company supports the Universal Declaration of Human Rights (UDHR) and is committed to adhering to international human rights standards, including the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. The Company complies with local regulations in all operating locations and upholds the human rights of all individuals, including permanent employees, contract workers, and interns. In order to safeguard workers' rights, the following policies have been formulated and disclosed, taking into account international human rights conventions:</p>	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<ol style="list-style-type: none"> 1. Compliance with relevant labor laws and respect for basic labor rights to ensure the legitimate rights and interests of employees. 2. Respect for gender equality and the establishment of guidelines for the prevention and handling of sexual harassment, creating a "fair and friendly" working environment in accordance with labor laws and gender equality legislation. 3. Protection of the labor rights of indigenous people, migrant workers, and individuals from vulnerable groups with disabilities. 4. Equal treatment in employment policies, non-discrimination, and ensuring equal job opportunities. 5. Non-employment of child labor and prohibition of forced or coerced labor. 6. Development of safety work regulations and regular review of the working environment to provide employees with a safe and healthy working environment. 7. Support and assistance for employees in maintaining physical and mental health. 8. Open communication channels for promoting company policies and listening to employee feedback, fostering two-way communication. 	
2) Has the company established and implemented reasonable employee welfare measures (including compensation, leave, and other benefits) and appropriately reflected business performance or results in employee compensation?	V		2) The Company adheres to the concept of caring for employees and sharing profits. It provides employees with salary and benefits that meet industry standards, exceeding legal requirements, and actively cultivates talent while complying with labor laws to protect employee rights.	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
			<p>Employee compensation includes monthly salaries, bonuses determined based on the company's annual profitability (profit sharing), as well as performance bonuses and year-end bonuses based on operational and individual performance. This ensures that business performance is appropriately reflected in employee compensation, creating a win-win situation.</p> <p>Annual profit sharing and performance bonuses are designed to reward employees for their contributions to the company, motivate them to stay, and align their interests with operational performance and shareholder benefits. According to Article 19 of the company's bylaws, if the company makes a profit in a given year, it shall allocate no less than 1% as employee compensation, which will be distributed in the form of stocks or cash, subject to approval by the board of directors. The amount allocated to each employee is determined based on their position, contribution, and performance.</p> <p>Important employee benefits measures include an employee shareholding trust reward scheme that links employee interests with shareholder benefits, support for expanding employees' professional expertise through lifelong learning by providing subsidies for on-the-job training and obtaining degrees, as well as diverse welfare programs and health management.</p> <p>For more details on other welfare measures, please refer to Section 4, Operations Overview, subsection "Employee Welfare Measures."</p>	

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Y	N	Abstract Illustration	
3) Does the company provide a safe and healthy working environment for employees and regularly conduct safety and health education?	V		<p>3) Occupational Safety and Health Policy The Company is committed to managing its operations, production, and marketing of products with the goal of ensuring the safety, health, and environmental protection of employees, customers, contractors, and the public. The company complies with occupational safety and health requirements and actively involves employees in safety, health, and environmental protection activities to continuously improve safety measures for personnel, machinery, and equipment, and to reduce and prevent work-related injuries and illnesses in accordance with applicable laws and regulations. The company aims for zero accidents and strives to create a healthy and safe workplace.</p> <p>With disaster prevention and disaster mitigation as core principles, the company utilizes appropriate management tools, techniques, and available resources to integrate occupational safety and health issues within the factory premises. It continuously promotes a culture of occupational safety, strengthens protective management for operating personnel, and strives to create an environment with zero accidents.</p> <p>The goal for 2024 is to achieve a disability injury frequency rate of 0 and zero occupational accidents involving personnel.</p>	No significant difference.

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			<p>Labor Safety and Health Inspection The company conducts monthly online reporting of labor safety and occupational accident incidents. In the event of a work-related accident, deficiencies are reviewed in labor safety meetings. The company will conduct unscheduled site visits to verify on-site conditions, review all self-inspection reports, and confirm the status of each condition through weekly sign-offs.</p> <p>Equipment Safety Management The company classifies equipment and manages hazardous machinery and equipment in accordance with the law. Thorough inspections are conducted to ensure the safe operation of equipment. In 2024, the Company had a total of three elevators considered hazardous machinery. These elevators are subject to regular inspections by certified professionals from external agencies in accordance with the "Safety Inspection Rules for Hazardous Machinery and Equipment" to ensure their safe use. List of Hazardous Machinery: Passenger Elevator* 1 Passenger and Cargo Elevator* 1 Barrier-free Passenger Elevator* 1</p> <p>There are a total of nine hazardous operating equipment, all of which undergo self-inspections monthly based on the "Self-Inspection Management Form." List of Hazardous Operating Equipment:</p>	

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			<table border="1"> <thead> <tr> <th>Name</th> <th>Number</th> <th>Name</th> <th>Number</th> <th>Name</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Lathe</td> <td>1</td> <td>Cutter</td> <td>1</td> <td>Drilling machine</td> <td>2</td> </tr> <tr> <td>Milling machine</td> <td>1</td> <td>Tapping machine</td> <td>1</td> <td>Belt sander</td> <td>1</td> </tr> <tr> <td>Cutting machine</td> <td>1</td> <td>Electric lift trucks</td> <td>1</td> <td>Overhead Crane (Under 1 ton)</td> <td>1</td> </tr> </tbody> </table> <p>Company's industrial safety training and promotion for the past three years:</p> <table border="1"> <thead> <tr> <th></th> <th>Number of educational training sessions</th> <th>Total hours of education and training</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>189</td> <td>920</td> </tr> <tr> <td>2023</td> <td>148</td> <td>799</td> </tr> <tr> <td>2024</td> <td>415</td> <td>1,629.5</td> </tr> </tbody> </table> <p>Fire-Related Disclosure:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Number of Fire Incidents</th> <th>Number of Casualties</th> <th>Casualty Rate as a Percentage of Total Personnel</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>0</td> <td>0</td> <td>0%</td> </tr> </tbody> </table>			Name	Number	Name	Number	Name	Number	Lathe	1	Cutter	1	Drilling machine	2	Milling machine	1	Tapping machine	1	Belt sander	1	Cutting machine	1	Electric lift trucks	1	Overhead Crane (Under 1 ton)	1		Number of educational training sessions	Total hours of education and training	2022	189	920	2023	148	799	2024	415	1,629.5	Year	Number of Fire Incidents	Number of Casualties	Casualty Rate as a Percentage of Total Personnel	2024	0	0	0%	
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			<p>Fire Management Measures:</p> <ol style="list-style-type: none"> 1. In compliance with government requirements, the company has established a fire prevention and disaster response mechanism. Regular disaster drills are conducted, and fire prevention and disaster relief education and training are implemented. Reports are regularly submitted to the competent authorities. 2. All equipment undergoes self-inspection, and professional equipment is regularly maintained and serviced by authorized vendors to prevent concerns about electrical leakage or fire hazards due to aging equipment. 	
4) Has the company established effective career development and training programs for employees?			4) Please refer to Section III, "Operational Overview" and Section V, "Labor Relations" for information on training and development.	No significant difference.
5) Regarding issues related to customer health and safety, customer privacy, marketing, and labeling of products and services, does the company comply with relevant laws and international standards and develop policies and complaint procedures to protect consumer or customer rights and interests?	V		<p>5) The company's products mainly consist of customized and automated equipment. To ensure customer safety, designs and verifications are conducted in accordance with relevant safety standards. High-voltage testing machines are introduced as required by customers to ensure the safety of power distribution. Safety measures include reinforcing safety devices in mechanical design, conducting human factor engineering assessments, and applying warning labels in areas where potential hazards may occur. Product operation manuals contain safety declarations and warnings.</p> <p>In terms of protecting customer confidential information, the company signs confidentiality agreements with customers. The employee code of conduct includes provisions on fair competition and anti-monopoly</p>	No significant difference.

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			<p>practices. Employees are also prohibited from disclosing customer intellectual property or privacy to third parties. Handling customer complaints is a key focus in improving customer satisfaction. The company has established a "Customer Complaint Handling Process" that outlines the procedures for addressing product complaints, suggestions, or dissatisfaction. When complaints arise, relevant departments such as R&D, quality assurance, or manufacturing are informed to analyze the causes, develop improvement measures, and report the results to customers, ensuring satisfactory after-sales service.</p> <p>Moreover, the Company adheres to relevant laws and international guidelines in marketing and labeling, refraining from any deceptive, misleading, fraudulent, or consumer trust-damaging practices.</p>	
6) Does the company have a supplier management policy that requires suppliers to adhere to relevant standards in environmental protection, occupational safety and health, or labor rights? How is the implementation of this policy?	V		6) In order to provide superior products and innovative technologies, the company establishes long-term cooperative relationships with suppliers based on the principle of win-win cooperation. Through mutual trust and mutual benefit, the company and its suppliers jointly pursue sustainable growth. Suppliers are not only important production partners but also actively cooperate and respond to the company's sustainability initiatives, allowing us to exert influence and collectively uphold environmental and social sustainability while creating greater social value.	

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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			<p>The "Supplier Commitment Letter" requires suppliers to respect basic human rights and labor rights, provide a favorable working environment, and ensure fair treatment of employee wages and benefits. Furthermore, all suppliers are prohibited from employing child labor to protect children's well-being. Additionally, all suppliers are required to comply with environmental regulations and avoid engaging in activities that result in significant environmental harm and penalties from regulatory authorities.</p> <p>The company strictly prohibits suppliers from involvement in bribery, gifts to employees and their families, or any other inappropriate behavior, and expects adherence to intellectual property rights and confidentiality agreements to ensure fair competition and integrity in business operations. Purchasing personnel also emphasize anti-corruption principles through verbal communication when collaborating with suppliers. If a cooperating supplier is found to have seriously violated company policies or caused significant negative impacts on the environment or society, the company reserves the right to terminate or dissolve procurement contracts.</p> <p>Please refer to the Company's website for ESG area.</p>	No significant difference.

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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4. Does the company refer to internationally recognized reporting guidelines or frameworks when preparing non-financial information reports such as sustainability reports? Has the aforementioned report obtained assurance or verification from a third-party assurance provider?	V		The Company voluntarily prepares a sustainability report, but it has not been confirmed or assured. In the future, the company will evaluate the possibility of obtaining third-party verification. Please refer to the Company's website for ESG area.	No significant difference.
5. If the company has its own sustainable development guidelines according to the "Practical Guidelines for Sustainable Development of Listed and OTC Companies", please describe the operation and the difference from the established guidelines: The Company has established the "Practical Guidelines for Sustainable Development", which are clearly regulated. We will do our best according to corporate resources, hence there is no significant difference.				
6. Other important information contributing to understanding the implementation of sustainable development: (1) Product Intelligence DNA The company assists customers in building smart factories in four stages: 1. Upgrading non-automated equipment to automated equipment. 2. Interconnecting automated equipment. 3. Collecting data from automated equipment and performing integration and transformation. 4. Establishing a database, forming big data algorithms, and conducting analysis, prediction, and monitoring. During the process of assisting customers in smart manufacturing transformation, the Company can help customers: 1. Reduce errors and decrease defective products and overproduction. 2. Utilize big data analysis to find optimal parameters, reduce energy, water, and material consumption, ensure valuable resources are not wasted, and enhance customer value. (2) Industry-Academia Collaboration DNA In addition to internal research and development, the Company has strengthened external collaboration with academic institutions, aiming to combine the resources of research institutions and units to drive internal innovation and cultivate talents related to smart manufacturing, contributing to the industry. The company views industry-academia collaboration as one of the sources to enhance its core competitiveness, and the cooperative partners include the Taiwan Printed Circuit Association, Industrial Technology Research Institute (ITRI), and major universities. The focus areas include machine innovation, software development, and applications of smart manufacturing. In addition to collaborative projects, to bring academic institutions closer to practical operations, the company donates robotic arms or provides technical support to nearby universities and public associations, enhancing the core technical capabilities of future professionals. The investment in related industry-academia collaboration projects has accumulated over 4 million dollars. (3) Other				

Evaluation Item	Implementation			Deviations from "the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
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<ol style="list-style-type: none"> 1. Donating lunch fees to nearby elementary schools to support underprivileged students, with an annual contribution of 300,000 dollars, totaling over 4.5 million dollars to date. 2. Voluntarily issuing a sustainability report to disclose the company's sustainable contributions and performance in the aspects of corporate governance, economy, environment, and society. 3. Through employee welfare programs and a good education and training system, employees are enabled to create their own lives while working and fulfill their personal values. To encourage employees to pursue further education and expand their professional domains, the "Employee Continuing Education Regulations" were introduced in 2020, allowing employees with more than one year of service to apply for a 50% subsidy for educational expenses. 4. Establishing an Employee Welfare Trust Plan Committee with employees as members, a certain amount is deducted from their salary to collectively invest in the company's stock for long-term management and utilization of the trust property, aiming to accumulate wealth for all members and safeguard their future lives. 				

(7) Implementation of Climate-related Information

Item	Implementation
<ol style="list-style-type: none"> 1. Describes the Board's and management's oversight and governance of climate-related risks and opportunities. 	<ol style="list-style-type: none"> 1. The Board of Directors is the highest regulatory body for Xunda's climate-related issues, responsible for overseeing the control measures and effectiveness established by the internal relevant units. The Chairman of the Board serves as the Chairperson of the ESG Committee and provides annual reports to the Board on the performance, impact assessments, and progress towards sustainability goals related to ESG and climate change. 2. The management's role in assessing and managing climate-related risks and opportunities: <ol style="list-style-type: none"> (1) The Environmental Team of the ESG Committee is responsible for identifying climate risks and assessing and responding to climate impacts within their respective areas of responsibility. (2) The highest responsible person for climate issues in management is the chairman, who leads the senior executives in implementing climate change-related management tasks and reports directly to the Board of Directors. (3) A Risk Management Committee has been established, with a cross-departmental risk management team serving as the executing unit for risk management. The Chief Operating Officer acts as the convener, identifying major risks and discussing corresponding response measures with various business units of the Company.

<p>2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).</p>	<p>1. The Company’s climate risk and opportunity assessment are categorized into short, medium, and long-term, defined as within 3 years for short-term, 3 to 5 years for medium-term, and over 5 years for long-term.</p> <p>2. In 2024, the company referred to the "TCFD Climate-Related Risks and Opportunities" framework to assess the timing and extent of impacts and proposed relevant response strategies and measures, including:</p> <p>(1) 3 Physical Risks: Increased severity and frequency of extreme climate events such as typhoons and floods (short); changes in rainfall patterns and climate models (medium); rising average temperatures (short)</p> <p>(2) 6 Transition Risks: GHG emissions control and carbon tax-related regulations (short-term); regulatory requirements for existing products and services (long-term); low-carbon technology transition costs (medium-term); increasing customer demands for supply chain carbon management (short-term); customer product specification requirements leaning towards low-carbon, high-efficiency products (medium-term); growing stakeholder attention and negative feedback (medium-term)</p> <p>(3) 4 Opportunities: Adoption of more efficient production and distribution processes (short-term); increase or development of low-carbon products and services (long-term); entering new markets for low-carbon products/services (long-term); changes in consumer preferences (medium-term)</p> <table border="1" data-bbox="734 651 2024 1200"> <thead> <tr> <th data-bbox="734 651 1081 711">Risks and Opportunities</th> <th data-bbox="1081 651 2024 711">Response Strategies or Measures</th> </tr> </thead> <tbody> <tr> <td data-bbox="734 711 1081 906">Increasing Severity and Frequency of Extreme Climate Events such as Typhoons and Floods:</td> <td data-bbox="1081 711 2024 906"> <ol style="list-style-type: none"> 1. Assessing the drought/flood risks at manufacturing facilities and developing and implementing risk mitigation measures. 2. Installing flood barriers at existing factory buildings and elevating the base of new factory sites. 3. Developing alternative raw materials or establishing a diversified supplier list across multiple regions. </td> </tr> <tr> <td data-bbox="734 906 1081 1007">Changes in Rainfall Patterns and Extreme Climate Variability:</td> <td data-bbox="1081 906 2024 1007">Assessing the drought/flood risks at manufacturing facilities and developing and implementing risk mitigation measures.</td> </tr> <tr> <td data-bbox="734 1007 1081 1200">Rising Average Temperatures:Rising temperatures</td> <td data-bbox="1081 1007 2024 1200"> <ol style="list-style-type: none"> 1. Gradually phased out and replace aging equipment that has decreased efficiency. 2. The new office building uses a VRV (Variable Refrigerant Volume) zone-controlled air conditioning system. Each area has its own air conditioning switch to prevent wasteful energy consumption from running the entire air conditioning system. </td> </tr> </tbody> </table>	Risks and Opportunities	Response Strategies or Measures	Increasing Severity and Frequency of Extreme Climate Events such as Typhoons and Floods:	<ol style="list-style-type: none"> 1. Assessing the drought/flood risks at manufacturing facilities and developing and implementing risk mitigation measures. 2. Installing flood barriers at existing factory buildings and elevating the base of new factory sites. 3. Developing alternative raw materials or establishing a diversified supplier list across multiple regions. 	Changes in Rainfall Patterns and Extreme Climate Variability:	Assessing the drought/flood risks at manufacturing facilities and developing and implementing risk mitigation measures.	Rising Average Temperatures:Rising temperatures	<ol style="list-style-type: none"> 1. Gradually phased out and replace aging equipment that has decreased efficiency. 2. The new office building uses a VRV (Variable Refrigerant Volume) zone-controlled air conditioning system. Each area has its own air conditioning switch to prevent wasteful energy consumption from running the entire air conditioning system.
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		GHG Emissions Control and Carbon Tax Regulations:	<ol style="list-style-type: none"> 1. In response to the Financial Supervisory Commission's regulations, the parent company began conducting GHG inventories and external assurance activities ahead of schedule in 2024, successfully passing the ISO 14064-1 certification. 2. The ESG Committee and Risk Management Committee regularly track the progress of climate-related regulations and develop corresponding strategies. 3. Energy-Saving and Carbon Reduction Initiatives: Planned energy-saving and carbon reduction measures include replacing fuel-powered company vehicles and aging, inefficient equipment, installing solar power generation systems, and scheduling the purchase of green electricity.
		Regulatory and Product Service Requirements:	The company rigorously evaluates or sends the materials it procures for third-party testing to ensure they are free from hazardous substances that violate regulations. It ensures that the components and auxiliary materials used in product design, manufacturing, and shipment do not contain substances harmful to the environment and human health, in compliance with regulations such as the EU RoHS directive.
		Low-Carbon Technology Transition Costs	The company continues to invest in research and development to create energy-efficient products.
		Increased Customer Demands for Supply Chain Carbon Management:	<p>To achieve Net Zero emissions, the company incorporates energy-saving and carbon-reduction principles into its corporate policies and sets phased management strategies, such as:</p> <ol style="list-style-type: none"> 1. GHG Inventory and Verification, Science-Based Reduction Target Setting. 2. Constructed green factories and install solar power systems to obtain green building certifications. 3. RE100 Implementation Timeline Plan: <ol style="list-style-type: none"> (1) 2025-2027: RE20 (2) 2028-2029: RE60 (3) 2030-2035: RE100 4. Gradual replacement of outdated equipment with diminished performance. 5. Gradual transition of fuel-powered company vehicles to hybrid or electric vehicles. 6. Digital transformation plan.
		Customer product specifications are trending towards low-carbon, high-efficiency requirements.	<ol style="list-style-type: none"> 1. Product design considerations to minimize environmental impact and reduce carbon emissions at each stage. 2. The company continues to invest in research and development to create energy-efficient products.
		Increasing Attention and Negative Feedback from Stakeholders	<ol style="list-style-type: none"> 1. Constructing green factories to obtain green building and smart building certifications, and promoting green manufacturing and innovation to enhance the company's green image.

