

Stock Code: 3526



SERVER NETWORKING
STORAGE TELECOM
HIGH POWER
HIGH FREQUENCY

Connector Design / Manufacture / Sale

Notice to readers

This English version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English version and the Chinese version, the Chinese version shall prevail.

ALLTOP TECHNOLOGY CO., LTD.
2024 Annual Report

mops.twse.com.tw

www.alltopconnector.com

Printed on April 14, 2025

I. Spokesperson 、Deputy Spokesperson Title 、Telephone No. & Email Address

Spokesperson : Chen Chung Yi

Title: Manager, Investor Relations Management Office

Telephone No. : (02)2225-1688 e-mail: sean@otop.com.tw

Deputy Spokesperson: Chen Chiao Hui

Title: Senior Specialist, Chairman Office

Telephone No. : (02)2225-1688 e-mail: gladys@otop.com.tw

II. Headquarters, Branches and Plant Address & Telephone No.

Headquarter : 3F., No. 102, Sec. 3, Jhongshan Rd., Jhonghe Dist., New Taipei City

Telephone No. : (02)2225-1688

Taipei : 3F., No. 102, Sec. 3, Jhongshan Rd., Jhonghe Dist., New Taipei City

Telephone No. : (02)2225-1688

Plant : same as Headquarter

Telephone No. : (02)2225-1688

III. Stock Transfer Agent Address, website & Telephone No.

Name : Yuanta Securities

Address : B1F., No. 67, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City 106

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

Telephone No. : (02)2586-5859

IV. Auditors, Accounting Firm, Address, website & Telephone No.

Auditors : Li Wei Liu 、Keng Hsi Chang

Accounting Firm : Deloitte Taiwan

Address : 20F, No. 100, Songren Rd., Xinyi Dist., Taipei 110016, Taiwan

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

Telephone No. : (02)2725-9988

V. Overseas Securities Exchange

None

VI. Corporate Website : <https://www.alltopconnector.com>

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I. Letter to Shareholders

1. Operating Performance in 2024

(I) Consolidated financial results

Consolidated financial results

Unit: NT\$ thousand

Item	2024	2023	Increase (Decrease) Amount	Increase (Decrease) Percent%
Operating income	3,211,246	2,394,974	816,272	34.08
Operating costs	1,522,417	1,166,083	356,334	30.56
Operating margin	1,688,829	1,228,891	459,938	37.43
Operating expenses	631,741	494,631	137,110	27.72
Operating Net profit	1,057,088	734,260	322,828	43.97
Pre-tax net profit	1,220,910	809,443	411,467	50.83

Taipei Office

Unit: NT\$ thousand

Item	2024	2023	Increase (Decrease) Amount	Increase (Decrease) Percent%
Operating income	1,466,226	1,219,117	247,109	20.27
Operating costs	719,711	799,224	(79,513)	(9.95)
Operating margin	746,515	419,893	326,622	77.79
Operating expenses	334,494	259,364	75,130	28.97
Operating Net profit	412,002	160,529	251,473	156.65
Pre-tax net profit	1,117,649	726,316	391,333	53.88

(II) Budget implementation : The Company did not publish 2024 annual financial plan; therefore, it is not applicable.

(III) Financial Revenue and Expenditure, and Profitability analysis

Unit: NT\$ thousand

Item		Year	2024	2023
Financial Revenue and Expenditure	Operating net revenue		3,211,246	2,394,974
	Operating margin		1,688,829	1,228,891
	Gross profit margin (%)		52.59	51.31
	Interest expense		26,711	12,585
	Net profit after-tax		1,020,753	689,697
	Net profit after-tax rate (%)		31.79	28.80
Profitability	Return on assets (%)		19.58	16.49
	Return on shareholders' equity (%)		31.80	26.91
	Ratio to paid-in capital	Operating profit	171.68	124.31
	(%)	Pre-tax net profit	198.28	137.04
	Net profit rate (%)		31.79	28.80
	Earnings per share before retrospective (NT\$)		16.80	11.68
Cash flow	Earnings per share after retrospective (NT\$)		-	-
	net income and expenses from operating activities		1,033,046	675,005