Item	Implementation	
		2. Building green factories and installing solar power generation equipment to increase the use of green electricity.
	Utilizing high-efficiency production and distribution processes.	1. Offering internal AI application training courses to encourage employees to apply AI technology in their daily work through the course. 2. Implementing digital transformation projects, integrating the MES system with the supplier management system to reduce material mismatch issues. Through continuous digital optimization, improving employee work efficiency, minimizing cost waste, enhancing productivity, and shortening lead times. 3. Holding quarterly meetings to review internal digital transformation projects and continuously optimizing digital capabilities.
	Increasing or developing low-carbon products and services.	The company continues to invest in research and development to create energy-efficient products.
	Entering the Low-Carbon Product/Service Market	Plans to directly engage in project-based collaborations with customers in the future (as the company primarily focuses on customized services). The current stage is primarily about establishing an internal ESG culture and mindset, which is expected to foster creativity in R&D during future implementation. Changes in Consumer Preferences
	Evaluating responses to customer requests regarding energy-saving, carbon reduction, and renewable energy usage requirements.	1. Increasing market sensitivity to develop low-energy products in response to environmental concepts. 2. Clarifying the financial impact of extreme weather events and transformation actions.

Item	Implementation	
<p>3. Describe the financial impact of extreme climate events and transformational actions.</p>	Item	Impact on Financial Status
	<p>Extreme weather events such as typhoons and floods</p>	<p>(1) Upstream supply chain shortages or transportation disruptions affecting raw material prices, increasing the cost of raw materials required for operations. (2) Damage to factories or equipment leading to asset impairment or increased capital expenditures. (3) Supply chain interruptions, power and water outages, and employee absenteeism resulting in operational disruptions, reduced capacity, and decreased revenue.</p>
	<p>Rising Average Temperatures:Rising temperatures</p>	<p>(1) Increased energy consumption for air conditioning, leading to higher operational energy costs. (2) Replacement or introduction of new air conditioning equipment, resulting in increased capital expenditures.</p>
	<p>GHG Emissions Control and Carbon Tax Regulations:</p>	<p>(1) Inventory, verification, and disclosure of reports increase compliance-related operational costs. (2) Failure to comply with reporting or payment requirements may result in increased taxes, fines, and litigation expenses. (3) Purchasing and using low-carbon and renewable energy reduces carbon emissions, but increases the operational energy costs. (4) Replacing inefficient equipment and building green factories leads to increased capital expenditures.</p>
<p>4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.</p>	<p>The Company focuses on climate-related issues and risks. With global warming, governments and organizations are emphasizing sustainable development and environmental protection. We are committed to actively participating in related initiatives and reducing the potential impact of environmental factors on our operations. Recognizing the potential risks climate change may pose to our business and supply chain, we have implemented measures to assess and address these risks. Accordingly, the Company has adopted a standardized and comprehensive TCFD risk management framework, and has proposed corresponding disclosure items, response measures, and risk assessment orientations and strategies.</p>	
<p>5. If scenario analysis is used to assess the resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and key financial impacts should be described.</p>	<p>The company has not yet adopted scenario analysis.</p>	

<p>6. If there is a transition plan for managing climate-related risks, describe the plan and the metrics and objectives used to identify and manage entity and transition risks.</p>	<p>SYMTEK has conducted a comprehensive inventory of significant risks and opportunities, analyzing their potential impact on the company and developing corresponding response plans. To ensure proper monitoring of the implementation of these plans, Xunda will further establish relevant indicators and goals, facilitating the ESG Committee's periodic review of the effectiveness of these initiatives, and providing reports to the Board of Directors for effective oversight, thereby promoting the company's climate transition.</p>		
Climate Risks and Opportunities		Indicators and Goals	
Climate Risks	Transition Risks	GHG Emissions Control and Carbon Tax Regulations:	<ul style="list-style-type: none"> The parent company will complete the 2023 GHG inventory and obtain external verification statements by 2024. The subsidiary will complete the 2026 GHG inventory by 2027 and obtain external verification statements by 2029. Energy-saving and carbon reduction measures are planned and initiated, such as setting science-based reduction targets, launching renewable energy projects and initiatives, and planning and implementing energy-saving measures within the factories.
		Customers are tightening requirements on supply chain management.	<ul style="list-style-type: none"> The baseline year for GHG emissions is set to 2023, with a target to reduce emissions by 30% by 2030 compared to the baseline year, in alignment with Taiwan's policy to achieve net-zero emissions by 2050. The renewable energy program and initiatives will be launched in 2030, including the RE100 timeline and the installation of solar panels in new factories. Energy-saving plans and measures will be developed and implemented within the factories to continuously reduce the company's electricity consumption. A science-based reduction target will be set by 2035.
	Physical risks.	Increasing Severity and Frequency of Extreme Climate Events such as Typhoons and Floods:	<ul style="list-style-type: none"> An annual risk assessment and emergency response measures will be conducted.
		Rising Average Temperatures: Rising temperatures	<ul style="list-style-type: none"> Air compressor system to be checked for leaks and tested on a monthly basis.

Item	Implementation			
	Climate Opportunities	Resource Efficiency	Utilize more efficient production and distribution processes.	<ul style="list-style-type: none"> Plan to achieve AI programming and coding by 2027. Digital transformation projects are planned with 1-2 projects executed and completed each year.
		Products and Services	Increase or develop low-carbon products and services.	<ul style="list-style-type: none"> Expand the portfolio of low-carbon-related products and services. Continuously enhance the number of related patent applications.
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be specified.	The company has not yet adopted internal carbon pricing.			
8. If there are climate-related targets, information on the activities covered, the scope of GHG emissions, the planning period, and the annual progress of achievement should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits offset or the amount of renewable energy certificates (RECs) should be described.	<ol style="list-style-type: none"> 2024 has been set as the base year for the Company's planning of the GHG inventory and verification, with the goal of reducing GHG emissions by 30%(scope1 and scope2) in 2030 compared to 2023, and in line with Taiwan's policy of aiming for net-zero emissions by 2050. Budget and plan for corporate GHG emission reduction: <ol style="list-style-type: none"> Starting in 2023, the company has planned a timeline for GHG inventory and verification. In 2025, the new factory will be constructed as a green building, with the installation of solar power generation equipment and the acquisition of a green building certification. Gradually phased out and replace aging equipment that has decreased efficiency. The company plans to gradually replace fuel-powered vehicles with hybrid or electric vehicles in the coming years, reducing GHG emissions from fuel consumption. Promoted low-carbon green production by reintroducing materials with recycling value into the production cycle. 			
9. GHG inventory and assurance status and reduction targets, strategies and specific action plans.	Starting from 2023, the company has planned its GHG inventory for the parent company based on ISO 14064-1:2018 and has passed third-party verification. In accordance with the GHG inventory schedule, the 2024 Scope 1 and Scope 2 emissions data for the parent company will be disclosed in the company's 2024 Sustainability Report, after third-party verification. (The report is scheduled for release in the third quarter of 2025.)			

(7) 1. Recent Two Years' GHG Inventory and Verification Status

Company Profile Capital of over NT 10 billion, Steel Industry, Cement Industry Capital between NT\$5 billion and NT\$10 billion Capital under NT\$ 5 billion	As per the regulations of the Sustainability Development Roadmap for listed companies, the following disclosures are required: Parent company individual inventory. Consolidated financial report subsidiary inventory Parent company individual verification. Consolidated financial report subsidiary verification	
Scope	Total Emissions for 2023 (tonnes CO2e)	Total Emissions for 2024 (tonnes CO2e)
Parent Company Scope 1	318.4087	245.7407 tonnes CO2e (internal estimate)
Parent Company Scope 2	683.2188	727.3459 tonnes CO2e (internal estimate)
Total Revenue(NT\$ million)	3,526.52	2,834.71
GHG Emissions Intensity (tonnes CO2e per NT\$ million)	0.2841	0.3433
Verification Body	AFNOR ASIA	-
Verification Statement Summary	Verification Standard: ISO 14064-3:2019 / Reasonable Assurance	-
Verification Opinion/Conclusion:	Unqualified Opinion	-

GHG Reduction Targets, Strategies, and Action Plans

Disclosure of the base year and corresponding data for GHG reduction, along with reduction targets, strategies, specific action plans, and the status of target achievement.

Corporate GHG emission reduction target:

2024 has been set as the base year for the Company's planning of the GHG inventory and verification, with the goal of reducing GHG emissions by 30%(scope1 and scope2) in 2030 compared to 2023, and in line with Taiwan's policy of aiming for net-zero emissions by 2050.

Strategies and Specific Action Plans for Corporate GHG Emission Reduction:

- (1) Starting in 2023, the company has planned a timeline for GHG inventory and verification.
- (2) In 2025, the new factory will be constructed as a green building, with the installation of solar power generation equipment and the acquisition of a green building certification.
- (3) Gradually phased out and replace aging equipment that has decreased efficiency.
- (4) The company plans to gradually replace fuel-powered vehicles with hybrid or electric vehicles in the coming years, reducing GHG emissions from fuel consumption.
- (5) Promoted low-carbon green production by reintroducing materials with recycling value into the production cycle.

Status of Achievement of Reduction Targets

Scope	Total Emissions for 2023 (tonnes CO2e)	Total Emissions for 2024 (tonnes CO2e)
Parent Company Scope 1	318.4087	245.7407 tonnes CO2e (internal estimate)
Parent Company Scope 2	683.2188	727.3459 tonnes CO2e (internal estimate)
Total	1001.6275	973.0866
Status of Target Achievement (Reduction %) (Base Year: 2023)	-	Reduction of 2.85%

(8) Company's Implementation of Integrity Management and Adopted Measures

Evaluation Items	Implementation Status			Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Y	N	Abstract Illustration	
<p>1. Establishment of Integrity Management Policy and Program</p> <p>1) Has the company established an integrity management policy approved by the Board of Directors, and clearly stated the policy and practices of integrity management in regulations and external documents? Are the Board of Directors and senior management actively implementing the commitment to the business policy?</p>	Y	N	<p>1) In order to strengthen corporate governance and create a sound business environment, the company has established the "Code of Conduct," "Code of Ethics," and "Code of Business Conduct and Ethics," which are disclosed on the company's website. These documents clearly define that directors, executives, and employees are prohibited from seeking undue benefits or engaging in improper conduct.</p> <p>The Board of Directors and management actively uphold the commitment to integrity in internal management and business activities.</p> <p>Please refer to the company's website under Investor Services/Corporate Governance for more information on corporate governance policies and regulations.</p>	No significant difference.

Evaluation Items	Implementation Status			Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Y	N	Abstract Illustration	
2) Has the company established a mechanism to assess the risks of dishonest behavior, regularly analyzing and evaluating business activities with a higher risk of dishonest behavior within the scope of operations? Are preventive measures formulated based on the assessment to prevent dishonest behavior, covering at least the preventive measures specified in Article 7, Paragraph 2 of the "Code of Conduct for Listed and OTC Companies"?	V		2) The Company's "Code of Business Conduct and Ethics" provides clear guidelines on the scope of application, definitions of dishonest behavior and conflicts of interest, and designates the Human Resources Department as the responsible unit for overseeing and implementing these guidelines. In addition to publishing relevant ethical standards and regulations on the company's internal website for easy access by employees, the Company also conducts employee communication and education programs to promote corporate integrity, ethical behavior, and information confidentiality requirements. The Company ensures compliance with the "SAA Code of Conduct," and takes a serious approach in investigating and addressing confirmed cases of violations of the code. Strict disciplinary measures, including termination of employment or business relationships, as well as legal actions, are taken against those found in violation.	No significant difference.

Evaluation Items	Implementation Status			Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Y	N	Abstract Illustration	
3) Does the company clearly define operational procedures, behavior guidelines, disciplinary measures for violations, and a complaint system within the framework of the prevention of dishonest behavior? Are these measures effectively implemented, and is there a periodic review and amendment of the aforementioned program?	V		3) The Company strictly complies with the Company Act, the Securities and Exchange Act, the Business Accounting Act, and the "Code of Conduct" and other relevant laws and regulations. The Company is committed to conducting all business activities with integrity. To ensure the accuracy, reliability, and timeliness of financial, managerial, and operational information, as well as employee compliance with related regulations, guidelines, procedures, and laws, internal audits are conducted based on the annual audit plan approved by the Board of Directors. Audit results and follow-up improvement measures are reported to the Board of Directors and management for effective implementation of audit findings. The company also provides a channel for reporting violations of professional ethics on its website, including an independent mailbox, to report any form of fraudulent behavior, with a commitment to maintaining confidentiality.	No significant difference.
2. Implementation of Integrity Management 1) Does the company assess the integrity records of business counterparts and include clauses on integrity behavior in contracts signed with them?	V		1) When entering into contracts, the Company thoroughly assesses the integrity of the counterparty and incorporates compliance with the Company's integrity management policy into the contract terms.	No significant difference.

Evaluation Items	Implementation Status			Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Y	N	Abstract Illustration	
2) Has the company established a dedicated unit under the jurisdiction of the Board of Directors to promote corporate integrity management? Does this unit report its integrity management policy, measures to prevent dishonest behavior, and the monitoring and implementation status to the Board of Directors regularly (at least once a year)?		V	2) The promotion of corporate integrity management in the Company is led by the Chairman of the Board, and the relevant communication and implementation are handled by the Human Resources Department. The operational status was reported during the board of directors' meeting on May 8, 2024.	No dedicated units subordinate to the Board of Directors are set up.
3) Has the company developed a policy to prevent conflicts of interest and established appropriate channels for reporting? Is this policy effectively implemented?	V		3) The Company has established a channel for reporting violations of professional ethics on the company website, providing an independent mailbox to report any form of fraudulent behavior, and ensuring confidentiality.	No significant difference.
4) Has the company established effective accounting systems and internal control systems to ensure the implementation of integrity management? Does the internal audit unit develop relevant audit plans based on the assessment of the risks of dishonest behavior and conduct audits to verify compliance with measures to prevent dishonest behavior? Alternatively, has the company engaged external auditors to perform such audits?	V		4) The Company has established comprehensive and effective control mechanisms in the accounting systems and internal control systems to manage potential high-risk activities and operating procedures with a higher likelihood of dishonest behavior. The internal audit team prioritizes these high-risk areas as the main focus of the annual audit plan to strengthen preventive measures. The execution of the audit plan is regularly reported to the board. In addition, through the annual internal control self-assessment, we conduct self-evaluation of the effectiveness of the design and implementation of the internal control system to ensure its effectiveness.	No significant difference.

Evaluation Items	Implementation Status			Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Y	N	Abstract Illustration	
5) The Company regularly organizes internal and external education and training programs on integrity management.	V		5) The company's employees periodically participate in regulatory promotion and conduct training courses and promotional measures related to integrity management. This helps employees understand the latest laws and regulations that are relevant to them, further enhancing their awareness and compliance with integrity management guidelines. For the implementation status of integrity management promotion among the company's directors, managers, and employees in 2024, please refer to the company's website under Investor Services > Corporate Governance > Implementation of Integrity Management.	No significant difference.
3. Operation of the Whistleblowing System 1) Has the company established specific whistleblowing and reward systems, and established convenient reporting channels? Has the company designated appropriate personnel to handle reported matters?	V		1) The company's "Procedures and Guidelines for Integrity Management" Article 21 stipulates the procedures for handling whistleblowing. The company has also established a dedicated channel for reporting violations of professional ethics on its website, providing an independent mailbox for reporting any form of fraudulent behavior. The Human Resources Department is designated as the responsible unit to oversee and execute these procedures.	No significant difference.
2) Has the company established standard operating procedures for handling reported matters, including investigation criteria, measures to be taken after completing the investigation, and relevant confidentiality mechanisms?	V		2) Records of the receipt and investigation processes, as well as the investigation results, should be documented and kept for a period of five years, with the option to store them electronically. If a lawsuit related to the reported matter occurs before the expiration of the retention period, the relevant information should be retained until the conclusion of the lawsuit.	No significant difference.

Evaluation Items	Implementation Status			Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Y	N	Abstract Illustration	
3) Does the company take measures to protect whistleblowers from any improper treatment as a result of their reports?	V		3) The Company received zero external whistleblowing cases in 2024. The Company received zero internal employee whistleblowing cases in 2024. Individuals involved in handling whistleblowing matters are required to provide written statements ensuring the confidentiality of the whistleblower's identity and the reported content. The company is committed to protecting whistleblowers from any improper treatment resulting from their reports.	No significant difference.
4. Strengthening Information Disclosure Has the company disclosed the content of its integrity management guidelines and the effectiveness of their implementation on its website and the public information observation	V		The company has disclosed the "Integrity Management Guidelines" and their implementation effectiveness on the Public Information Observation System. For the implementation status of integrity management promotion among the Company's directors, managers, and employees in 2023, please refer to the company's website under Investor Services > Corporate Governance > Implementation of Integrity Management.	No significant difference.
5. If the Company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: No significant difference.				
6. Other important information to facilitate a better understanding of the Company's ethical corporate management policies: (e.g., if the Company reviews the amendments to its Ethical Corporate Management Best Practice): No significant difference.				

(9) Other significant information to enhance understanding of corporate governance operations:

1. Training for directors, independent directors, and corporate governance officers.

Please refer to (3), Corporate Governance Implementation Status and Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons, and (4) Corporate Governance Officers (Note 2). 2023 Corporate Governance Officers' Education Status. "(8) 5. Directors' continuing education" (Note 3) Directors' and independent directors' continuing education.

2. Disclosure of the number of hours of training for chief accounting officers and internal auditors

Title	Name	Date of Appointment	Course Duration	Organizer	Course Name	Hours
Chief Accounting Officer	Yau Hing Cheung	2019.12.07	2024.05.23~05.24	Accounting Research and Development Foundation	Professional Development Course for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges (Finance: 3 hours, Professional Ethics and Legal Responsibilities: 6 hours, Corporate Governance: 3 hours)	12 hours
Agent for Chief Accounting Officer	WU, XIAOHONG	2019.08.16	2024.05.29	Accounting Research and Development Foundation	Analysis of Relevant Regulations on "Annual Report / Sustainability Information / Financial Reporting Preparation" and Practical Internal Control Management	6 hours
			2024.06.13		Revised "Internal Control System Guidelines" and Practical Compliance with Regulations on Internal Audit and Internal Control for Financial Reporting Preparation	6 hours
Chief Auditing Officer	ZHAO, REN-FENG	2021.11.09 (Note*)	2024.10.25	The Institute of Internal Auditors	Essential ChatGPT Mastery Techniques for Internal Auditing	6 hours
			2024.07.03		Key Considerations and Impacts of IFRS S1/S2 on Internal Control and Internal Auditing That Must Not Be Ignored	6 hours
			2024.09.09		Application and Examples of Corporate Implementation of "ESG" and "Integrated Internal Audit and Internal Control"	6 hours
Agent for Audit Supervisor	TANG, ZI-YING	2017.04.28	2024.05.16	The Institute of Internal Auditors	"Analysis of Sustainability Information Disclosure Policy" and Key Discussion on Internal Audit and Internal Control Practices	6 hours
			2024.07.04		Application and Examples of Corporate Implementation of "ESG" and "Integrated Internal Audit and Internal Control"	6 hours

Note* Mr. Zhao, Ren-Feng, who assumed the role of Head of Audit on November 9, 2021, has acquired the following professional certifications to enhance his ability to support the Board of Directors in conducting internal control operations.

- (1) Certified Internal Auditor (CIA)
- (2) Certification in Control Self-Assessment (CCSA)
- (3) TIPS Taiwan Intellectual Property Management System Self-Assessor

(10) Implementation status of internal control system

1. Statement of Internal Control: Please refer to page 82.
2. If an accountant is engaged to assess the internal control system, the results of their review must be made public through the issuance of a review report: Not applicable.

Symtek Automation Asia Co., Ltd.

Statement on Internal Control System

Date: February 24, 2025

The self-assessment of the Company's internal control system for fiscal year 2024 reveals the following findings:

1. The Company is fully aware that the establishment, implementation and maintenance of its internal control system is the responsibility of the Board of Directors and managerial officers. In this regard the Company has already established such a system aimed at providing reasonable assurance of the achievement of objectives in the effectiveness and efficiency of operations (including profits, performance, and safeguard of asset security), reliability of reporting, and compliance with applicable laws and regulations.
2. It's important to note that even the most well-designed internal control system can only provide a reasonable level of assurance that the three objectives mentioned are met. The effectiveness of the system may fluctuate as conditions change. The Company's internal control system has a built-in self-assessment mechanism and in case any weaknesses are identified, corrective measures will be promptly taken.
3. The Company evaluates the design and implementation of its internal control system based on the criteria for determining the effectiveness of internal control systems outlined in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). These criteria are divided into five components: the control environment, risk assessment, control activities, information and communication, and monitoring activities. Each element further contains several items. For more information on the abovementioned items, please refer to the Regulations.
4. The Company has employed the criteria for determining the effectiveness of internal control systems, as outlined above, to assess the design and implementation of its internal control system.
5. The evaluation results suggest that the design and implementation of the internal control system, including the oversight of subsidiaries, as of December 31, 2024 is effective. The system provides a reasonable level of assurance that operational goals have been met, financial reporting is reliable, timely, transparent, and compliant with relevant regulations and laws. The Company therefore believes that its internal control system is effective in achieving its stated objectives.
6. This statement will be featured prominently in the Company's annual report and public disclosures. If any information contained in this statement is deliberately misrepresented or concealed, the Company could face legal consequences under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement was approved by the board of directors during the meeting held on February 24, 2025. Of the nine directors present, none were in opposition.

Symtek Automation Asia Co., Ltd.

Chairman: WANG, Nien-Ching Signature

President: WANG, NIEN-CHING

- (11) Significant resolutions of the shareholders' meeting and board of directors' meeting for the most recent year and up to the date of publication of the annual report

Significant Resolutions and Implementations for the 2024 Annual General Meeting of Shareholders

Adoptions and Discussions	Resolution	Implementation											
1. Operating Report and Financial Statements for 2023.	The case was passed with a vote in accordance with the original proposal.	Announcement made in accordance with the resolution of the shareholders' meeting on May 30, 2024.											
2. Distribution of Earnings for 2023		Cash Dividend Distribution Status											
<table border="1"> <thead> <tr> <th data-bbox="627 589 810 667">2023</th> <th data-bbox="810 589 1062 667">Ex-Dividend Date</th> <th data-bbox="1062 589 1315 667">Dividend Distribution Date:</th> <th data-bbox="1315 589 1519 667">Cash Dividend Per Share (in NT\$):</th> </tr> </thead> <tbody> <tr> <td data-bbox="627 667 810 723">First Half of the Year</td> <td data-bbox="810 667 1062 723">2023/12/12</td> <td data-bbox="1062 667 1315 723">2024/01/02</td> <td data-bbox="1315 667 1519 723">2.84657628</td> </tr> <tr> <td data-bbox="627 723 810 779">Second Half of the Year</td> <td data-bbox="810 723 1062 779">2024/07/01</td> <td data-bbox="1062 723 1315 779">2024/07/22</td> <td data-bbox="1315 723 1519 779">2.5</td> </tr> </tbody> </table>		2023	Ex-Dividend Date	Dividend Distribution Date:	Cash Dividend Per Share (in NT\$):	First Half of the Year	2023/12/12	2024/01/02	2.84657628	Second Half of the Year	2024/07/01	2024/07/22	2.5
2023	Ex-Dividend Date	Dividend Distribution Date:	Cash Dividend Per Share (in NT\$):										
First Half of the Year	2023/12/12	2024/01/02	2.84657628										
Second Half of the Year	2024/07/01	2024/07/22	2.5										

Significant resolutions of the most recent annual board meeting

Date	Proposals
2024/02/23 13th Meeting	<p>Proposal 1: Remuneration for Directors and Compensation for Employees for 2023.</p> <p>Proposal 2: Salary Adjustments for the Senior Managerial Officer for 2024.</p> <p>Proposal 3: Operating Report and Financial Statements for 2023.</p> <p>Proposal 4: Distribution of Earnings for 2023.</p> <p>Proposal 5: Approval of 2023 Statement on Internal Control System.</p> <p>Proposal 6: Change of CPAs Due to Internal Rotations Within Deloitte & Touche.</p> <p>Proposal 7: Evaluation and Appointment of Independent Auditors's Compliance and Suitability.</p> <p>Proposal 8: Addition of the "Pre-approval Policy for Non-assurance Services".</p> <p>Proposal 9: Renewal and Application for New Credit Facilities With the Company's Counterpart Banks for 2024.</p> <p>Proposal 10: Convening of the 2024 Annual Shareholders' Meeting</p>
2024/05/08 14th Meeting	<p>Proposal 1: Approval of the Company's Consolidated Financial Statements for the First Quarter of 2024.</p>
2024/07/10 15th Meeting	<p>Proposal 1: The company intends to sell land and factory buildings.</p>
2024/08/09 16th Meeting	<p>Proposal 1: 2024 First Half-Year Business Report and Second Quarter Consolidated Financial Statements.</p> <p>Proposal 2: 2024 First Half-Year Profit Distribution Cash Dividend.</p> <p>Proposal 3: 2023 Executive Performance Bonus.</p> <p>Proposal 4: 2021 Private Placement of Common Stock to be Reported to the Competent Authority for Supplemental Public Offering.</p> <p>Proposal 5: Election of the Company's 9th Chairman of the Board.</p>
2024/11/12 17th Meeting	<p>Proposal 1: Approval of the Company's Consolidated Financial Statements for the Third Quarter of 2024.</p> <p>Proposal 2: The Announcement Process for the Annual Audit Plan of 2025.</p> <p>Proposal 3: Proposed Addition of the Company's Sustainability Information: "Internal Control System and Related Management Measures."</p> <p>Proposal 4: Approval of the 2023 Sustainability Report.</p> <p>Proposal 5: Adjustment of Accounts Receivable Limits with Wang Dao Bank and Addition of New Medium- and Long-Term Limits.</p> <p>Proposal 6: Proposal for Issuance of 2024 Employee Stock Option Certificates.</p> <p>Proposal 7: Proposal for Cash Capital Increase and Issuance of New Shares.</p> <p>Proposal 8: Employee Subscription to 2024 Cash Capital Increase.</p> <p>Proposal 9: Proposed Implementation of the 2024 "Special Incentive Bonus."</p>
2024/12/31 18th Meeting	<p>Proposal 1: Review of the Policies, Standards, and Structure of the Director and Management Compensation for 2024.</p> <p>Proposal 2: Amend the "Performance Bonus and Year-End Bonus Management Regulations."</p> <p>Proposal 3: Confirmation of the "Employee Continuing Education Application List" (for Assistant Managers and above).</p> <p>Proposal 4: Review of the 2025 Annual Budget of the Company.</p> <p>Proposal 5: Review of the 2025 Annual Operational Plan of the Company.</p> <p>Proposal 6: Establishment of the "Record Date for Capital Increase" for the Conversion of the Company's 2023 Domestic Second Convertible Bonds into New Shares during the Fourth Quarter of 2024.</p> <p>Proposal 7: Review of the 2024 Management Year-End Bonus of the Company.</p> <p>Proposal 8: Discussion on the Chairman's Authorized Authority and Limits Regarding the "Procedures for Acquiring and Disposing of Assets."</p> <p>Proposal 9: Proposal to acquire one membership certificate.</p>

2025/02/05 19th Meeting	Proposal 1: Formulation of the Issuance Price of the Company's 2025 Cash Capital Increase. Proposal 2: The Employee List of 2025 Employee Stock Options for Cash Capital Increase. Proposal 3: Amendment to the Company's "Procedures for Acquiring and Disposing of Assets." Proposal 4: Amendment of the Company's 2025 Director Compensation Policy, Standards, and Structure.
2025/02/24 20th Meeting	Proposal 1: Remuneration for Directors and Compensation for Employees for 2024. Proposal 2: Operating Report and Financial Statements for 2024. Proposal 3: Distribution of Earnings for 2024. Proposal 4: Approval of 2024 Statement on Internal Control System. Proposal 5: Evaluation and Appointment of Independent Auditors for the Company's Compliance and Suitability. Proposal 6: Addition of the "Pre-approval Policy for Non-assurance Services". Proposal 7: Amendments to Some Provisions of the Company's Article of Incorporation. Proposal 8: Renewal and Application for New Credit Facilities With the Company's Counterpart Banks for 2025. Proposal 9: Establishment of the "Record Date for Capital Increase" for the Conversion of the Company's 2023 Domestic Second Convertible Bonds into New Shares during the First Quarter of 2025. Proposal 10: Proposal for the Full Re-election of Directors (Including Independent Directors). Proposal 11: Nomination of Candidates for the 10th Term of Directors and Independent Directors. Proposal 12: Proposal to Lift Non-Compete Restrictions for New Directors and Their Representatives. Proposal 13: Convening of the 2025 Annual Shareholders' Meeting

(12) Directors or supervisors who disagreed with important resolutions passed by the board of directors in the most recent year and as of the date of the annual report, and for which there are records or written statements: None.

4. Information on Fees to CPA

Accounting Firm	Name of CPAs	Auditing Period	Audit Fees	Non-audit Fees	Total	Remarks
Deloitte & Touche	Chuang, Wen-Yuan	2024/ 01~ 2024/12	3,980	290	4,270	Non-Audit Public Expenses for Business Registration and Private Placement for Public Offering.
	Kung, Tse-Li					

Note 1: If the Company changes its CPA or accounting firm during the year, please list the period of audit and the reasons for the change in the remarks column, and disclose the information of audit and non-audit fees paid in order.

Note 2: Non-audit fees shall be listed separately by services. If "Other" of non-audit fees reaches 25% of the total non-audit fees, the services shall be listed in the Remarks column.

- (1) If the non-audit fees paid to the CPA, the accounting firm to which the CPA belongs, and their affiliated enterprises exceed 25% of the audit fees, the amount of audit and non-audit fees and the content of non-audit services shall be disclosed: (Not applicable).
- (2) If the audit fees paid in the year of change of accounting firm are less than the audit fees paid in the year before the change, the amount of audit fees before and after the change and the reasons for the change shall be disclosed: (Not applicable).
- (3) If the audit fees are reduced by 10% or more from the previous year, the amount, percentage and reasons for the reduction shall be disclosed: (Not applicable).

5. Information on Changing CPA

(1) About the Former CPA

Replacement date	Approved by the board of directors on February 23, 2024		
Reason for replacement and explanation	In compliance with relevant regulations and the internal personnel adjustments at KPMG, the auditor will be changed starting from the first quarter of 2024. The signing auditor will be replaced from the former auditor, Mr. Yang Qing-Zhen, to the new auditor, Mr. Kung, Tse-Li. The lead auditor will continue to be Mr. Chuang, Wen-Yuan.		
To state whether the appointment was terminated or not accepted by the mandator or CPA	Contracting parties	CPA	Mandator
	Situation		
	Appointment terminated	N/A	N/A
	Appointment discontinued	N/A	N/A
Opinions on audit reports other than unqualified opinions issued within the last two years and the reasons therefor	None		
If there is any disagreement with the issuer	Yes		Accounting principles or practices
			Disclosure of financial reports
			Scope or procedure of audit
			Other
	None	V	
	Description		
Other disclosures (those required to be disclosed under Article 10, Subparagraph 6, Item 1-4 to Item 1-7 of this Standard)	None		

(2) About the Successor CPA

Accounting firm	Deloitte & Touche
Name of CPAs	Accountants: Chuang, Wen-Yuan. Kung, Tse-Li
Date of appointment	Approved by the board of directors on February 23, 2024
Consultation on the accounting treatment or accounting principles for specific transactions and on the possible issuance of financial statements prior to the appointment and the results of such consultation	None
Written opinion of the successor CPAs on matters in which the predecessor CPAs had different opinions	None

(3) Reply letter from the former accountant regarding Article 10, Subparagraph 6, Item 1 and Item 2-3 of this Standard: None.

6. The Chairman, President, or Managerial Officers in Charge of Financial or Accounting Matters of the Company, Who Has Worked in the Firm of the Certified Public Accountants or Their Affiliated Enterprises Within the Last Year: None

7. Changes in the transfer of pledge of shares of directors, supervisors, managerial officers and shareholders holding more than 10% of the outstanding shares in the most recent year and up to the date of book closure

(1) Changes in the transfer of pledge of shares of directors, supervisors, managerial officers and shareholders holding more than 10% of the outstanding shares

Base date: April 6, 2025; Unit: Shares

Title	Name	2024		For the year up to April 6	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Chairman	Koon Kam Kwan	0	0	N/A	N/A
Director	WANG, NIEN-CHING	0	0	50,000	0
Director	Royal Max Holdings Limited	(900,000)	0	0	0
Director	Koon Tin Yau	0	0	0	0
Director	Gudeng Precision Industrial Co., LTD.	0	0	781,159	0
Director	CHIU, MING-QIEN	0	0	0	0
Director	QU, RON-FU	0	0	4,204	0
Director	TAN, MING-CHU	0	0	0	0
Independent Director	JIAN, RONG-KUN	0	0	0	0
Independent Director	HE, JIAN-DE	0	0	0	0

Title	Name	2024		For the year up to April 6	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Independent Director	LIU, ZHI-HONG	0	0	0	0
Managerial Officer	LIN, ZHAO-DE	2,000	0	30,524	0
Managerial Officer	HUANG, PING-YAO	(27,000)	0	44,152	0
Managerial Officer	LIANG, ZHONG-CHENG	0	0	32,030	0
Managerial Officer	HUANG, FA-BAO	0	0	0	0
Managerial Officer	Yau Hing Cheung	(9,000)	0	72,297	0
Managerial Officer	LU, WEN-BIN	0	0	15,566	0

- (2) If the counter party of transfer of shares of directors, supervisors, managerial officers and shareholders holding 10% or more of the outstanding shares is a related person: None

Share Transfer Information

Unit: Shares

Name (Note 1)	Reason for the transfer of shares (Note 2)	Date of transaction	Counterparty	Relationship between the counterparty and the Company, directors, supervisors and shareholders holding more than 10% of the outstanding shares	Shares	Transaction price
-	-	-	-	-	-	-

Note 1: The names of directors, supervisors, managerial officers, and shareholders holding more than 10% of the outstanding shares of the Company.

Note 2: Acquisition or disposal.

- (3) If the counter party of transfer or pledge of shares is a related person among directors, supervisors, managerial officers and shareholders holding 10% or more of the outstanding shares: None

8. Relationship information, if among the 10 largest shareholders any one is a related party, or is the spouse or a relative within the second degree of kinship of another

April 6, 2025; Unit: Shares

Name (Note 1)	Shares held by the shareholder		Shares held by spouse and minor children		Shares held in the names of others		If among the 10 largest shareholders any one is a related party, or is the spouse or a relative within the second degree of kinship of another. (Note 3)		Remarks
	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Name	Relation	
Gudeng Precision Industrial Co., LTD.	4,942,851	6.01%	0	0.00%	2,730,258	3.32%	-	-	
Rep: CHIU, MING-QIEN	0	0%	0	0.00%	0	0.00%	-	-	
Gudeng Venture Capital	2,730,258	3.32%	0	0.00%	0	0.00%	-	-	
Rep: LIN, TIAN-RUI	0	0%	0	0.00%	0	0.00%	-	-	
Yuan Rong Investment Co., Ltd.	2,219,881	2.70%	0	0.00%	0	0.00%	-	-	
Rep: ZHUANG, MING-LANG	0	0%	0	0.00%	0	0.00%	-	-	
HSIEH, I-HSUAN	2,136,085	2.60%	0	0.00%	0	0.00%	-	-	
Royal Max Holdings Limited	2,100,000	2.55%	0	0.00%	0	0.00%	-	-	
Rep: Koon Tin Yau	0	0%	0	0.00%	0	0.00%	-	-	
HSIEH, I-YEH	1,963,190	2.39%	0	0.00%	0	0.00%	-	-	
Taishin International Commercial Bank Trustee for SYMTEK AUTOMATION Employee Stock Ownership Trust Property Special Account	1,571,917	1.91%	0	0.00%	0	0.00%	-	-	
Rep: WANG, NIEN-CING	1,310,244	1.59%	1,038	0.00%	0	0.00%	-	-	
HIGH SPEED ENTERPRISE CORP.	1,426,577	1.74%	0	0.00%	0	0.00%	-	-	
Rep: HUANG, NAI-WEI	0	0%	0	0.00%	0	0.00%	-	-	
Taishin International Commercial Bank Trustee for SYMTEK AUTOMATION Employee Stock Ownership Trust Property Special Account	1,378,464	1.68%	0	0.00%	0	0.00%	-	-	
Rep: WANG, NIEN-CING	1,310,244	1.59%	1,038	0.00%	0	0.00%	-	-	
WANG, NIEN-CHING	1,310,244	1.59%	1,038	0.00%	0	0.00%	-	-	

Note 1: The top ten shareholders should be listed, with corporate shareholders and their representative names listed separately.

Note 2: The shareholding ratio calculation takes into account the shareholder, their spouse, and minor children, or any other person used to calculate the ratio.

Note 3: The shareholders listed above include both juristic and natural persons, and the relationship between them should be disclosed in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

9. The shareholdings of the Company, its directors, supervisors, managerial officers, and any businesses that the Company directly or indirectly controls in the same reinvestment venture shall be combined and expressed as a percentage of the consolidated holdings

March 31, 2024: Unit: Shares; %

Investees (Note)	Investments by the Company		Investments by directors, supervisors, managerial officers and persons directly investing in or indirectly controlling the business		Consolidated investment	
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio
Symtek Automation Ltd.	21,631,842	100%	—	—	21,631,842	100%
Symtek Automation China Co. LTD.	21,631,842	100%	—	—	21,631,842	100%
Symtek Power Asia Co., LTD	16,200,000	60%	—	—	16,200,000	60%

Note: Investments by the Company using the equity method.