Item \ Year		2024	2023
	net income and expenses from investing activities	(386,144)	196,504
	net income and expenses from financing activities	183,108	(427,256)

(IV) Research and development status

1. The ratio of R&D turnover in the last three years

Unit: NT\$ thousand

Item \ Year		2024	2023	2022
	R&D expenses	72,281	63,550	72,627
	Ratio of operating income (%)	2.25	2.65	3.14

2. R&D achievements in 2024

In order to provide customers with high-quality product solutions and achieve long-term stable profitable goals, the research and development direction and achievements in recent years are summarized as follows:

- (i) In terms of design, manufacturing process, quality control and testing, improving overall technical proficiency.
- (ii) Strengthening the analysis and experiment capabilities of high-frequency connectors.
- (iii) Expanding the server product line and market scale of high-speed and high-power connectors.

2. Business Plan for 2025

(I) Operating principle and important production and marketing policies

- Master market trend, expand new fields of application and establish the momentum for future growth.
- Increase penetration rate in electric vehicles and servers application fields.
- Maintain market share leadership in notebook computer application field.
- Optimize product combination to maximize gross profit margin.
- Implement resource integration and exert internal capabilities.

(II) Sales forecast and sales policy

The primary source of revenue for the Company is derived from the production and distribution of connectors, which are categorized based on their application, such as server connectors, high-speed cables, notebook computer connectors, and automotive connectors. Unfortunately, the Company's board of directors has not yet decided to reveal their financial projections, making it impossible to provide any statistical information on anticipated sales volume.

3. Development Strategy

- Strengthen R&D innovation and enhance product breadth.
- Introduce smart manufacturing and optimize production efficiency.
- Ensure excellent quality and create market advantages.
- Promote low-carbon transformation and implement sustainable development.
- Strengthen financial management and improve operational resilience.

4. The Impact of the External Competitive Environment, Regulatory Environment, and Macroeconomic Conditions

Looking back on the past year, the global economy faced multiple uncertainties such as inflation, geopolitical tensions and supply chain challenges. This was not only a challenge but also an important opportunity to enhance our market position and technological strength. In the face of multiple pressures from external competition, regulatory changes and the overall business environment, the company has maintained steady profit growth, and has also achieved business expansion in new areas and increased profit margins. This all depends on the strong support of partners and shareholders, as well as the joint efforts of the entire operating team. We would like to extend our sincerest greetings and gratitude to everyone.

The connector industry is highly competitive and the market is changing rapidly. The entry of new investors and technology disruptors has made market competition even more intense. Customer demand for high-performance, high-reliability products continues to rise. To meet these challenges, we continue to increase our R&D investment, focus on breakthroughs in core technologies, and launch a series of market-leading connector products. At the same time, we continue to promote in-depth cooperation with customers, enhance customer stickiness and satisfaction through customized solutions, and successfully achieve high growth in the fields of electric vehicles and servers. In addition, we ensure our competitive advantage in delivery capabilities by optimizing supply chain management and improving operational efficiency. We also accelerate the layout of global production bases, especially the capacity planning and advance deployment of our factory in Vietnam, to reduce the risks that may arise from future geopolitical environments.

As global environmental requirements, safety standards and certifications for electronic products continue to increase, we are facing a more complex regulatory environment. In terms of environmental protection, we strive to reduce carbon emissions in the production process. Our main production plants have completed RBA verification, and the group has zero major environmental pollution incidents in the year. In terms of operational compliance and product safety, we continue to upgrade our internal management system to ensure compliance with the latest regulatory requirements, and participate in public associations that formulate industry regulations and standards, demonstrating our ambition to grasp the pulse of technology.

In terms of the overall operating environment, as global geopolitical risks continue to increase, we have been able to remain standing despite economic headwinds through flexible adaptation and forward-looking strategic planning, as well as sophisticated cost control and financial structure. At the same time, in addition to deepening our existing product lines, we continue to seek development opportunities in emerging technology fields and actively plan for future growth momentum.