III. Capital Overview

1. Capital and Share

(1) Share

1. Types of shares

Base date: April 1, 2024; Unit: Shares

Types of shares	Authorized capital			Remarks
	Shares outstanding*	Unissued shares	Total	
Ordinary shares	82,206,325	17,793,675	100,000,000	Listed shares

2. Information about self registration: Not applicable.

3. History of share capital

UNIT: Shares/NT\$

Year & month	Issuance price (Par value per bond)	Authorized capital		Paid-in capital		Sources of capital	Remarks	
		Number of shares	Amount	Number of shares	Amount		Use of property other than cash to offset stock dividends	Other
1999.10	10	10,000,000	100,000,000	10,000,000	100,000,000	Established	None	1999.10.28 Jing-Ba-Ba-Shang-Hao No. 139472
2001.07	10	12,500,000	125,000,000	12,500,000	125,000,000	Cash capital increase of NT\$25,000,000	None	2001.08.29 Jing-(090)-Shang No. 09001342750
2001.07	10	15,000,000	150,000,000	15,000,000	150,000,000	Capital increase through capitalization of retained earnings of NT\$25,000,000	None	2001.08.29 Jing-(090)-Shang No. 09001342750
2003.12	10	15,100,000	151,000,000	15,100,000	151,000,000	Cash capital increase of NT\$1,000,000	None	2003.12.17 Jing-Shou-Zhong-Zi No. 09233125780
2004.07	10	18,000,000	180,000,000	18,000,000	180,000,000	Capital increase through capitalization of retained earnings of NT\$29,000,000	None	2004.08.12 Jing-Shou-Zhong-Zi No. 09332562410
2005.11	10	18,020,000	180,200,000	18,020,000	180,200,000	Cash capital increase of NT\$200,000	None	2005.12.14 Jing-Shou-Zhong-Zi No. 09433351470
2006.02	10	23,000,000	230,000,000	23,000,000	230,000,000	Cash capital increase of NT\$49,800,000	None	2006.04.17 Jing-Shou-Zhong-Zi No. 09532017390
2006.06	10	30,000,000	300,000,000	30,000,000	300,000,000	Capital increase through capitalization of retained earnings of NT\$70,000,000	None	2006.08.15 Jing-Shou-Zhong-Zi No. 09532663490
2007.06	10	40,000,000	400,000,000	40,000,000	400,000,000	Capital increase through capitalization of retained earnings of NT\$100,000,000	None	2007.08.23 Jing-Shou-Zhong-Zi No. 09632655140

Year & month	Issuance price (Par value per bond)	Authorized capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of capital	Use of property other than cash to offset stock dividends	Other
2009.06	10	44,000,000	440,000,000	44,000,000	440,000,000	Capital increase through capitalization of retained earnings of NT\$40,000,000	None	2007.08.03 Jing-Shou-Zhong-Zi No. 0983277780
2013.09	10	80,000,000	800,000,000	44,000,000	440,000,000	—	None	2013.09.18 Jing-Shou-Zhong-Zi No. 10233900390
2015.08	10	80,000,000	800,000,000	46,200,000	462,000,000	Capital increase through capitalization of retained earnings of NT\$22,000,000	None	2015.8.10 Jing-Shou-Zhong-Zi No. 10433626720
2017.04	10	80,000,000	800,000,000	52,800,000	528,000,000	Cash capital increase of NT\$66,000,000 through first-time over-the-counter	None	2017.5.11 Jing-Shou-Shang-Zi No. 10601061290
2018.02	10	80,000,000	800,000,000	57,800,000	578,000,000	Cash capital increase of NT\$50,000,000	None	2018.02.06 Jing-Shou-Shang-Zi No. 10701013830
2020.03	10	80,000,000	800,000,000	60,300,000	603,000,000	Cash capital increase of NT\$25,000,000	None	2019.03.06 Jing-Shou-Shang-Zi No. 10901030780
2021.03	10	80,000,000	800,000,000	60,590,365	605,903,650	Convertible bonds to shares of NT\$2,903,650	None	2021.04.07 Jing-Shou-Shang-Zi No. 11001048320
2021.06	10	80,000,000	800,000,000	61,817,365	618,173,650	Transferred shares of NT\$12,270,000	None	2021.06.23 Jing-Shou-Shang-Zi No. 11001095320
2021.06	10	80,000,000	800,000,000	62,345,680	623,456,800	Convertible bonds to shares of NT\$5,283,150	None	2021.06.24 Jing-Shou-Shang-Zi No. 11001100380
2021.08	10	100,000,000	1,000,000,000	63,539,943	635,399,430	Convertible bonds to shares of NT\$11,942,630	None	2021.08.30 Jing-Shou-Shang-Zi No. 11001151460
2021.09	10	100,000,000	1,000,000,000	67,539,943	675,399,430	Private placement shares of NT\$40,000,000	None	2021.09.13 Jing-Shou-Shang-Zi No. 11001161580
2021.12	10	100,000,000	1,000,000,000	69,257,151	692,571,510	Convertible bonds to shares of NT\$17,172,080	None	2021.12.06 Jing-Shou-Shang-Zi No. 11001213430
2022.03	10	100,000,000	1,000,000,000	71,075,007	710,750,070	Convertible bonds to shares of NT\$18,178,560	None	2022.03.18 Jing-Shou-Shang-Zi No. 11101045340
2022.05	10	100,000,000	1,000,000,000	71,431,711	714,317,110	Convertible bonds to shares NT\$3,567,040	None	2022.05.30 Jing-Shou-Shang-Zi No. 11101086670
2023.08	10	100,000,000	100,000,000	75,281,711	752,817,110	Cash capital increase of NT\$38,500,000	None	2023.08.28 Jing-Shou-Shang-Zi No. 11230165570

4. Private placement of common shares for the last three years and up to the date of publication of the prospectus: None.

(2) List of major shareholders:

Shareholders who own over 5% of the total shares or the top 10 largest shareholders in terms of ownership percentage.

Unit: Shares: Base date: April 6, 2025

Name of Major Shareholders	Share	Number of shares held	Shareholding ratio
Gudeng Precision Industrial Co., LTD.		4,942,851	6.01%
Gudeng Venture Capital		2,730,258	3.32%
Yuan Rong Investment Co., Ltd.		2,219,881	2.70%
HSIEH, I-HSUAN		2,136,085	2.60%
Royal Max Holdings Limited		2,100,000	2.55%
HSIEH, I-YEH		1,963,190	2.39%
Taishin International Commercial Bank Trustee for SYMTEK AUTOMATION Employee Stock Ownership Trust Property Special Account		1,571,917	1.91%
HIGH SPEED ENTERPRISE CORP.		1,426,577	1.74%
Taishin International Commercial Bank Trustee for SYMTEK AUTOMATION Employee Stock Ownership Trust Property Special Account		1,378,464	1.68%
WANG, NIEN-CHING		1,310,244	1.59%

(3) Dividend policy and implementation status

1. Dividend policy

If there is any surplus in the Company's annual financial statements, 10% of such surplus shall be set aside as legal reserve after paying taxes and making up for accumulated deficits in accordance with the law, provided that if the legal reserve has reached the amount of the Company's paid-in capital, no further amount shall be set aside, and the remainder shall be set aside or reversed to a special reserve in accordance with the law. If there is any undistributed earnings, the board of directors shall prepare a proposal for the distribution of earnings and submit it to the shareholders' meeting for a resolution to distribute dividends to shareholders.

The Company's dividend policy is to distribute no less than 10% of distributable earnings to shareholders annually, considering factors such as future and current development plans, investment environment, capital needs, competition, and shareholder interests. If the accumulated distributable earnings are less than 5% of the paid-in capital, dividends may not be distributed. Dividends may be paid in cash or shares, with cash dividends constituting a minimum of 50% of the total dividends.

2. The proposed dividend distribution for the year at the annual shareholders' meeting is as follows:

Unit: NT\$

2024	Board Resolution Date	Dividend Distribution Date:	Cash Dividend Per Share (NT\$)	Total Cash Dividend Amount (NT\$)
First Half of the Year	2024/8/9	2025/1/2	1.9434973	150,563,422
Second Half of the Year	2025/2/24	The record date for dividend distribution is pending establishment by the Chairman.	3.0000000	232,796,703
Total			4.9434973	383,360,125

- (4) Effect of the proposed issuance of bonus shares on the Company's operating results and earnings per share: Not applicable.
- (5) Compensation to employees and directors and supervisors
1. The percentage or scope of compensation to employees and directors and supervisors as stated in the Company's Articles of Incorporation:
 In accordance with the Company's Articles of Incorporation, if the Company makes profits in a year, no less than 1% shall be set aside as employee compensation, which shall be distributed in shares or cash by resolution of the board of directors and shall be paid to employees of the Company who meet certain criteria; the Company may set aside no more than 3% of such profits as compensation to directors and supervisors by resolution of the board of directors. The Company's compensation to employees and directors and supervisors shall be reported to the shareholders' meeting. However, if the Company still has accumulated losses, the Company shall reserve the amount to cover the losses in advance and then allocate the compensation to employees and directors and supervisors in accordance with the aforementioned percentages.
 2. The basis for estimating the amount of compensation to employees, directors and supervisors, the basis for calculating the number of shares for employee compensation distributed by stock, and the accounting treatment if the actual amount of distribution differs from the estimated amount.:
 The Company estimates the amount of compensation to employees and directors and supervisors in accordance with the provisions of ARDF (96) Ji-Mi-Zi No. 052 and classifies the amount of compensation to employees and directors and supervisors as an appropriate accounting item under operating costs or expenses depending on the nature of the compensation. If the actual distribution amount subsequently resolved by the shareholders differs from the estimated amount in the financial statements, the difference is accounted for as a change in accounting estimate and recorded as an adjustment to profit or loss resolved by the shareholders for the year.
 3. Distribution of compensation approved by the board of directors
 - (1) On February 24, 2025, the Board of Directors resolved to approve the proposed distribution of employee compensation in cash amounting to NT\$ 30,000,000 and director and supervisor compensation in cash amounting to NT\$ 8,000,000. The aforementioned distribution amounts are consistent with the estimated expense amounts recognized for the fiscal year.
 - (2) The amount of compensation to employees distributed in stock to income after tax and total compensation to employees: Not applicable.

4. Report on the Distribution of Compensation at the Shareholders' Meeting: The distribution of employee and director/supervisor compensation for the fiscal year 2024 was approved by the Board of Directors on February 24, 2025. It is scheduled to be presented at the Annual Shareholders' Meeting on June 4, 2025.

5. The previous year's actual distribution of compensation to employees, directors and supervisors:

In 2022, the actual distribution of employee compensation - cash was NT\$27,00,000, and the actual distribution of director and supervisor compensation - cash was NT\$9,000,000, which were the same as the planned distribution approved by the original board of directors, with no difference from the recognized amount.

(9) The Company's Share Repurchase Status: None.

2. Status of corporate bonds:

(1) Outstanding and Ongoing Corporate Bonds: None

(2) Bonds due within one year: None

(3) Convertible bonds issued and convertible into common stock, depositary receipts or other marketable securities:

Type of corporate bond		Second-time unsecured convertible bond	
Item	Year	2024	2025
	Market price of convertible bonds	Highest	226
Lowest		117.8	184
Average		146.31	204.73
Conversion price		101.9	101.1
Issue date and conversion price at issuance		Issue Date: May 5, 2023; Conversion Price at the Time of Issuance: NT\$ 115.	
Performance of conversion obligation		Delivered by issuance of new shares	

(4) Details of Convertible Bonds for New Shares

Item	The second domestic unsecured convertible bonds	
Issue date	2023/05/05	
Total amount of issuance	NT\$ 300 million	
Par value per bond	NT\$ 100 thousand	
Issuance price per bond	NT\$ 100 thousand	
Bond maturity date	2026/05/05	
Date of conversion	From May 5, 2023 to May 5, 2026	
Current conversion price	101.90 NT\$	
Not yet converted	Total par value of bonds	300,000,000
	Number of shares (Note)	0

Note: The second domestic unsecured convertible bonds have been fully converted.

3. Preferred shares (None)

4. Depositary receipts (None)

5. **Employee stock options (None)**
6. **Restricted stock for employees (None)**
7. **Merger or acquisition or issue of new shares in connection with the acquisition of shares of another company (None)**
8. **Financing plans and implementation**

The Company's Cash Capital Increase Plan for 2024 is as follows:

(1) Plan content

1. The Company applied for a cash capital increase in December 2024, submitting the application to the Securities and Futures Bureau on December 18, 2024, and the plan was declared effective on January 6, 2025.
2. Total funds required for this plan: NT\$ 720,000,000
3. The sources of funds for this fundraising plan:
A cash capital increase of 4,000 thousand new shares, each with a face value of NT\$10 and a tentative issuance price of NT\$180, is expected to raise a total amount of 720,000 thousands.
4. Use of Funds: To repay bank loans.
5. The plan's items and the scheduled progress of the use of funds.

Unit: NT\$ thousands

Plan Items	Expected completion date	Total amount of required funds	Planned capital usage schedule	
			2025	
			Q1	Q2
Repay bank loans	Q2 2025	720,000	-	720,000
Total		720,000	-	720,000

IV. Operational Highlights

1. Business Description

(i) Scope of business

1. Main contents of business

- A. Mechanical Equipment Manufacturing
- B. Other Machinery Manufacturing Not Elsewhere Classified
- C. Electronics Components Manufacturing
- D. Automatic Control Equipment Engineering
- E. Machinery Installation
- F. Wholesale of Machinery
- G. Wholesale of Other Machinery and Tools
- H. Wholesale of Electrical Appliances
- I. Wholesale of Electronic Materials
- J. International Trade
- K. Wholesale of Hardware
- L. All business activities that are not prohibited or restricted by law, except those that are subject to special approval

2. Business ratio

Unit: NT\$ thousands

Main product categories ^{Note}	2023		2024	
	Net Operating Revenue	Percentage of Operating Revenue (%)	Net Operating Revenue	Percentage of Operating Revenue (%)
Substrate (Printed Circuit Board) Automation Equipment	4,102,793	70.61	3,244,080	63.35
Backend (Flat Panel Display) Automation Equipment	223,527	3.85	264,499	5.16
Wafer fabs, (Semiconductor) Automation Equipment	1,483,975	25.54	1,612,481	31.49
Total	5,810,295	100.00	5,121,060	100.00

Note: The original product name is in parentheses

3. The Company's current main products

Category ^{Note}	Item
Semiconductor Substrate IBU Division	<ul style="list-style-type: none"> • Includes IC substrates, printed circuit boards, flexible boards, HDI, ceramic substrates, and other automation equipment and smart logistics systems (AMSH) for the electronics industry.
Semiconductor Packaging and Testing BBU Division	<ul style="list-style-type: none"> • Includes automation, factory logistics, and information integration planning and services for industries such as semiconductor packaging for TFT-LCD, LED, Touch Panel, light guide plates, etc.

Semiconductor Substrate IBU Division	<ul style="list-style-type: none"> Includes automation equipment integration planning and services for wafer fab automation logistics systems, automated storage systems, intelligent track vehicle systems, AGV systems, mobile robots, etc.
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4. New products (services) to be developed

A. Wafer Box Transporter for Semiconductor Backend Packaging Fixtures

The wafer box transporter allows personnel to safely and easily transport fixtures weighing up to 20 kg to various process stations and place them on machines for production.

B. AMHS OHT High-level Transport System Module Development

Xinda Machinery optimizes the functionality of its semiconductor storage equipment (STK) by developing a modular OHT high-level transport system, which facilitates high-speed transport between STK units and process equipment, enhancing the flexibility of the equipment.

C. AMHS Motion Control System Development

Through sensor detection and closed-loop control algorithms, the system accurately controls acceleration, deceleration, turning, and lifting motions, achieving a positioning accuracy of ± 1 mm. This not only improves utilization rates but also ensures vibration meets SEMI standards.

D. AMHS Laser SLAM Real-time Environmental Perception Technology Development

The Laser SLAM real-time environmental perception technology assists automated handling systems in quickly responding to surrounding changes. By providing real-time environmental awareness, it ensures the safety of both goods and personnel while reducing downtime and wear, effectively lowering operational risks and enhancing productivity.

E. AMHS Vehicle Dispatch System Development / Battlefield Monitoring System Development

Development of intelligent vehicle dispatch system algorithms that automatically analyze orders, vehicle locations, vehicle conditions, and other information to optimize vehicle scheduling, reducing empty vehicle rates and waiting times. The monitoring system provides real-time monitoring of the AMHS handling system's operational status, enabling prompt detection and resolution of faults.

(ii) Industry Overview

1. Current status and development of the industry

A. Overview and Future Development of the Printed Circuit Board (PCB) Industry

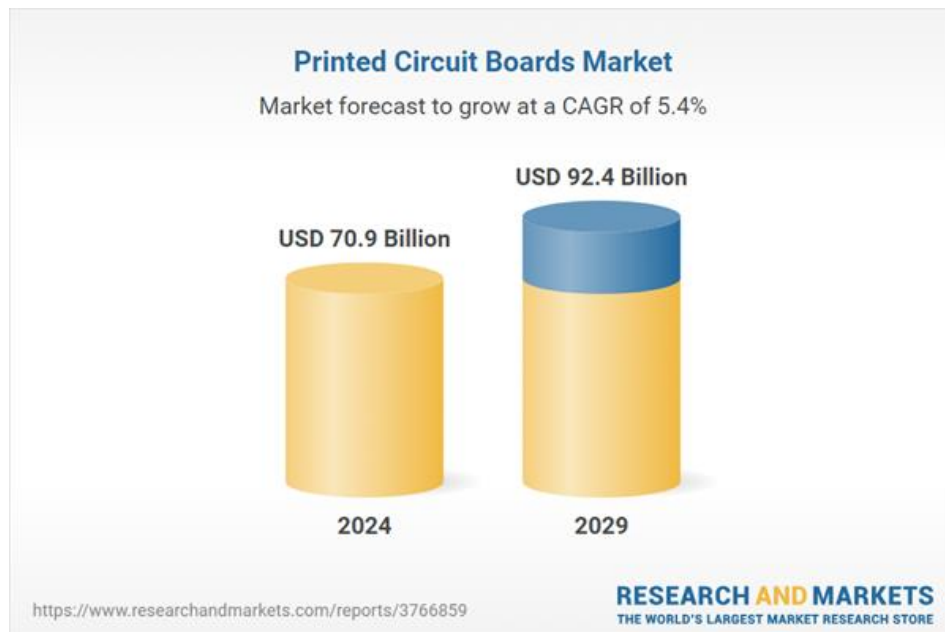
Printed circuit boards are critical components of various electronic products. They serve as carriers for electronic components and facilitate information transfer between components. PCBs are essential for the majority of electronic devices and products. They are widely used in 5G, wearable devices, servers/storage, network communications, industrial instruments, consumer electronics, automotive electronics, and other consumer electronic products.

① Global Overview and Development of the PCB Industry

With the post-pandemic acceleration of investment in 5G communications, electric vehicles, and consumer technology products, the demand for high-frequency, high-speed computing, and fast charging continues to rise. Leading international companies in upstream sectors such as IC design and photomasks, as well as downstream sectors including packaging, testing, carriers, flex boards, and PCBs, have actively expanded their business layouts in recent years. The global construction phase of 5G communication infrastructure and the gradual development of 5G smartphones will enhance the high-level application and importance of various types of PCBs in the electronics industry. The demand for electronic devices and systems for remote work and home entertainment applications during the pandemic will also drive the continuous growth of various types of PCBs, including servers and wearable devices. According to a PrecedenceResearch report in 2023, the PCB industry is expected to grow at a compound annual growth rate of 5.67% between 2021 and 2030.

According to Research And Markets, in 2023, the global printed circuit board (PCB) market was valued at USD 67.9 billion. It is expected that the global multilayer PCB market will grow from USD 26 billion in 2024 to USD 34.2 billion by the end of 2029, with a compound annual growth rate (CAGR) of 5.6% from 2024 to 2029. The global high-density interconnect (HDI) PCB market is projected to grow from USD 19.5 billion in 2024 to USD 26.6 billion by the end of 2029, with a CAGR of 6.4% from 2024 to 2029.

Global PCB Market Size from 2024 to 2029 Global Printed Circuit Board (PCB) Market Size
from 2024 to 2029



Source: Research And Markets (2024).

The Taiwan Printed Circuit Association (TPCA) and the Industrial Technology Research Institute (ITRI) recently released the "2024 China Mainland PCB Industry Dynamics Report." It indicates that the PCB industry in mainland China is expected to grow rapidly to USD 26.79 billion in 2024, with a year-on-year growth rate of 16.6%. The global market share will increase to 32.8%, potentially making mainland China's PCB industry the largest in terms of global PCB production value. The growth is driven by the widespread adoption of AI applications and the rising demand for electric vehicles, particularly in AI servers and automotive electronics, which have become key growth drivers for the industry.