The pursuit of sustainable development and long-term stable profits has always been an important development strategy of ALLTOP Technology. We are full of confidence in the future because we have a dynamic team, a clear development blueprint and a firm pursuit of excellence. We also look forward to working hand in hand with all of our long-term partners to contribute to protecting the earth's resources, energy conservation and carbon reduction, and corporate social responsibility, and jointly create the next peak of development.

Chairman	Yu Wan Yi
GM	Chang Yi Wei
Accounting Manager	Chen Ching Yi

II. Corporate Governance Report

1. Directors, Supervisors and Management Team

(I) Information on Directors and Supervisors

1. Information on Directors and Supervisors

April 14, 2025

Job title	Nationality or place of registration	Name	Gender / age	Date of election/appointment to current term	Term of office	Commencement date of first term	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Principal experience and academic qualifications	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Remark (Note2)
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Job title	Name	Relationship	
chairman	ROC	HoYuan Investment Co., Ltd.	-	2024.06.19	3	2018.06.21	938,026	1.58	938,026	1.44	0	0	0	0	-	-	None	None	None	None
	ROC	Yu Wan Yi	Male /66-70	2024.06.19	3	1998.11.06	NA	NA	1,151,277 (note 1)	1.77	333,888	0.51	0	0	<ul style="list-style-type: none"> Stevens Institute of Technology/ Institute of Materials Engineering Alltop Tech. Co., Ltd./ GM 	<ul style="list-style-type: none"> Alltop Tech. Co., Ltd./ Technical Director A-List Int'l Ltd./ Director 	None	None	None	None
Director	ROC	PanJit Int'l Inc.	-	2024.06.19	3	2021.07.05	11,315,009	19.02	11,393,009	17.49	0	0	0	0	—	—	None	None	None	None
	ROC	Fang Min Zong	Male /66-70	2024.06.19	3	2021.07.05	NA	NA	0	0	0	0	0	0	<ul style="list-style-type: none"> Cheng Shiu University / Dept. of Civil Engineering Triontek-M Co., LTD./ Chairman 	<ul style="list-style-type: none"> Mildex Co./ Chairman Pynmax Tech. Co., Ltd./ Director Panjit Int'l Inc. / Director Others: Please refer to the information contained in the annual report of Panjit Int'l Inc. 	None	None	None	None

Job title	Nationality or place of registration	Name	Gender / age	Date of election/ appointment to current term	Term of office	Commencement date of first term	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Principal work and experience and academic qualifications	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Remark (Note2)
							No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Relationship	
Director	ROC	YanHua Investment Ltd.	-	2024.06.19	3	2013.06.17	2,026,000	3.40%	2,081,000	3.19	0	0	0	0	—	—	None	None	None	None
	ROC	Chang Yi Wei	Male /51-55	2024.06.19	3	2013.06.17	NA	NA	12,740	0.02	0	0	2,081,000	3.19	<ul style="list-style-type: none"> ■ Feng Chia University / Dept. of Information Engineering and Computer Science ■ Alltop Tech. Co., Ltd./ Deputy GM 	<ul style="list-style-type: none"> ■ Alltop Tech. Co., Ltd./ GM ■ Topwise Tech. Ltd. / Director ■ Alltop Holding Ltd./ Director ■ Mettle Enterprise Co.,Ltd./ Director ■ ALLTOP Electronics (Suzhou) Ltd. / Director & GM ■ Yanhua Investment Ltd. / Chairman 	None	None	None	None
Director	ROC	JuiTsan Investment Co.,Ltd.	-	2024.06.19	3	2018.06.21	904,882	1.52	904,882	1.39	0	0	0	0	-	-	None	None	None	None
	ROC	Chen Yuan Chen	Male /46-50	2024.06.19	3	2023.05.05	NA	NA	47,060	0.07	0	0	0	0	<ul style="list-style-type: none"> ■ Cheng Kung University /Master of Dept. Of Industrial Design ■ BenQ Medical/Senior Manager of Institutional Design department 	<ul style="list-style-type: none"> ■ Juitsan Investment Co.,Ltd. / Supervisor 	None	None	None	None
Director	ROC	PanJit Int'l Inc.	-	2024.06.19	3	2021.07.05	11,315,009	19.02	11,393,009	17.49	0	0	0	0	—	—	None	None	None	None

Job title	Nationality or place of registration	Name	Gender / age	Date of election/ appointment to current term	Term of office	Commencement date of first term	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Principal experience work and academic qualifications	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Remark (Note2)
							No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Relationship	
	ROC	Shen Ying Xiu	Female /51-55	2024.06.19	3	2024.06.19	NA	NA	0	0	0	0	0	0	■University of Washington/MBA ■Morgan Stanley (Asia)_VP ■Merrill Lynch (Singapore)_VP	■Bank of Kaohsiung / Independent Director ■Turing M&A Investment/ Chairman ■Turing Quantitative Tradin/ Chairman ■Turing Financial Advisory/ Chairman	None	None	None	None
Director	ROC	Lin Yueh Hsia	Female /61-65	2024.06.19	3	2021.07.05	348,101	0.59%	550,686 (note 1)	0.85	0	0	0	0	■ Tsinghua University (Shanghai)/ EMBA ■ Victoria University/ Master of Management ■ Alltop Tech. Co., Ltd./Supervisor	■ Alltop Tech. Co., Ltd./ Supervisors	None	None	None	None
independent director	ROC	Pu Tsun Ching	Male /76-80	2024.06.19	3	2006.06.01	0	0	0	0	0	0	0	0	■TamKang University/ Dept. of Business Administration ■ChangHwa Bank/ Deputy Director of Commodity Management Department	None	None	None	None	None
	ROC	Shi Chun Cheng	Male /61-65	2024.06.19	3	2024.06.19	0	0	0	0	0	0	0	0	■National Taiwan University/ Master of Accountancy ■Jia Wei & Co., CPAs/ Vice Director	■Jia Wei & Co., CPAs/ Vice Director ■Career Technology (MFG.) Co., Ltd./ Independent Director ■IGS Co., Ltd./ Independent Director ■Jiabao AI Co., Ltd./ Supervisors	None	None	None	None

Job title	Nationality or place of registration	Name	Gender / age	Date of election/ appointment to current term	Term of office	Commencement date of first term	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Principal work and academic qualifications	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Remark (Note2)
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Job title	Name	Relationship	
	ROC	Chiang Chih Fung	Male /51-55	2024.06.19	3	2021.07.05	0	0	0	0	0	0	0	0	■ TamKang University/ Dept. of Accounting ■ Deloitte Taiwan/ Director of Audit Dept.	■ Chijing Accounting Firm/ CPA ■ Taiwan Chelic Co.,Ltd./ Independent Director ■ M3 Technology Inc./ Independent Director ■ HuangChiehMetal Composite Material Tech. Co., Ltd./ Independent Director	None	None	None	None

Note 1 : This includes the number of trust shares that retain the right to exercise discretion.

Note 2 : There is no situation in the Company where the general manager or person of an equivalent post (the highest level manager) and the chairperson of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship.

2. Major Shareholders of Corporate Shareholders

April 14, 2025

Name of corporate shareholder	Major shareholders of the corporate shareholder
HoYuan Investment Co., Ltd.	Chen Li Lin(52%) 、Yu Kai Chang(24%) 、Yu Ya Yuan(24%)
PanJit Int'l Inc.	Jinmao Investment Co., Ltd.(14.78%) 、Chen Chun Min (2.46%) 、Fang Min Qing (2.23%) 、Taifong Investment Co., Ltd. (1.42%) 、Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds(1.40%) 、The American JPMorgan Chase Bank Taipei Branch is entrusted with Investment account of the Vanguard Emerging Markets Stock Index Fund (1.31%) 、Citigroup (Taiwan) Commercial Bank is entrusted with investment account of Norway's central bank (1.20%) 、Cai, Li Xiang (1.02%) 、Merrill Lynch Intl-Main Trading Fund(0.87%) 、TransGlobe Life Insurance Inc.(0.77%)
YanHua Invest- ment Ltd.	Chang Yi Wei(100%)
JuiTsan Investment Co., Ltd.	Chen Zu Lin(93%) 、Chen Wei Chuan (3%) 、Chen Cheng Wei (2%) 、Chen Yuan Chen (2%)