② Overview and Development of the Taiwan Printed Circuit Board (PCB) Industry

Taiwan's printed circuit board (PCB) industry holds a significant position in the global electronics industry and is often referred to as the "mother of the electronics industry." After more than 40 years of development, Taiwan has become one of the largest PCB industry chains in the world. In 2022, Taiwan maintained its position as the global leader for the 11th consecutive year, with a market share of 32.8%, ranking third among Taiwan's industries, following semiconductors and displays.

According to statistics from the Taiwan Printed Circuit Association (TPCA), in the first half of 2024, the global total production value of Taiwan's PCB industry reached NT\$372.2 billion, a 6% increase compared to the same period last year. In the second quarter, the value was NT\$190.8 billion, marking a 12.7% year-on-year growth. TPCA forecasts that the full-year production value in 2024 will reach NT\$833.7 billion, an 8.3% increase, and will surpass the NT\$800 billion mark once again.

The growth of Taiwan's PCB industry is mainly driven by the following factors:

1. AI Server Demand: The rapid development of artificial intelligence (AI) technology has led to increased demand for high-performance servers, which has subsequently driven the market demand for high-end PCBs.
2. Satellite Communication: The advancement of low Earth orbit satellite programs has increased the demand for communication devices, leading to higher PCB demand.
3. Automotive Electronics: The rise of electric vehicles and smart cars has boosted the use of PCBs in automotive electronic products.
4. Mobile and Memory Market Recovery: With the popularization of 5G technology and the renewal of consumer electronics, the demand for mobile phones and memory products has rebounded, driving the shipment of related PCBs.

Looking ahead, with the continued development of emerging technologies such as AI, the Internet of Things , and 5G, the applications of PCBs will continue to expand. Taiwan's PCB industry must continue to promote high value-added, smart, and green production, strengthen technological innovation, and enhance product value to meet global market competition and challenges.

Overall, Taiwan's PCB industry maintains a leading position in the global market and continues to show strong growth momentum. Through continuous technological innovation and industry upgrades, Taiwan's PCB industry is expected to achieve even greater breakthroughs and development in the future.

B. Current Situation and Development of the Semiconductor Industry

① Global Semiconductor Industry Overview

The global semiconductor industry experienced significant growth in 2024, driven mainly by emerging technologies such as artificial intelligence (AI) and high-performance computing (HPC), as well as strong demand in the memory market. According to the latest forecast by the World Semiconductor Trade Statistics (WSTS), the global semiconductor market is expected to reach USD 627 billion in 2024, a 19.0% increase from the previous year.

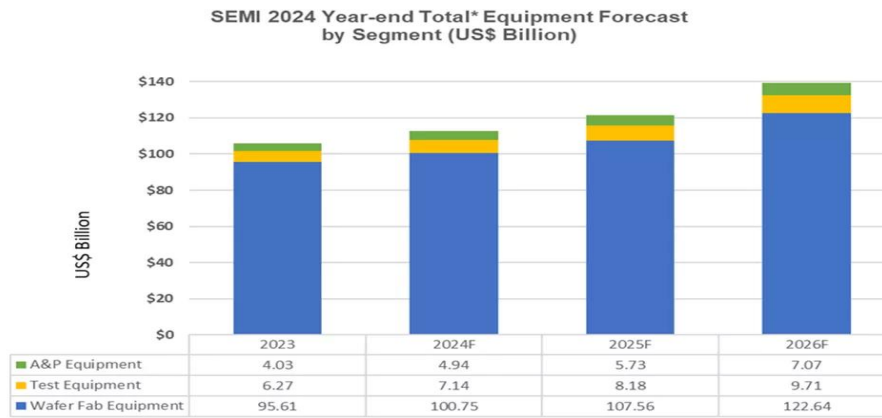
The key market drivers are as follows:

1. **Artificial Intelligence and High-Performance Computing (HPC):** The rapid development of AI technology has fueled the demand for high-performance chips, especially in data centers and cloud computing. Companies like NVIDIA have experienced strong demand for GPUs used in AI servers, contributing to overall industry growth.
2. **Memory Market:** In 2024, the memory market is expected to grow by 81.0%, becoming one of the primary drivers of semiconductor industry growth.
3. **Data Centers:** Semiconductor revenue from data centers is expected to reach USD 112 billion in 2024, surpassing smartphones for the first time to become the second-largest market in the semiconductor industry.

As for the semiconductor equipment industry, after setting a record high of USD 96 billion in sales last year, the wafer fab equipment (WFE) market—which includes wafer processes, photomasks, and wafer fab facility equipment—is projected to grow by 5.4% in 2024, reaching USD 101 billion.

This growth reflects continued investment in dynamic random-access memory (DRAM) and high-bandwidth memory (HBM) equipment, driven by AI computing. Additionally, China's investment remains a critical driver for the expansion of the WFE market. Looking ahead, the WFE market is expected to grow by 6.8% in 2025 and further expand by 14% in 2026, reaching USD 123 billion. This growth will be mainly driven by increasing demand for advanced logic and memory applications.

The global semiconductor equipment spending market is expected to continue growing from 2024 to 2026, with further investment in cutting-edge technologies driving this expansion.



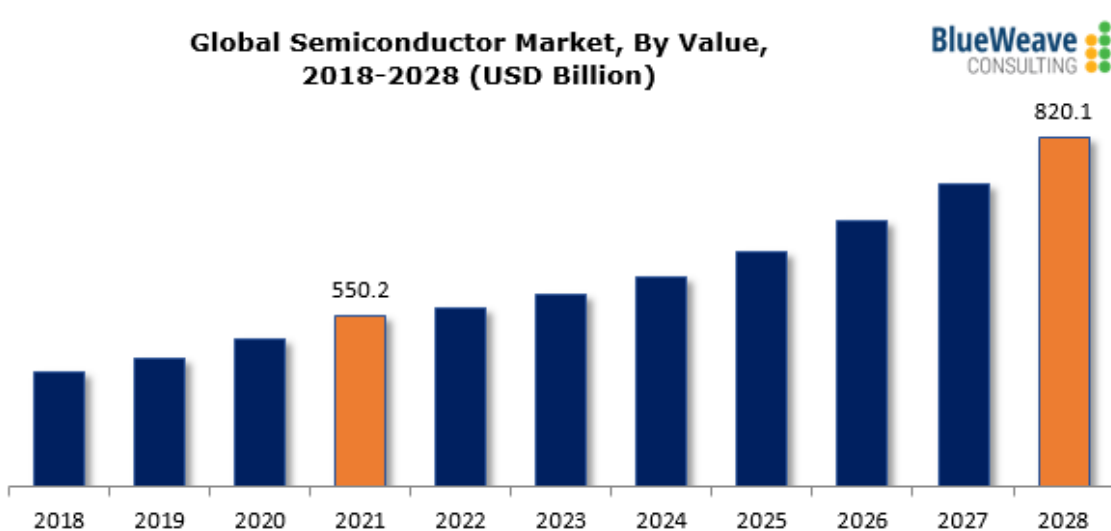
Source: SEMI Equipment Market Data Subscription (EMDS), December 2024

**Total equipment includes new wafer fab, test, and assembly and packaging. Total equipment excludes wafer manufacturing equipment. Totals may not add due to rounding.*

Source: SEMI(2024)

Looking ahead to 2025, the semiconductor industry is expected to continue growing, though the growth rate may slow to between 6% and 16%. The ongoing evolution of technologies such as AI, HPC, and the widespread adoption of 5G and the Internet of Things will present new opportunities and challenges for the semiconductor market. However, factors such as geopolitical issues, supply chain adjustments, and environmental sustainability concerns are expected to have a significant impact on the development of the industry.

Global Semiconductor Production Value 2018~2028



Source: BlueWeave Consulting

Source: BlueWeave(2023).

② Taiwan Semiconductor Industry Overview

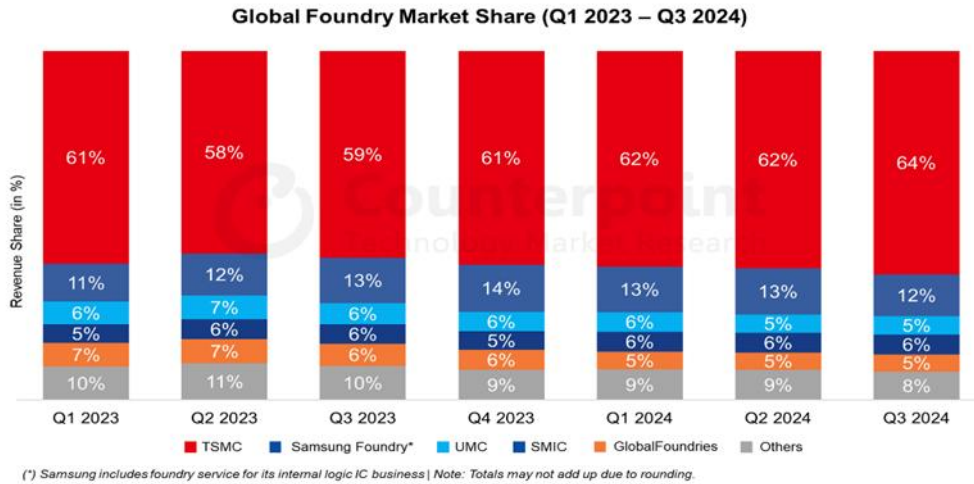
Taiwan's semiconductor industry holds a critical position in the global market, with a complete and advanced industrial chain that encompasses upstream IC design, midstream wafer manufacturing, and downstream packaging and testing. In 2024, Taiwan's semiconductor industry achieved a total output value of NT\$5.3151 trillion, growing by 22.4% year-on-year, surpassing the global average growth rate. This achievement further solidifies Taiwan's leading position in the global semiconductor market and reflects the rapid development of emerging technologies like AI and HPC.

The performance of various sectors within Taiwan's semiconductor industry:

1. IC Manufacturing: The IC manufacturing sector reached an output value of NT\$3.4195 trillion, showing a growth rate of 28.4%, making it the fastest-growing sector in Taiwan's semiconductor industry. TSMC, in particular, benefited from strong demand in HPC and smartphone platforms, generating NT\$2.8943 trillion in revenue.
2. IC Design: The output value of IC design reached NT\$1.2721 trillion, with a year-on-year growth of 16%.
3. IC Packaging: The output value for IC packaging was NT\$423.3 billion, a 7.7% increase.
4. IC Testing: The output value of IC testing reached NT\$200.2 billion, growing by 5%.

Overall, Taiwan's semiconductor industry demonstrated outstanding growth in 2024, maintaining its leadership position in the global market. Looking ahead to 2025, the Industrial Technology Research Institute (ITRI) forecasts that the output value of Taiwan's semiconductor industry will further increase by 16.2%, reaching NT\$6.1785 trillion. This forecast is driven by the continuous advancement of emerging technologies such as AI, 5G, and HPC, along with the growing global demand for advanced process technologies. As emerging technologies continue to develop, Taiwan's semiconductor industry is expected to achieve even greater breakthroughs and accomplishments in the future.

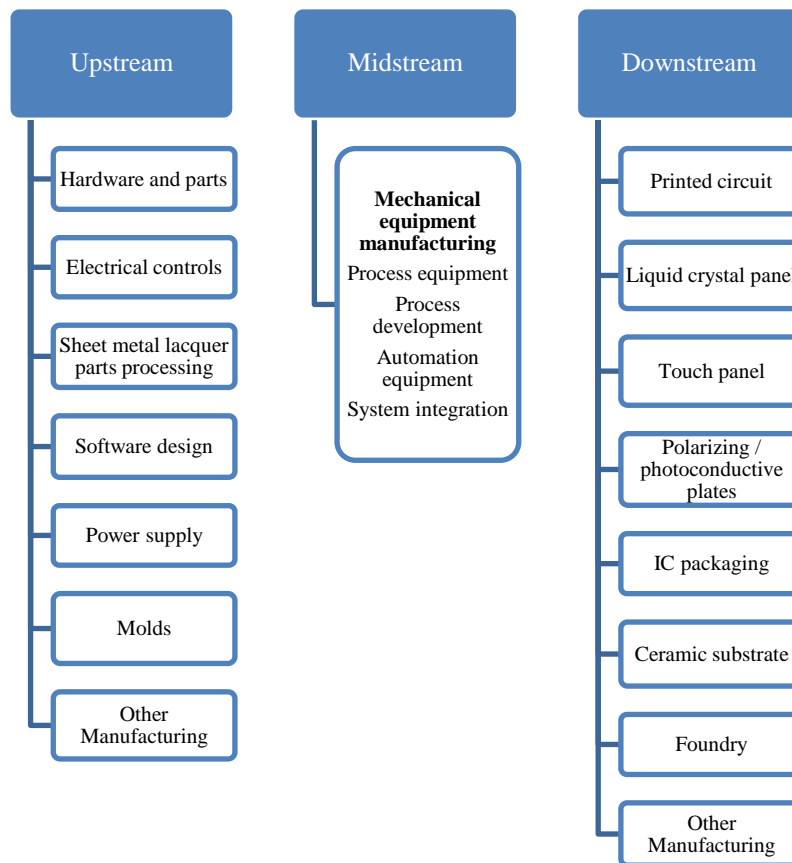
Global Market Share of Major Foundries in Q3 2023-2024



Source: Counterpoint (2024) Industry Linkages Across the Upstream, Midstream, and Downstream.

2. Correlation between upstream, midstream and downstream industries

SYMTEK and its subsidiaries are professional manufacturers of automated production equipment for printed circuit boards, semiconductors, and flat panel displays. They belong to the midstream of the machinery equipment manufacturing industry. They integrate upstream-related mechanical components and molds to develop and manufacture the mechanical equipment required by various industries, such as board loaders and unloaders, and then sell them to downstream printed circuit board industries, semiconductor industries, display panel industries, and touch panel manufacturers. The diagram of the upstream, midstream, and downstream industries related to the Company is explained as follows:



3. Various development trends of products

(1) Rise of Collaborative Robots (Cobots)

Collaborative robots, due to their safety, flexibility, and ease of deployment, are being widely used in various production environments. According to data from ABI Research, the global collaborative robot market is expected to grow at a compound annual growth rate (CAGR) of 32.5% from 2020 to 2030, with the market size reaching USD 8 billion by 2030.

(2) Trend of Hyper Automation

To enhance efficiency and reduce labor costs, companies are actively adopting hyper-automation technologies, automating as many processes as possible. It is projected that the global hyper-automation market will grow at an approximate CAGR of 18% from 2022 to 2031.

(3) Digital Twin Technology and Real-Time Data Analytics

Digital twin technology creates virtual models of physical equipment, allowing businesses to test and optimize production processes in a virtual environment, thereby improving production efficiency and reducing costs and risks.

(4) Expansion of Autonomous Mobile Robot (AMR) Applications

Autonomous mobile robots, due to their flexible logistics solutions, are becoming key equipment for logistics and warehouse management within factories. They can autonomously navigate and adjust their paths based on production needs, improving logistics efficiency.

4. Product Competition

The Company is the largest manufacturer of PCB automation equipment, and our business scope also covers industries such as flat panel displays and solar energy. Most of our competitors in each industry mainly focus on process equipment. Because there are many types of automation equipment and the unit price is relatively low, most peers are unwilling to invest resources in development. Therefore, we are the supplier that matches the process equipment for our customers. Other peers that operate in the board receiving and sending machine industry cannot compare with the Company. Furthermore, the robotic arms developed by the Company have not been replicated by any competitor. As our strategic transformation in recent years, our equipment sales thinking has gradually moved towards high-level automation, system integration solutions, and intelligent software. Based on our past single-machine successes and passion for equipment service, we have established deep and mutually trusting relationships with our customers. As we have a successful product layout in the semiconductor industry equipment, we are expected to enhance our own automation design capabilities and industry standards, and we are eager to lead in defining standards. Therefore, we believe that we can maintain a long-term advantageous position in industry competition.

The company has obtained a total of 392 patents to date. Accumulated 178 valid patents, using the patent layout to protect the new products developed by R&D. They are widely used in the modular mechanisms developed by Symtek, enjoying economies of scale, and peers cannot replicate or enjoy cost advantages.

(iii) Technology and R&D Overview

(1) The Company's technology level and R&D

A. Technology

The Company has made significant strides in research and development, having filed for 416 patents, with 392 of them being approved. We've been honored twice with the "Ministry of Economic Affairs SME Innovation Research Award" and awarded the "Potential Mid-level Enterprise" by the Ministry of Economic Affairs. The Company has accumulated numerous technical patents and practical experience, serving a large number of long-term clients. In recent years, we have successfully entered the list of equipment vendors for semiconductor wafer foundries and packaging and testing factories, receiving considerable recognition from our customers at the technological level.

B. R&D

a. High-Load Robot Station:

In line with the continuous upgrades in advanced packaging technologies such as CoWoS (Chip-on-Wafer-on-Substrate), InFO (Integrated Fan-Out), and SoIC (System on Integrated Chips), the packaging process has led to an increase in the weight of wafer handling carriers. To accommodate this technological advancement, the company is actively developing and optimizing the FOUP (Front Opening Unified Pod) carriers and cage robot stations for loading and unloading, aiming to meet the growing demand for efficient wafer transport. At the same time, this solution ensures that the FOUPs maintain a highly clean environment while increasing the number of carriers, in compliance with packaging yield standards.

b. Development of various smart production software systems

The company has developed various software systems for intelligent production, such as the MHS vehicle traffic anti-collision control system. This system features discrete processing units with autonomous dispatch capabilities to meet the multi-input and output algorithm requirements and real-time control needs. Additionally, the development of the vehicle/rail optical communication interlocking system was designed to overcome the light pollution constraints in semiconductor factories and to satisfy the wireless communication requirements between vehicles and rails in the AMHS (Automated Material Handling System) of semiconductor plants. This system enhances the communication adaptability between vehicles and ground stations.

c. Development of the Final Piece of the AMHS Puzzle: OHT System:

The company is advancing its logistics systems, with the recent development of the OHT system being introduced into client facilities. This development completes the relevant technological blueprint.

- d. In response to the increased demand for advanced packaging processes in 2024, the company has developed automation solutions for the process and warehouse management to address the higher cleanliness and equipment requirements associated with advanced packaging.