3. If any Major Shareholder Listed in upon Form is a Corporate/Juristic Person, List its Major Shareholders in this Form

April 14, 2025

Name of corporate/juristic person	Major shareholders of the corporate/juristic person
Jinmao Investment Co., Ltd.	Chen Chun Min (15%) 、Fang Min Qing (15%) 、Cai, Li Xiang (10%) 、Fang Hong Rong (10%) 、Yan Qing (10%) 、Fang Min Zong (10%) 、Zhuang, Guo Chen (6%) 、Siligold Tech. Inc. (5%) 、Fang Shu Ya (5%) 、Fang Shu Ling (5%) 、Fang Shu Qi (5%)
Taifong Investment Co., Ltd.	Yan Qing (50%) 、Chen Yu Cheng (50%)

4. Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and Supervisors and the Independence of Independent Directors:

April 14, 2025

<div>Qualifications</div> <div>Name</div>	Professional qualifications and experience (Note 1)	Independence analysis (Note 2)	No. of other public companies at which the person concurrently serves as an independent director
HoYuan Investment Co., Ltd. Representative : Yu Wan Yi	<ul style="list-style-type: none"> ■Stevens Institute of Technology/ Institute of Materials Engineering ■Alltop Tech. Co., Ltd./ GM 	-	-
PanJit Int'l Inc. Representative : Fang Ming Tsung	<ul style="list-style-type: none"> ■ Cheng Shiu University / Dept. of Civil Engineering ■Triontek-M Co., LTD./ Chairman 	-	-
YanHua Investment Ltd. Representative : Chang Yi Wei	<ul style="list-style-type: none"> ■ Feng Chia University /Dept. of Information Engineering and Computer Science ■ Alltop Tech. Co., Ltd./ Deputy GM 	-	-
JuiTsan Investment Co., Ltd. Representative : Chen Yuan Chen	<ul style="list-style-type: none"> ■ Cheng Kung University /Master of Dept. Of Industrial Design ■BenQ Medical/Senior Manager of Institutional Design department ■ Juitsan Invest- ment Co.,Ltd. / Supervisor 	-	-
PanJit Int'l Inc. Representative : Shen Ying Xiu	<ul style="list-style-type: none"> ■University of Texas / Research Institute ■Panjit Int'l Inc. / CFO 	-	-
Lin Yueh Hsia	<ul style="list-style-type: none"> ■ Tsinghua University (Shanghai)/ EMBA ■ Victoria University/ Master of Management ■ Alltop Tech. Co., Ltd./Supervisor 	-	-
Pu Tsun Ching (Independent Director and Convener of the Audit Committee and Convener of Remuneration Committee)	<ul style="list-style-type: none"> ■TamKang University/ Dept. of Business Administration ■ChangHwa Bank/ Deputy Director of Commodity Management Department ■ There are no circumstances under Article 30 of the Company Law 	There are no circumstances as stipulated in Article 3, Paragraph 1 of the Regulations on the Establishment and Matters to be Observed of Independent Directors of Publicly-Issued Companies, which is consistent with	None
Shi Chun Cheng (Independent director and member of the audit committee)	<ul style="list-style-type: none"> ■National Taiwan University/ Master of Accountancy ■Jia Wei & Co., CPAs/ Vice Director 		2

Name	Qualifications	Professional qualifications and experience (Note 1)	Independence analysis (Note 2)	No. of other public companies at which the person concurrently serves as an independent director
Chiang Chih Fung (Independent director and member of the audit committee and remuneration committee)		<ul style="list-style-type: none"> ■ TamKang University/ Dept. of Accounting ■ Deloitte Taiwan/ Director of Audit Dept. ■ There are no circumstances under Article 30 of the Company Law 	independence.	2

5. The Diversification and Independence of the Board of Directors

(1) The Diversification of the Board of Directors: According to Article 20 of the “Corporate Governance Best Practice Principles”, and Article 3 of the “Rules and Procedures of the Director Election” stipulated by the Company stipulate that the composition of the board of directors should be diversified and consider own operation, business mode and development needs in order to formulate an appropriate diversity policy. It is advisable to consider gender, age, nationality and culture, etc., and the members shall generally have the ability to implement the knowledge, skills and accomplishments necessary for the duty. Current board members' backgrounds have varied in different industry fields involving banking, finance accounting, connector, business management, semiconductor diode, and marketing, etc., contributed to diversity in board composition.