(2) R&D staff and their academic experience

Unit: People

Education	Year	As of the end of 2024		As of the end of 2023	
		Number of people	%	Number of people	%
Ph.D.		2	0.6	2	0.60
MA		57	16.7	58	17.37
University		272	79.5	262	78.44
Senior High school		11	3.2	12	3.59
Total		342	100	334	100

(3) Research and development expenses invested in the last 2 years

Unit: NT\$ thousands; %

	2024	2023
R&D Expenses	409,300	340,362
Net Operating Revenue	5,121,060	5,810,295
R&D Expenses as a Percentage of Net Operating Revenue (%)	7.99	5.86

(4) Successful technologies and products developed in the last 3 years

Year	R&D Results
2022	<ol style="list-style-type: none"> 1. Large standard warehouse for wafer boxes 2. Micro-warehouse system for chemicals in wafer factories 3. Backend packaging - dual-axis arm configuration Lifter 4. Backend packaging - Magazine Zip STK (docking montrac) 5. Articulated dust-free fork for medium-sized PCB storage (suitable for storage below 250kg) 6. AMHS - Intelligent Logistic Integration System development (smart logistics integration system development) 7. Inspection automation equipment suitable for IC substrates 8. Laser packaging automation equipment suitable for IC substrates 9. Laser edge sealing automation equipment suitable for IC substrates Copper stripping and hanging AGV logistics handling equipment suitable for IC substrates
2023	<ol style="list-style-type: none"> 1. RGV logistics handling automation equipment suitable for backend of IC substrates 2. IPQC inspection automation equipment suitable for IC substrates 3. Development of carrier equipment suitable for PCB thick substrate 4. Development of Various Functional Systems for RGVs/AGVs 5. High-efficiency cleaning machine suitable for semiconductor fab's FOUF 6. Near Tool Buffer (NTB) platform suitable for temporary storage of wafer boxes 7. Hoist mechanism suitable for wafer box handling and transfer 8. Micro-storage system suitable for micro-contamination prevention in wafer fabs (N2 purge) 9. Storage system development suitable for photomasks in advanced wafer manufacturing processes

Year	R&D Results
	10. Micro-storage suitable for photomask boxes in wafer fabs 11. Micro-storage suitable for cassettes in semiconductor back-end packaging
2024	1. Development of AMHS TCS fleet management system 2. Development of AMHS TCS Dynamic Information Display System. 3. Development of photomask storage systems for advanced wafer manufacturing processes (functional/application enhancements). 4. Development of micro storage systems for photomask boxes in wafer fabs (functional/application enhancements). 5. Development of micro storage systems for cassettes used in semiconductor backend packaging (functional/application enhancements). 6. Development of airtight FOUP transport carts for inter-fab semiconductor transfer. 7. Fully automatic FOUP loading/unloading workstation suitable for semiconductor fab's airtight cage carts 8. Development of Overhead AMHS for FOUP and MGZ Transfer in Semiconductor Wafer Handling 9. Development of Intelligent IoT Gateway for Smart Equipment Integration 10. Mini OHT (Overhead Hoist Transport) Aerial Logistics Handling System 11. Automated Gantry Racks and Plating Process Equipment for IC Substrate Manufacturing 12. Back-End AMHS System for the IC Substrate Industry 13. Mechanical Design for Load/Unload Systems Aimed at Reducing Equipment Air Consumption

(iv) Long-term and short-term business development plans

(1) Short-term business development plan

A. Sales strategy

- (A) Innovate product features, raise brand awareness and value, and strive for recognition from more international brands.
- (B) Continually strengthen operational functions across all departments, improving overall revenue.
- (C) Aggressively explore different intelligent automation markets in various industries to increase market share.
- (D) Elevate customer reliance and product value through customized services.

B. Production strategy

- (A) Quality is the outcome of design, manufacture, and management.
- (B) Do not accept, produce, or outflow defective items.
- (C) Quality improvement is a never-ending activity for everyone.
- (D) Adoption of modular production to optimize costs associated with customized equipment.

C. R&D strategy

- (A) Continually expand overall solutions for intelligent manufacturing in the PCB industry.
- (B) Enhance the completeness of AMHS products in the semiconductor wafer industry.
- (C) JDM in collaboration with customers, suppliers, and external partners.
- (D) Use Taiwan as the core for technology and product development in the R&D center.

- D. Operational strategy
 - (A) Cultivate talent and training, attract superior talent, and strengthen professionalism and work attitudes.
 - (B) More effectively control operational risks, diversifying industries and clients.
 - (C) Enhance product value with innovation, plan product combination ratios, and increase gross profit.
 - (D) Set corporate sustainability as the operating goal, build a happy enterprise, and place employees in the right roles.
 - E. Environmental and Occupational Safety and Health Policy
 - (A) Provide a higher quality and healthier working environment to achieve zero accidents and zero incidents.
 - (B) Protect the environment and conserve energy.
 - (C) Comply with laws, implement risk management, prevent pollution, and implement 6S activities.
 - (D) Environmental safety is a never-ending activity for everyone.
- (2) Long-Term Business Development Plan
- A. R&D strategy
 - (A) Innovating product and technology development to enhance added value: Technology development for failure prediction, quick shelter construction techniques, intelligent wireless communication technology for sports carriers, AI technology applications, etc.
 - (B) Collaborate closely with upstream, midstream, and downstream manufacturers for cooperative development and mutual growth.
 - (C) Improve software development capabilities and play the role of an integrator through strategic collaborations with industries, government, and academia.
 - (D) Forming an ecosystem alliance through external partner integration to jointly deliver enhanced customer value.
 - B. Marketing Strategy
 - (A) Market our own brand SAA globally to increase brand awareness and value, and gain recognition from more international brands.
 - (B) Increase the sales ratio of semiconductor products to generate higher gross profit.
 - (C) Get close to target customers, discover customer needs, and enhance overall revenue.
 - (D) Establish a PCB smart manufacturing ecosystem alliance to quickly introduce industrial upgrades.
 - C. Operational strategy
 - (A) Cultivate talents.
 - (B) Enhance technical abilities.
 - (C) Manage risks.
 - (D) Increase gross profit.

2. Market and Production Overview

(i) Market Analysis

(1) Main product (service) sales (provision) regions

Unit: NT\$ thousands

Region	2024		2023	
	Amount	%	Amount	%
Export			2,112,817	36.36%
Domestic Sales			3,697,478	63.64%
Total			5,810,295	100.00%

(2) Market Share

SYMTEK and its subsidiaries are professional manufacturers of printed circuit boards, optoelectronic displays, semiconductors, and solar energy automatic board handling equipment, among other automated production equipment. The company's estimated market share of its main products is as follows:

Item	Main Products	Estimated Market Share	Major Competitors
1	EFEM systems for PCB and IC substrate loading/unloading	70%	S* Electric
2	Mini storage systems for advanced semiconductor manufacturing	85%	C*F Technology
3	Standard storage systems for advanced semiconductor manufacturing	20%	Japanese firm M* Machinery** Japanese company D* Tech**

The Company is currently positioned in Taiwan as a manufacturer of automation equipment. With a broad scope of operations and a wide range of product applications, our solutions serve various industries including PCBs, FPDs, and semiconductors. Looking ahead, the emergence of demand driven by the IoT, HPC, 5G communications, electric vehicles, and low-earth-orbit satellites, along with the gradual recovery of the semiconductor industry and strong government promotion of Industry 4.0 initiatives, is expected to create significant growth opportunities for the Company.

(3) Market Future Supply and Demand Status and Growth

A. Demand

Considering the rapid evolution and fierce competition in the electronics industry, advanced board factories must strive to improve the quality and yield of high-difficulty products. The demand for automated equipment and the creation of Industry 4.0 smart factories are crucial to enhance competitiveness.

For corporate customers, machinery and equipment are considered revenue-generating tools (fixed assets). Whether as equipment agents or manufacturers, in pursuit of competitive advantages, substantial funds are allocated for the acquisition of process equipment. Normally, more competitive companies would invest more to purchase higher quality and more efficient machinery and equipment. They may even collaborate with equipment suppliers to co-develop new process technologies and equipment, creating product with higher value to meet the challenges of the fierce competitive environment. Moreover, compared to companies that do not continue to have investment in equipment and technology for growth, the competitive gap is gradually widen.

B. Supply

The Company leads the circuit board industry in terms of technology and quality. We were the first to apply our self-developed low-dust Robot system to board handling equipment (this related product won the 15th Innovation Research Award). The modular design of the mechanism reduces production costs, increases efficiency and stability, especially in terms of production speed and cleanliness, which are highly valued by advanced board factories. We have significantly widened our lead over competitors by co-developing new-generation Panel Tray process technology with customers.

The Company, in accordance with the Industry 4.0 program proposed by the Department of Industrial Development, Ministry of Economic Affairs, in 2014, became a registered qualified automation supplier for the same department. We strategically collaborate with major manufacturers like Hiwin and Advantech to rapidly expand our enterprise resources, to quickly provide the most effective service and meet customer needs. We've also established an intelligent software department that integrates vision systems, wireless communication technology, and big data processing capabilities. In combination with our self-developed 6-axis robots, AGVs, and RGV intelligent single-track logistics systems, we have moved from single-machine automation and line automation to the development of intelligent factories for whole and cross-factory processes. We've become a professional manufacturer upgrading to Industry 4.0 in both the PCB industry and the semiconductor packaging industry with significant achievements.

(4) Competitive Advantages:

- A. We have a strong design and development capability and integration ability, actively grasping the latest market information and developing trend-related products and interfaces. We provide customers with diversified products and support strategic alliance partners and cooperative manufacturers to increase market sales value.
- B. We offer comprehensive after-sales service and instant onsite service, quickly providing "local service" and developing automated services to meet customer needs in the shortest time, saving customer costs and enhancing customer satisfaction.
- C. Our exceptional product quality has won various patents and received enthusiastic confirmation and feedback from domestic and foreign customers, especially our modular low-dust products, which have a competitive advantage.
- D. We have set up processing units and implemented vertical integration to significantly improve efficiency and reduce production costs.
- E. We have established a brand image of high stability, high efficiency, and high cleanliness.
- F. We have expanded internships and industry-academia collaboration, planning ahead for talent cultivation and attracting professional talent.

(5) Favorable and Unfavorable Factors and Countermeasures for Future Development:

A. Favorable factors:

a. Taiwan's Semiconductor Industry Leads the Global Market, Driving Supply Chain Growth

Driven by advancements in 5G, AI, and IoT, demand for semiconductors has surged, propelling growth in semiconductor equipment. The application of AI and machine learning technologies has significantly increased the demand for high-performance computing chips, such as GPUs and AI-specific accelerators, which directly influences the demand for advanced manufacturing equipment among semiconductor producers.

The continuous innovation in semiconductor processing technologies further strengthens Taiwan's competitive edge. Advancements in semiconductor processes, particularly the shift towards smaller nodes (such as 3nm or smaller), require innovative equipment to implement these changes. These advancements drive equipment manufacturers to continually develop new technologies to support advanced manufacturing processes. The rising demands for precision manufacturing technologies drive the need for higher equipment precision and stability, which is expected to further accelerate the development of the equipment industry.

Semiconductor manufacturers are not only continuously innovating in their processes but are also upgrading to automation and smart manufacturing, which increases the demand for automation equipment. This has led to steady growth in market demand for semiconductor equipment. Additionally, the increasing emphasis on smart manufacturing raises the requirement for more powerful data analytics capabilities and automated monitoring systems, providing new business opportunities for the equipment industry.

Other factors, such as governments around the world intensifying semiconductor-related policies, have also contributed to this growth. Various countries are increasingly emphasizing the strategic link between semiconductors and regional political agendas. For instance, Arizona in the United States has established a semiconductor wafer fabrication plant, Japan's Kyushu has set up related facilities, and China has increased semiconductor investments, all amidst the broader context of the U.S.-China technology conflict. Beyond government actions, many companies are also seeking to diversify and localize their supply chains, thereby driving demand for semiconductor equipment manufacturing. For example, there has been a surge in demand for advanced manufacturing equipment in regions such as Taiwan and South Korea.

In recent years, the competitive position of Taiwanese companies has significantly improved, primarily due to the semiconductor talent and workforce, which serve as Taiwan's core competitive advantages.

Additionally, Taiwan's semiconductor industry has attracted increasing attention and support from governments around the world, rising to become a key industry with both political and economic significance. In terms of technology, as Taiwan competes in the 2nm and advanced packaging stages, the technological gap between Taiwanese companies and global competitors has widened, positioning Taiwan as a global leader in the industry. As Taiwan continues to be a global semiconductor hub, it has consistently attracted international giants such as NVIDIA to establish operations, demonstrating Taiwan's strength in attracting global economic resources and technological talent.

Regarding SYMTEK Machinery's market positioning, the company targets automation needs in high-end semiconductor and IC substrate manufacturers, as well as key publicly listed companies. These enterprises plan capital expenditures and equipment upgrades according to their sustained growth needs. SYMTEK Machinery has continuously supported these leading companies by developing innovative products based on industry trends and market analyses. Not only does it cater to the demands for diversified customizations in small quantities through a modular strategy, but it also develops niche products to create added value.

b. Key technology and capability

The Company leads the PCB industry in technology and quality. We use low dust Robot systems in board handling equipment and use modular designs to lower production costs and increase efficiency and stability. We can easily meet the high standards of high-end PCB factories in terms of production speed and cleanliness. We also develop the new generation Panel Tray process technology in collaboration with our customers.

Symtek is good at improving relatively inexpensive products into high-end applications, creating replacement or pioneering products. For example, introducing the Intelligent Single Track Intelligent System (RGV) of Montrac company from Switzerland, combining the company's automation

capabilities, and starting to lay out unmanned handling systems in semiconductor packaging and testing factories. Currently, it is applied in well-known packaging and testing factories in Taiwan.

Symtek is adept at developing dedicated products, replacing expensive automation products, and launching the first specialized Robot for PCB. Since developing its single-axis and double-axis robot in 2007 and cooperating with OnRobot to develop a 6-axis robot, Symtek has provided the most appropriate products for industries that do not require extremely high precision, to date no competitors can match. (The board handling equipment that uses a 3-axis Robot won the Ministry of Economic Affairs Innovation Research Award in 2008), and in 2018, it improved and introduced applications in semiconductor wafer factories, becoming the first domestic supplier to enter the semiconductor clean room..

c. Use of external resources to quickly meet customer needs

The Company prioritizes thinking from the customer's perspective. Each business division has a strong dedicated customer service and technical department. We provide close proximity service to our customers and have earned our customers' trust through our timely 7/24 professional service. We continually offer new products with development advantages to our customers, accumulate maximum corporate resources, develop new process technologies and equipment in collaboration with customers, combine school resources (industry-academia cooperation) or partners of strategic alliances. Using a team cluster mode, we jointly develop product combinations, exclusive agents, etc., to increase product visibility, expand market territories, and enhance each other's technical capabilities, creating a win-win situation.

B. Disadvantages and responses

a. The global economic recovery post-pandemic is slow, and regional conflicts persist.

In 2023, influenced by high interest rates, high inflation, and China's post-pandemic economic performance falling short of expectations, global end-product demand weakened, leading to a slowdown in manufacturing activities worldwide. Furthermore, the expansion of the US-China semiconductor ban, the ongoing Russia-Ukraine war, and the Israel-Hamas conflict have intensified global geopolitical tensions, impacting the global economic development and social stability.

In Taiwan, the domestic service sector expanded in the post-pandemic era, with noticeable improvements in retail, tourism, and transportation compared to 2022. However, the slowdown in global trade expansion not only impacted Taiwan's exports and foreign sales orders but also affected corporate investments, leading to consecutive economic decline in the fourth quarter of 2022 and the first quarter of 2023, with a recovery only in the second quarter. In terms of fixed capital formation, major countries' significant interest rate hikes throughout 2023 dampened global economic demand. Industries actively depleted inventories, causing a sharp decline in

investment demand and a sluggish performance in private investments for the year.

In the equipment market, despite the end of the pandemic-driven replacement wave and weakening international economic conditions affecting high-end semiconductors and substrate factories, the demand for end-consumer electronics products declined. Inventory depletion issues that began in 2022 persisted until the end of 2023, continuously affecting customers' investment plan and willingness to invest in equipment.

Response strategies:

① The overall market strategy of the company is to layout towards intelligent semiconductor manufacturing, adjust the organization and strengthen the management of organizational talents to maintain the existing competitiveness. Adjust sales strategy and profitability to maintain a high growth rate.

② Going international, forming strategic alliances with high-level IC carrier factories and world-class equipment manufacturers. Under the wave of de-Sinicization and the transfer of world factories and localized production, they will jointly develop markets in developed countries such as Europe, America, and Japan to increase global visibility.

Understand the credit status of customers to reduce the risk of bad debts.

Actively develop the demand for the smart manufacturing market, reduce the industry's demand for labor with smart manufacturing, and increase the yield rate and industry competitiveness, which is the current trend of industrial development.

③ Understand the credit status of customers to reduce the risk of bad debts. Actively develop the demand for the smart manufacturing market, reduce the industry's demand for labor with smart manufacturing, and increase the yield rate and industry competitiveness, which is the current trend of industrial development.

④ Strengthen process management capabilities, increase yield, and reduce production costs.

⑤ Layout the semiconductor market with a more complete product line.

b. Adverse factors such as the economic and technological war between the political heavyweights of the U.S. and China have reduced the stability of the equipment market.

The intensifying tech war between the U.S. and China, according to semiconductor industry players, has led international clients such as the U.S. to urge suppliers to shift their production capacity out of China. China's zero-COVID policy has rapidly cooled domestic demand, and with the U.S. expanding its ban, Chinese factories' production rates have become unstable. Coupled with China's aggressive establishment of an independent supply chain, IC testing factories have seen decreasing local customer orders year by year. Foreign companies, including Taiwanese ones, from front-end

foundries to back-end packaging and testing factories, should maintain existing capacities, or even reduce them, unless there are special technological considerations, and will not expand production in China.

Response strategies:

- ① Respond to China's autonomous semiconductor progress, proactively layout semiconductor production lines and markets in China..
- ② Accelerate the R&D of standardized semiconductor products to reduce costs and equipment prices..
- ③ As part of its internationalization strategy, in addition to establishing distribution systems or locations in the U.S., Japan, and Europe, the company is also strengthening its supply capacity and operational flexibility from Taiwan as a central hub for overseas markets.
- ④ Strengthen process management and R&D capabilities to improve yield and technical advantages.
- ⑤ Actively deploying in the Southeast Asian automation industry market, not solely relying on the Chinese market.

c. Long-term Risk Trends of Production Elements

Due to factors such as Taiwan's semiconductor magnet effect, youth generation mindset shift, and the changes in labor market work values caused by the pandemic, there has been an increase in labor shortages and recruitment competition. There have been instances where production cannot fully cooperate despite having orders. In terms of raw materials, while inflation, interest rate hikes, and supply chain interruptions don't pose major problems for production, the gradually increasing cost of raw materials and sporadic supply inadequacy do pose a risk to production and should be prepared for.

Response strategies:

- ① Enhance corporate competitiveness and brand recognition, and attract more talents to work and stay in the industry through strengthened recruitment.
- ② Expand industry collaboration plans to create additional value for talent.
- ③ Develop diverse and inclusive talent policies and continue to strengthen education and training.
- ④ Plan early for key components to maintain the interchangeability of components through modular design.

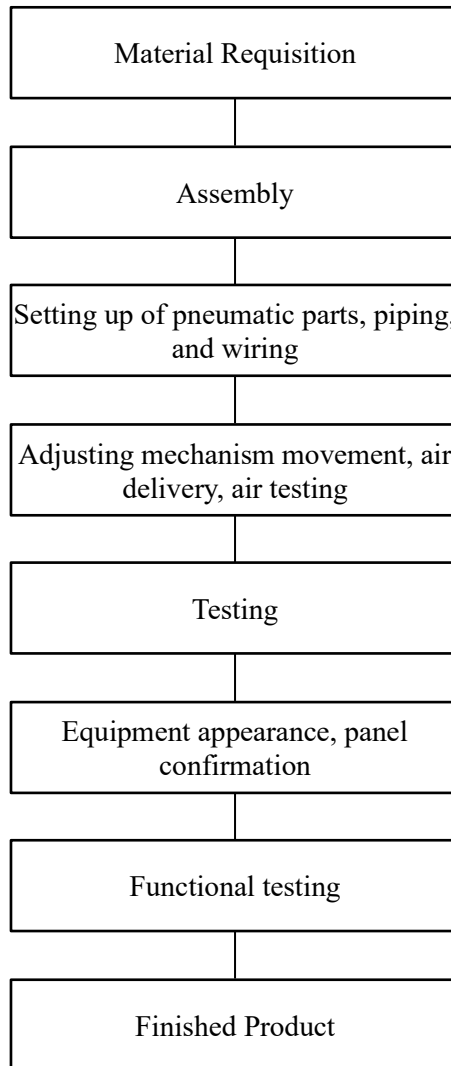
(ii) Important uses and manufacturing process of main products.

(1) Important Uses:

Item	Important use and function
IBU Automated Equipment	Including complete process automation equipment for printed circuit boards, including horizontal throw and receive machines, vertical frame receive and place machines, turning machines, inter-board spacing control machines, temporary storage machines, flipping machines, and transport transfer machines, etc.
BBU Automated Equipment	Including orientation film friction inspection machine, packaging machine, array testing machine, depaneling machine, glass substrate handling machine, glass machine board packing machine, water glue machine, glass machine board conveyor, electrical tester, and water washing machine, etc., flat panel display, automation equipment for IC packaging, terminal plug-in machines for electronic assembly, bending and bonding machines, etc.
FBU Automated Equipment	Including intelligent automation, whole factory logistics, and information integration planning and services for industries such as semiconductors, semiconductor wafer factories, etc. Planning and services for logistics integration of automated storage systems, intelligent track vehicle systems, and automated guided vehicle systems. Including wafer receiving and placing machines, automated storage systems, intelligent track vehicle systems, automated guided vehicle systems, mobile robots, etc. for logistics integration planning and services, and other automation equipment.

(2) Production Process:

Production Flowchart



(3) Main Raw Material Supply Situation

Main raw materials	Main suppliers	Supply situation
Robot arm	Century	Good
Motor	Oriental Motor, Nikko, Proficient, Benxin	Good
Programmable controller	Riyuan, Keens	Good
Rack	San-Xin, Wei-Sheng, Hong-Sheng, Jie-Bang, Si-Li	Good
Bearings, cylinders	Adek, SOMUHI, CKD, CHI-LI	Good
Sheet metal parts	Shuangmei, Wui Hong, Xin Liaodong, Jingtai, Beadle	Good
Slide module	Dong You Da	Good
Processed parts (milled parts)	Jin Xiangshun, Qinghe, Junzheng	Good

(4) Customer that accounted for over 10% of total purchases (sales) in any of the recent 2 years

1. Main purchasing customer

Unit: NT\$ thousands

Item	2022				2023			
	Name	Amount	Ratio of the annual net purchase amount	Relationship with the issuer	Name	Amount	Ratio of the annual net purchase amount	Relationship with the issuer
1	E Company	273,097	6.96	None	UL Company	156,218	7.26	None
2	Other	3,650,556	93.04	None	Other	1,995,026	92.74	None
	Net purchase	3,923,653	100.00		Net purchase	2,151,244	100.00	

Description of change: In 2023, ZD Group's equipment is mainly assembled with the assistance of UL, and E Company drops to the second place, which is not shown because it does not reach 10%.

2. Main selling customer

Unit: NT\$ thousands

Item	2022				2023			
	Name	Amount	Ratio of the annual net sales amount	Relationship with the issuer	Name	Amount	Ratio of the annual net sales amount	Relationship with the issuer
1	U Customer	961,165	16.68%	None	T Customer	785,599	13.52%	None
2	LT Customer	784,459	13.61%	None	NY Customer	573,484	9.87%	None
3	Other	4,016,175	69.71%		Other	4,451,212	76.61%	
	Net sales	5,761,799	100.00%		Net sales	5,810,295	100.00%	

Description of change: The main changes are due to annual sales customer capital expenditure expansion needs.

3. Information on employees for the last two years and up to the date of publication of the annual report

Year		2023		2024		2025/4/10	
Number of employees	Managerial officer	62		61		62	
	General staff	665		730		731	
	Production line employees	308		331		330	
	Total	1,035		1,122		1,123	
Average age		33.7		34.5		34.4	
Average years of service		5.16		6		5.5	
Education distribution ratio	Ph.D.	2	0.19%	2	0.18%	2	0.18%
	MA	83	8.02%	90	8.02%	91	8.10%
	College	652	63.00%	726	64.71%	727	64.74%
	Senior High school	204	19.71%	281	18.45%	205	18.25%
	Below high school	94	9.08%	23	8.65%	98	8.73%

4. Environmental Expenditure Information

- (i) The total amount of losses and fines suffered due to pollution in the most recent fiscal year and up to the date of the annual report printing (none).
- (ii) Future countermeasures and possible expenditures (not applicable).

5. Labor Relations

- (i) Measures for employee benefits, further education, training, retirement system and its implementation, as well as agreements between labor and management and measures for maintaining employee rights and interests.:

1. Employee benefit measures

- (1) In accordance with the Employee Welfare Fund Act, we provide welfare funds for various welfare matters such as: marriage, funeral, holiday gifts, childbirth, hospitalization, major disaster subsidies, and annual employee travel subsidies. Additionally, the annual self-improvement event and year-end party.
- (2) According to regulations, labor retirement reserve funds are allocated to manage various matters of employee retirement reserves.
- (3) The Company also insures labor and national health insurance in accordance with government regulations, and for the safety of employees, it additionally insures group insurance to protect employees and provide more benefits to employees.
- (4) In accordance with the Employee Benefit Trust Plan Committee Charter, the company allocates bonus money and implements an employee stock trust plan.
- (5) Each employee is given a one-day birthday leave and a birthday coupon.
- (6) Support for Social and Challenging Sports Participation
- (7) The facility provides employees with various dining and recreational amenities, including a staff cafeteria, coffee bar, gym, and pool table. Lunch and overtime dinner are offered to employees.
- (8) Additionally, the facility offers health assessment consultation services, health check-up follow-up management, and massage services.

2. Further education and training

Creating a "Fair and Friendly" Work Environment, Free from Gender Differences In addition to providing comprehensive care and welfare systems that allow employees to work happily without concerns, the company strives to enhance work efficiency and safeguard career development. We are committed to cultivating well-rounded talent through a complete training system and regular performance evaluations. While recognizing employee strengths, we also provide various channels to strengthen their capabilities, ensuring that colleagues enjoy a happy learning environment, grow, and thrive. We are dedicated to providing resources for those who are eager to excel and ensuring they have access to opportunities, with long-term development plans designed for sustained growth within the company.

Training Achievements for the Year Ending 12/31, 2024

- (1) Internal Certification Incentive Applications: A total of 24 applications were approved, with a total of NT\$9,000 in bonuses awarded.
- (2) Internal Safety Training Sessions: A total of 4 courses were held, with 203 participants and a total of 609 training hours.
- (3) General Knowledge Courses Held:
 - Yoga: 42 sessions, with a total of 247 participants.
 - English: 12 sessions, with a total of 106 participants.
 - Japanese: 24 sessions, with a total of 271 participants.

The company also integrates internal and external training resources based on organizational development needs, individual career development aspirations, performance assessments, and capability analysis results. We plan and execute talent learning and development projects, combining job experiences or rotations to assist employees in their growth while laying the foundation for company succession and sustainable operations.

The company has implemented an "Employee Continuing Education Policy" that subsidizes employees' participation in external training courses, seminars, or degree

programs. Employees with over one year of service are eligible to apply for a subsidy covering 50% of the continuing education fees. Subsidy applications have been accepted since 2022.

3. Retirement system

The Company has established an employee retirement regulation in accordance with the Labor Standards Act. Each month, a retirement reserve is allocated based on the total salary and deposited into a special retirement fund account at Bank of Taiwan. The Labor Pension Act was implemented on July 1, 2005, and after adopting the defined contribution system, our employees can choose to apply the retirement pension regulations related to the "Labor Standards Act" or the pension system of the Act and retain the years of work before the Act. For employees applicable to the Act, the retirement pension contribution rate borne by the Company each month is not less than six percent of the employee's monthly salary.

4. Agreements between labor and management and the status of measures to maintain employee rights and interests

In order to protect labor rights and coordinate labor relations, the Company is committed to strengthening labor harmony and doing two-way communication coordination to solve problems, therefore, up to now, there are no major unresolved labor disputes.

(ii) The Company did not have any losses due to the labor-employer dispute in the most recent fiscal year and up to the date of publication of the annual report. However, the Company has been fined

as follows for violation of laws and regulations due to labor inspection results:

1. < 2024/07/23. Labor Affairs Bureau Decision No. 11302029981>. Violation of Article 32, Paragraph 2 of the Labor Standards Act: Excessive work hours beyond the legal limit. A fine of NT\$550 thousand was imposed.
2. < 2024/07/23. Labor Affairs Bureau Decision No. 1130202998.> Violation of Article 24, Paragraph 2 of the Labor Standards Act: Failure to pay the required wage for work performed on a rest day. A fine of NT\$50 thousand was imposed.
3. < 2024/12/18. Labor Affairs Bureau Decision No. 11303584312>. Violation of Article 32, Paragraph 2 of the Labor Standards Act: Excessive work hours beyond the legal limit. A fine of NT\$550 thousand was imposed.
4. < 2024/12/18. Labor Affairs Bureau Decision No. 11303584311.> Violation of Article 24, Paragraph 2 of the Labor Standards Act: Failure to pay the required wage for work performed on a rest day. A fine of NT\$50 thousand was imposed.
5. < 2024/12/18. Labor Inspection Bureau Decision No. 1130358431> Violation of Article 24, Paragraph 1 of the Labor Standards Act: Failure to provide the additional wage required for overtime work. A fine of NT\$300,000 was imposed.

The Company will continuously review its work time management processes while reminding supervisors to effectively handle related applications and to be attentive to employees' work situations for strengthening the promotion of legal compliance.

6. Information and Communication Security Management:

1. Information and communication security risk management framework, information communication security policy, specific management plans, and resources devoted to information and communication security management:
 - (1) Information and communication security risk management framework:

The company has established an Information Security Management Committee, responsible for overseeing ICT matters essential to operations. The president serves as the Chairman (Convener), while the highest-ranking officer of the IT department is appointed as the Information Security Officer. The committee is composed of senior executives from various business units, including information, auditing, and other related departments. The committee holds irregular meetings to make decisions, manage, and promote information security affairs, ensuring the fulfillment of corporate governance responsibilities, protecting the legitimate rights and interests of shareholders, and considering the interests of other stakeholders.
 - (2) Information and communication security management policy, specific management plan:

To strengthen the company's information and communication technology (ICT) security management and ensure the security of data, systems, equipment, and networks, the company has created a healthy ICT environment by deploying innovative security protection technologies. The company actively promotes ICT security management operations. In October 2021, the company established an ICT security management policy and framework, formed the ICT Security Committee, and formulated related ICT security regulations. The effectiveness of ICT security management operations is regularly reviewed, and an annual report on implementation is submitted to the Board of Directors.

Specific ICT security management initiatives are as follows:

- (1) All service quality requirements are strictly enforced, with ISO 9001 management standards adhered to and relevant security regulations developed based on international ICT security standards.
- (2) ICT management policies are set in accordance with the company's internal control systems for ICT security, combining the PDCA (Plan-Do-Check-Act) method for continuous improvement, aiming to protect the security, confidentiality, integrity, availability, and compliance of personnel, data, ICT systems, equipment, and networks.
- (3) Senior executives actively participate in ICT management activities, providing support and commitment.
- (4) Regular ICT management meetings are held to reflect the latest developments in government regulations, internal and external risks, technological advancements, and business needs, to meet stakeholder expectations.
- (5) Risk management is a priority, with efforts to assess and mitigate risks to ensure the confidentiality, integrity, availability, and compliance of ICT assets.
- (6) New technologies are introduced, and real-time monitoring equipment and protective systems are implemented to strengthen the protection mechanisms for confidential ICT, enhancing overall ICT security and reducing risk occurrences, thus safeguarding the interests of customers, partners, and stakeholders.
- (7) Continuous operational drills are conducted to ensure the company can respond quickly to external threats, demonstrating resilience.
- (8) In accordance with relevant regulations such as the Personal Data Protection Act and ICT Security Management Act, personal data and associated system security are handled and protected with due diligence.
- (9) ICT security audits are implemented to ensure that all business operations comply with relevant policies, maintaining the ongoing normal operation of the ICT management system.

Resources devoted to information and communication security management:

2024 Fiscal Year ICT Security Equipment Update Report:

Year	Company	Item	Completion Status
2024	Group	Asset Management System	In Progress
		Social Engineering Drill	In Progress
	Parent Company	ICT Vulnerability Detection	In Progress
	Mainland China Subsidiary	VMWare Server Replacement	Completed

Post-Update Outcomes:

- (1) ICT Vulnerability Detection
In response to TSMC's supply chain cybersecurity requirements, an external ICT vulnerability detection system was introduced to enhance information security. (Total expenditure NT\$ 59,850)
 - (2) VMWare server at the Mainland China subsidiary was replaced
The original VMWare hardware reached the end of its service life and could no longer be expanded or updated. Therefore, the system was replaced to enhance stability and operational efficiency. (Total expenditure RMB1,136,900)
 - (3) Social Engineering Drill
The first course on social engineering was held on August 20, 2024 (Tuesday), with participants from both the parent company and subsidiaries. The total cost of the course was NT\$ 150,000.
2. As of the report's publication date, there have been no significant information security incidents in the past two years that resulted in losses or potential impacts, and no response measures were required.

7. Important contracts

Contract nature	Contracting parties	Contract start and end date	Main content	Restriction clauses
Financing contract	O-Bank	2019.04.01~2026.03.15	Operating turnover	None
Financing contract	O-Bank	2025.01.20~2030.01.01	Operating turnover	None
Financing contract	Fubon Bank	2025.03.11~2027.03.07	Operating turnover	None
Financing contract	Hua Nan Commercial Bank	2019.02.20~2039.01.20	Long-term mortgage loan	Land and factory as collateral
Financing contract	Hua Nan Commercial Bank	2025.01.07~2030.07.04	Long-term mortgage loan	Land and factory as collateral
Contract for the construction of a new factory building	True-Dreams Construction Co., Ltd.	2023.01.21~2024.05.20	The Company's Xinsheng Plant Construction Plan	None

V. Review and Analysis of Financial Condition, Operating Results, and Risk Factors

1. Financial Position

Unit: NT\$ thousands

Year	2024	2023	Increase (decrease) amount	Change ratio (%)
Current assets	5,575,182	5,448,399	126,783	2.3
Property, plant, and equipment	2,469,960	2,043,898	426,062	20.8
Intangible assets	20,679	12,315	8,364	67.9
Other assets	559,021	440,675	118,346	26.9
Total assets	8,624,842	7,945,287	679,555	8.6
Current liabilities	2,634,964	2,423,531	211,433	8.7
Non-current liabilities	1,120,467	1,434,645	(314,178)	-21.9
Total liabilities	3,755,431	3,858,176	(102,745)	-2.7
Capital stock	778,629	752,817	25,812	3.4
Capital surplus	2,084,857	1,854,049	230,808	12.4
Retained earnings	1,701,785	1,452,350	249,435	17.2
Other equity	157,728	(14,547)	172,275	-1,184.3
Non-controlling interests	146,412	42,442	103,970	245.0
Total equity	4,869,411	4,087,111	782,300	19.1

Analysis of changes exceeding 20% in the past two fiscal years:

- (1) Increase in property, plant and equipment: This is primarily due increase in construction-in-progress of Xinsheng Plant of the Company.
- (2) The increase in intangible assets is primarily due to the acquisition of software related to business operations.
- (3) Increase in other assets: This is primarily due the increase in market capitalization as a result of the listing of SynPower Co., Ltd., which the Company's has invested in.
- (4) The decrease in non-current liabilities is primarily due to the reduction of convertible bonds.
- (5) The increase in other equity is mainly attributed to the conversion of convertible bonds and bond equity warrants into share capital.
- (6) The increase in other equity is also mainly due to the capital increase of the Huai'an subsidiary (which is not 100% owned).

2. Operating results

(1) Comparative analysis of operating results

Unit: NT\$ thousands

Item \ Year	2024	2023	Increase (decrease) amount	Change ratio (%)
Net operating revenue	5,121,060	5,810,295	(689,235)	(11.86)
Operating cost	3,756,615	4,150,145	(393,530)	(9.48)
Gross profit from operations	1,364,445	1,660,150	(295,705)	(17.81)
Operating expenses	963,031	891,452	71,579	8.03
Operating profit	401,414	768,698	(367,284)	(47.78)
Non-operating income and expenses	310,037	51,721	258,316	499.44
Profit before tax	711,451	820,419	(108,968)	(13.28)
Income tax expense	153,157	172,951	(19,794)	(11.44)
Net profit of the period	558,294	647,468	(89,174)	(13.77)
Analysis of changes exceeding 20% in the past two fiscal years:				
(1) Operating income decreased: This is primarily due to a reduction in revenue and an increase in operating expenses.				

- (2) Expected sales quantity and its basis, potential impact on the company's future financial operations, and corresponding plans (The company has not prepared financial forecasts, so it is not applicable).

3. Cash Flow

(1) Analysis and explanation of changes in cash flow in the most recent fiscal year

Unit: NT\$ thousands

Item \ Year	2024	2023	Increase (decrease) amount	Change ratio (%)
Net cash flow from operating activities	1,064,168	597,775	466,393	78.02
Net cash flow used in investing activities	136,415	399,911	(263,496)	(65.89)
Net cash flow from (used in) financing activities	(522,406)	277,239	(799,645)	(288.43)
Analysis of changes in cash flow:				
(1) Operating activities: This is primarily due to a decrease in inventory and an increase in accounts payable, leading to higher net cash inflows.				
(2) Investing activities: This is mainly due to the payment for the construction of new factory buildings in 2024, resulting in higher cash outflows from investing activities.				
(3) Financing activities: This is primarily due to the repayment of bank loans in 2024, leading to an increase in cash outflows from financing activities.				

- (2) Improvement plan for insufficient liquidity (None)
 (3) Cash Flow Analysis for the Upcoming Fiscal Year (2025)

Unit: NT\$ thousands

Beginning cash balance (1)	Expected annual net cash flow from operating activities (2)	Expected annual cash outflow (3)	Estimated cash surplus (deficit) amount (1)+(2)+(3)	Remedial measures for estimated cash deficit	
				Investment plan	Financing plan
2,369,714	540,890	(1,597,775)	1,312,829	—	—
<p>1. Analysis of changes in cash flow for the next fiscal year:</p> <p>(1) Net cash inflow from operating activities: Mainly expected to be generated from the company's business operations.</p> <p>(2) Total Annual Cash Outflow: Primarily Used for Payment of Accounts Payable.</p> <p>2. Remedial measures and liquidity analysis for expected cash shortfall: In addition to the cash inflow from operating activities, bank loans will be used to address cash deficits when necessary.</p>					

4. Impact of significant capital expenditures in the recent fiscal year on financial operations:

The significant capital expenditures of the Company in recent years mainly involved the new plant construction plan in the land of Zhongli Dajiang section. The capital expenditures for the years 2024 and 2025 were NT\$977,816 thousand and NT\$419,064 thousand, respectively. The funding sources primarily included the issuance of convertible bonds, cash capital increase, and bank loans. In response to long-term business development needs and to expand capacity for enhancing the company's long-term competitiveness, these capital expenditures are expected to have a positive impact on the company's financial operations and long-term planning.

5. Investment policy

- Investment policy: The company's investment policy follows a long-term strategic investment approach and continually evaluates investment plans with prudence.
- Key reasons for investment gains or losses, improvement plans, and investment plans for the next year:

Unit: NT\$ thousands

Investee company name	Investee company	Profit or loss of investee company for 2024	Main reasons for profit or loss	Improvement plan	Investment plan for the coming year
Symtek Automation Asia Co., Ltd.	Symtek Automation Ltd.	134,597	The operational status is good.	—	None
Symtek Automation Ltd.	Symtek Automation China Co. LTD. Co., Ltd.	134,597	The operational status is good.	—	None
Symtek Automation China Co. LTD.	Symtek Power Asia Co., LTD	(39,537)	Mainly because the company was established in February 2022, and the production in the early stage of operation has not yet reached the economic scale. The amount of losses has begun to decrease.	—	None
Symtek Power Asia Co., LTD	Symtek Power Automation Technology (Thailand) Co., Ltd..	(11,913)	Mainly because the company was established in May 2023, and the production in the early stage of operation has not yet reached the economic scale.	—	None

6. Analysis and Evaluation of Risk Factors in the Most Recent Year and Until the Date of Publication of the Annual Report

(1) Impact of Interest Rate and Exchange Rate Fluctuations and Inflation on Company's Profit and Loss, and Future Countermeasures

1. Impact of Interest Rate Fluctuations on Company's Profit and Loss

Unit: NT\$ thousands; %

Year/Item	2024	2023
Interest expense (A)	19,785	30,269
Net operating revenue (B)	5,121,060	5,810,295
Operating profit (C)	401,414	768,698
Interest expense / operating revenue (A) / (B)	0.39%	0.52%
Interest expense / operating profit (A) / (C)	4.93%	3.94%

The interest expenses for the company and its subsidiaries for 2023 and 2024 were NT\$30,269 thousand and NT\$19,785 thousand, respectively. These represented 0.52% and 0.39% of the net operating revenue, and 3.94% and 4.93% of the operating income, respectively. As evident from the above, interest rate fluctuations did not have a significant impact on the company's operations. The Company continuously monitors interest rate changes and trends closely, maintains good relationships with banks to secure preferential rates, and assesses potential interest rate risks associated with all interest-bearing liabilities in a timely manner. The Company also adjusts its capital structure and employs other methods to mitigate the interest rate risk associated with various liabilities.

2. Impact of Exchange Rate Fluctuations on Company's Profit and Loss

Unit: NT\$ thousands; %

Year/Item	2024	2023
Exchange (loss) gain net amount (A)	29,211	(1,956)
Net operating revenue (B)	5,121,060	5,810,295
Operating profit (C)	401,414	768,698
Exchange (loss) gain / operating revenue (A) / (B)	0.57%	(0.03)%
Exchange (loss) gain / operating profit (A) / (C)	7.27%	(0.25)%

Approximately half of the Company's products are exported. The net foreign exchange gains (losses) for the fiscal years 2023 and 2024 were NT\$ (1,956) thousand and NT\$29,211 thousand, respectively, accounting for (0.03)% and 0.57% of the net operating revenue, and (0.25)% and 7.27% of the operating profit. Therefore, exchange rate fluctuations did not have a significant impact on the Company's operations. To reduce the impact of exchange rate fluctuations, the Company closely monitors exchange rate trends, strengthens budgeting, and adheres to the principle of natural hedging by aligning the currency held with the Company's actual foreign currency needs for import and export transactions. The Company uses foreign currency generated from sales to repay foreign currency obligations arising from overseas procurement, thus mitigating the impact of exchange rate volatility in a flexible manner.

3. Impact of Inflation on Company's Profit and Loss

The company's products are not general consumer goods, and thus, there has been no immediate significant impact from inflation. The company constantly monitors fluctuations in raw material market prices and maintains good relationships with suppliers and customers to make appropriate adjustments in product prices and raw material inventory as necessary.

4. Future Countermeasures

The company and its subsidiaries will closely monitor the impact of interest rate fluctuations, exchange rate fluctuations, and inflation on the company's profit and loss, and promptly propose relevant countermeasures.

- (2) Policy, Main Reasons, and Future Countermeasures for High-Risk, Highly Leveraged Investments, Fund Lending, Endorsements, and Derivative Trading
1. All investments by the company undergo careful evaluation and are processed in accordance with the "Asset Acquisition or Disposal Procedure" and the authority approval requirements. Until now, the Company has not engaged in high-risk, highly leveraged investment activities.
 2. Regarding fund lending and endorsements, the company provides funds and endorsements mainly to its related companies and subsidiaries, following the company's "Fund Lending Procedure" and "Endorsement Guarantee Procedure."
 3. Derivative transactions are carried out in accordance with the Company's "Derivative Acquisition or Disposal Procedure" under the "Asset Acquisition or Disposal Procedure." As of the end of 2023, the Company has not engaged in derivative transactions for investment purposes.
- (3) Future R&D Plans and Estimated R&D Expenses
 Future R&D plans focus on modularization, intelligence, and unmanned factory equipment, as well as the development of semiconductor automation equipment to enhance the added value of the company's products and pursue synchronized growth in revenue and profits. R&D expenses are expected to increase to 5-10% of sales revenue.
- (4) Impact of Domestic and International Policy and Legal Changes on the Company's Financial Operations and Countermeasures
 The company's daily operations comply with relevant domestic and international laws and regulations. It enhances internal management mechanisms, closely monitors domestic and international policy developments and regulatory changes, and fully understands and adapts to market environment changes. As a result, recent changes in domestic and international policies and laws have not had a significant impact on the company's financial operations.
- (5) Impact of Technological Changes (Including IT Security Risks) and Industry Changes on the Company's Financial Operations and Countermeasures
 The Company continues to invest resources in developing new technologies, components, and products to meet the market development needs of its business units. Business units collect new information from the market and collaborate with R&D personnel to develop equipment that meets customer demands. Recent technological and industry changes have not had a significant impact on the company's financial operations.
 The Company has established comprehensive network and computer security measures, and maintains off-site backups for critical systems, strengthening control or maintaining computer systems for important corporate functions such as manufacturing, operations, and accounting to effectively prevent network attacks from any third-party.
- (6) Impact of Changes in Corporate Image on Crisis Management and Countermeasures
 In the most recent years and up to the printing date of the financial report, the company adheres to the principles of stability and integrity in its operations, complies with relevant laws and regulations, actively strengthens internal management, enhances management quality and performance, and maintains harmonious labor relations. The Company aims to be a "happy enterprise" and establish and maintain a good corporate image while fulfilling its social responsibilities.
- (7) Expected Benefits and Potential Risks of Mergers and Acquisitions
 As of the date of publication of this annual report, the Company and its subsidiaries have no plans for mergers or acquisitions for the fiscal years 2024 and 2025. Should any merger or acquisition plans arise in the future, the Company will adopt a prudent evaluation approach, considering whether the merger or acquisition can bring tangible synergies to the Company and ensure the protection of existing shareholders' interests.

- (8) **Expected Benefits and Potential Risks of Expanding Plant Facilities:**
To meet the growth of industries such as the Internet of Things, artificial intelligence, autonomous driving, and high-speed computing, as well as to meet ESG supply chain demands, the company acquired a piece of land in Zhongli District, Taoyuan City in October, 2021. The land is intended for the construction of additional plant facilities to integrate and expand the Company's production capacity. The project is expected to be completed by 2025 and is projected to provide 300-500 high-quality job opportunities. The expansion is expected to benefit the future expansion of the Company's operations. Prior to the investment, the Company has continuously evaluated potential risks associated with the expansion of plant facilities, including inadequate funding, delays in project progress, and business order conditions, and formulated relevant measures to mitigate the adverse impact of these risks on the Company's operations.
- (9) **Risks Faced by Concentration of Purchases or Sales**
1. **Risk assessment and countermeasures for concentrated purchases:**
The company's main raw materials are generally categorized as purchased components and processed components. The purchased components are mostly electronic materials, which are standardized products available in the market. Except for customer-specified materials, there is a high degree of substitutability for purchased components. The company's procurement policy includes selecting secondary suppliers as backups. For processed components, the company collaborates with two or more suppliers, and since the establishment of the processing department in 2011, the company has prepared backups for important components and has also gained control over the technology for key components. Therefore, there is no concentration of purchases.
 2. **Risk assessment and countermeasures for concentrated sales:**
The Company's equipment products are sold in various industries, including PCB (Printed Circuit Board), FPD (Flat Panel Display), and SEMI (Semiconductor Wafer and Packaging Testing). In 2024, there were only one customer whose revenue accounted for over 10% of the total revenue. In consideration of stable and growing operations, the company continues to develop new customers and expand business through overseas subsidiaries and sales locations. In 2023, the sales share from a single customer did not exceed 20%, indicating no significant risk of sales concentration
- (10) The influence and risk to the company from the substantial transfer or change of equity by directors, supervisors, or major shareholders holding more than 10% of the shares (None)
- (11) The impact and risk to the company from the change in management rights (None)
- (12) **Significant impact of litigation or non-litigation events on shareholder rights or securities prices**
1. **Litigation, non-litigation, or administrative disputes in the recent two fiscal years and until the date of the prospectus publication that may have a significant impact on shareholder rights or securities prices:**
The Company's subsidiary SYMTEK Machinery (China) Co., Ltd. (hereinafter referred to as SYMTEK China) had sued Zhuhai Nanche Times Express Technology Co., Ltd. (hereinafter referred to as Nanche Times) due to inability to collect payment for goods, claiming a payment of RMB 659,000. Both parties reached a settlement on July 14, 2017 ((2017) Yue 0403 Civil First 1438), with Nanche Times agreed to pay SYMTEK China a total of RMB 659,000 and a court fee of RMB 3,000 from August 2017 to June 2018 in 11 installments. However, Nanche Times only paid RMB 220,000 and did not continue to pay. SYMTEK China's enforcement against Nanche Times was unsuccessful. Therefore, SYMTEK China filed a lawsuit against Chen Xu-Dong, the shareholder of Nanche Times, for not fulfilling his obligation to contribute to Nanche Times, demanding Chen Xu-Dong to bear additional compensation liability for the principal balance of RMB 439,000 and interest and case acceptance fees. In November 2020, the court summoned defendant Chen Xu-Dong and the representative of Zhuhai Nanche to appear in court, but both parties did not appear. After the court's final ruling, defendant Chen Xu-Dong was ordered to repay the principal and penalty to SYMTEK China, pay the court's lawsuit fee.

Thereafter, because the amount of the principal and penalty in the judgment was incorrect, and the difference with the amount recognized by SYMTEK China was about RMB 150,000, SYMTEK China appealed to the court. However, in August 2021, the Zhuhai Intermediate People's Court of Guangdong Province dismissed the appeal in the final judgment and upheld the original judgment. Therefore, SYMTEK China plans to re-file a case to recover the debt, and this case is not yet over. However, the aforementioned receivable has been fully provided for bad debts by SYMTEK China. Based on the above explanation, the lawsuit between the company's subsidiary SYMTEK China and Nanche Times will not cause significant adverse effects on the company's financial or business status, and it should not have a significant impact on the company's shareholder rights and securities prices.

2. The litigation, non-litigation, or administrative disputes in the recent two fiscal years and until the date of the prospectus publication that have been judged or are still in progress by the company's directors, supervisors, presidents, actual responsible persons, major shareholders with a shareholding ratio exceeding 10%, and subsidiaries, that may have a significant impact on shareholder rights or securities prices:

On September 1, 2023, Entegris announced that Gudeng (a corporate director of the Company) is suspected of unauthorized implementation of actions related to the patents I606534 and I515159 in the Republic of China, and has filed a patent infringement lawsuit with the Taiwan Intellectual Property and Commercial Court. Gudeng emphasized that the company respects intellectual property rights and that any product development process undergoes thorough evaluation and rigorous patent search, firmly believing there is no infringement of others' patents.

Gudeng also mentioned that they have not yet received the indictment and cannot provide specific comments, but will actively engage a team of patent attorneys to handle the matter and defend the rights and interests of Gudeng Precision and its shareholders. This is also currently in the preparatory stage. The aforementioned cases are lawsuits of Gudeng itself and have no direct relation to the Company, and the results will not have a significant adverse impact on the company's financial or business situation.

3. The circumstances stipulated in Article 157 of the Securities and Exchange Act that have occurred in the recent two fiscal years and until the date of the prospectus publication by the company's directors, supervisors, managers, and major shareholders with a shareholding ratio exceeding 10%, and the company's current handling of the situation: No such situation has occurred.

(13) Cybersecurity Risk Assessment Analysis and Countermeasures:

1. Information and communication security risk management framework, information communication security policy, specific management plans, and resources devoted to information and communication security management:

Information and communication security risk management framework

The Company has established an Information Security Management Committee to manage the information technology related matters necessary for operation. The president acts as the chairman (convener), and the highest supervisor of the information unit serves as the Chief Information Security Officer, integrating the highest supervisors of various business units, information, auditing, legal and other units. Regular meetings are held to make decisions, manage and promote information security affairs, implement the responsibilities of business operators, protect the legitimate rights and interests of shareholders, and consider the interests of other stakeholders.

Information and communication security policy, specific management plan:

- (1) Conduct information security education, training, and promotion to establish employee's awareness of information security.
- (2) Protect the company's confidential information.
- (3) Respect intellectual property rights and protect customer and company information.
- (4) Prevent computer virus attacks.
- (5) Ensure that all information security accidents or suspected security weaknesses should be reported upwards according to appropriate mechanisms and appropriately

investigated and handled.

- (6) Comply with relevant laws and regulations to achieve the goal of continuous business operation.

Resources devoted to information and communication security management:

- (1) Company information encryption security.
 - (2) Access and authorization management.
 - (3) Finance & R&D information are backed up in different locations
 - (4) Regular updates of antivirus software and firewall log management
2. List the losses suffered due to significant information and communication security events in the recent fiscal year and until the date of the annual report publication, the potential impact, and the countermeasures. If it is not possible to reasonably estimate, the fact that it is not possible to reasonably estimate should be explained. As of the end of 2023 and until the date of the annual report publication, the company has not detected any significant cybersecurity threats, nor have there been any legal cases or regulatory investigations related to this.

The above measures effectively safeguard the company's information security, preventing improper access and hacker intrusion.

- (14) Other significant risks (none)

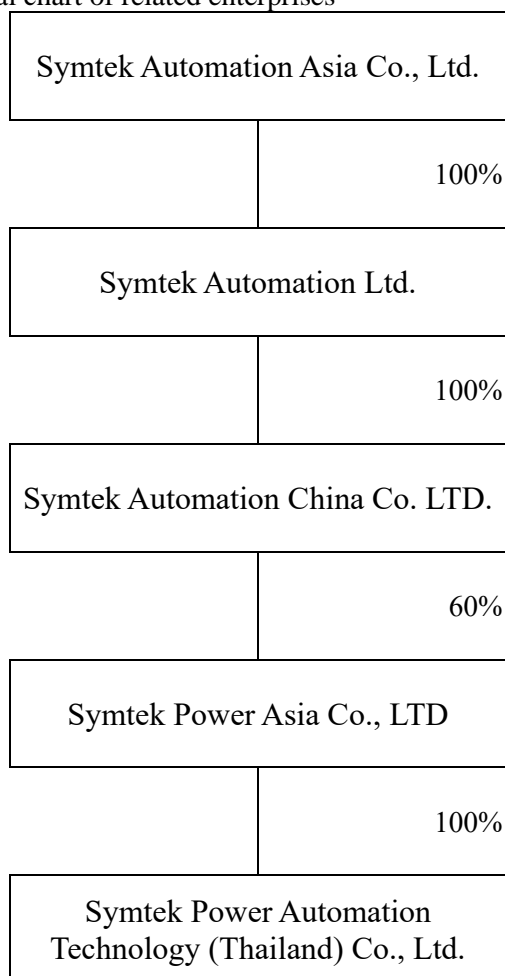
7. Other important matters (none)

V. Special Remarks

1. Information on Affiliated Enterprises

(1) Related Enterprises Consolidated Business Report

1. Organizational chart of related enterprises



2. Basic information of related enterprises

2024/12/31 ; UNIT: thousands

Related party company name	Relationship with the Company	Equity held by the Company			Number of shares held in the Company
		Shares (In thousands)	Shareholding ratio	Actual investment amount	
Symtek Automation Ltd.	100% owned subsidiary of the Company	26,272	100%	298,447	—
Symtek Automation China Co. LTD.	The subsidiary in which the Company holds 100% of the shares.	26,272	100%	298,447	—
Symtek Power Asia Co., LTD	The subsidiary in which the Company holds 60% of the shares.	54,000	60%	237,940	—
Symtek Power Automation Technology (Thailand) Co., Ltd.	100% owned subsidiary of Symtek Power Asia Co., LTD	2,017	100%	178,903	—

3. Information of the same shareholders who are presumed to have control and subsidiary relations: None.
4. Industries covered by the overall operation of related enterprises: Manufacturing and sales of equipment.

Related party company name	Scope of business	Work division status
Symtek Automation Ltd.	Investment industry	Conducting holding business
Symtek Automation China Co. LTD.	Manufacturing and sale of equipment	Research and development, manufacturing and sales of mechanical equipment
Symtek Power Asia Co., LTD	Parts processing and sales Manufacturing and sale of equipment	Parts processing and sales Manufacturing and sale of equipment
Symtek Power Automation Technology (Thailand) Co., Ltd.	Parts processing and sales Equipment sales	Parts processing and sales Equipment sales

5. Information of directors, supervisors, and presidents of related enterprises

2024/12/31

Company Name	Title	Name of Representative	Shareholding	
			Shares (In thousands)	Shareholding ratio (%)
Symtek Automation Ltd.	Director	SYMTEK AUTOMATION ASIA CO., LTD. Legal Rep: LIN, ZHAO-DE	26,272	100%
Symtek Automation China Co. LTD.	Chairman	SYMTEK AUTOMATION ASIA CO., LTD. Legal Rep: WANG, NIEN-CHING	26,272	100%
Symtek Power Asia Co., LTD	Chairman	SYMTEK AUTOMATION ASIA CO., LTD. Legal Rep: XIE, JIAN-PING	54,000	60%
Symtek Power Automation Technology (Thailand) Co., Ltd.	Legal Representative	SYMTEK AUTOMATION ASIA CO., LTD. Legal Rep: XIE, JIAN-PING	2,017	100%

6. Operating status of each related enterprise

UNIT: Except for earnings per share in NT\$ per share, the rest are in NT\$ thousands

Company Name	Capital stock	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit (loss)	Profit (loss) for the period after tax	Earnings per share (after tax)
Symtek Automation Ltd.	818,750	1,621,811	0	1,621,811	0	0	134,862	-
Symtek Automation China Co. LTD.	818,750	2,620,807	998,538	1,622,269	2,078,166	137,774	134,862	-
Symtek Power Asia Co., LTD	397,156	459,756	93,726	366,030	241,010	(39,175)	(39,537)	-
Symtek Power Automation Technology (Thailand) Co., Ltd.	178,903	193,738	13,811	179,927	-	(13,018)	(11,913)	-

Consolidated Financial Statements of Related Enterprises: According to the "Guidelines for the Preparation of Consolidated Financial Statements and Reports of Related Enterprises" for 2024 of the Company (from January 1 to December 31, 2024), the companies that should be included in the preparation of the consolidated financial statements of related enterprises and the companies that should be included in the preparation of the consolidated financial statements of the parent and subsidiary companies according to International Financial Reporting Standard No. 10 are the same, and the related information that should be disclosed in the consolidated financial statements of related enterprises has been disclosed in the aforementioned consolidated financial statements of the parent and subsidiaries, therefore no separate consolidated financial statements of related enterprises are prepared.

(2) Related report: Not applicable

- 2. The Handling of Private Placement of Securities in the Most Recent Year and Until the Date of Publication of the Annual Report: (None)**
- 3. The situation of the subsidiary holding or disposing of the company's stocks in the most recent fiscal year and until the date of publication of the annual report: (None)**
- 4. Other necessary supplementary matters: (None)**
- 5. During the most recent fiscal year and up to the date of printing the annual report, the significant matters that had an impact on shareholders' equity or securities prices as defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act.: (None)**

Symtek Automation Asia Co., Ltd.

Chairman: WANG, NIEN-CHING