Diversity Policy	Goal	Achievement
Director selection criteria	Based on the results of the performance evaluation, it serves as a reference standard of the selection of directors.	When re-election of the 11 th board of directors in 2024, the performance evaluation results of the board of directors in 2023 were used as a reference for director selection. In line with the goal.
Professional qualification and experience required by the board of directors	Board members should possess the knowledge, skills and competencies which are required for their duty. In order to achieve the ideal goals of corporate governance, the board of directors as a whole should have the following capabilities: a. Operational Judgment Abilities b. Accounting and Financial Analysis Abilities c. Business Management Abilities d. Crisis Handling Abilities e. Industry Knowledge f. International Market Outlook g. Leadership Abilities h. Decision-making Abilities	Refer to appendix i: General competencies of the Board of Directors. In line with the goal.

Diversity Policy	Goal	Achievement			
Composition or ratio of gender, age, nationality and culture	The target for the proportion of female directors is more than one-third (inclusive).	Proportion of female directors :			
		Session	Female seats	Total seats	Ratio(%)
		10	1	10	10
		11	2	9	22
		The 2024 General Shareholders' Meeting held the 11th Board of Directors re-election. Among the 9 elected directors, 2 were female directors. The number of female directors increased by 1, and the ratio increased from 10% to 22%. We are currently evaluating suitable candidates and expect to achieve the following goals by the time of the 12th board of directors election in 2027.. Executing.			
	The number of directors who are also managers of the company should not exceed one-third of the number of directors.	Currently, only one director also serves as the company's manager, ratio is 11%. Refer to appendix (1) Directors and Supervisors Information. In line with the goal.			
	Set up three (inclusive) or more independent directors, and shall not be less than one-third of the number of directors.	The 2024 Regular Shareholders' Meeting held the re-election of the 11th Board of Directors. 3 independent directors were included in the 9 elected directors, and the proportion of independent directors was 33%. In line with the goal.			
	Half of independent directors' contiguous terms should not over be 3 terms.	The 2024 Regular Shareholders' Meeting held the re-election of the 11th Board of Directors. Among the three elected independent directors, two have served for less than three terms. In line with the goal.			
	Independent directors shall not serve as directors (including independent directors) or supervisors of more than five listed OTC companies at the same time.	Refer to appendix (1) Directors and Supervisors Information. In line with the goal.			
	Independent directors shall not serve more than three other public companies at the same time.	Refer to iv. Professional knowledge and independence of directors and supervisors. In line with the goal.			
	Directors shall have more than half of the seats, and shall not have spouses or relatives within the second degree of relatives.	The 2024 Regular Shareholders' Meeting held the re-election of the 11th Board of Directors. None of the 9 elected directors had a spouse or a relationship within the second degree of relatives. In line with the goal.			

Note 1 : Distribution table of abilities possessed by the entire board of directors

Title	Gen-der	Name	Operat-ing	Finance	Manage-ment	crisis manage-ment	Industry know-ledge	Int'l market view	Leader-ship	Bank-ing
Director	M	Yu Wan Yi	V		V	V	V	V	V	
	M	Fang Min Tsung	V		V	V	V	V	V	
	M	Chang Yi Wei	V		V	V	V	V	V	
	M	Chen Yuan Chen	V		V	V	V	V	V	
	F	Shen Ying Xiu	V	V				V		V
	F	Lin Yueh Hsia	V	V	V					V
Independent Director	M	Pu Tsun Ching	V	V	V					V
	M	Shi Chun Cheng		V	V			V	V	
	M	Chiang Chih Fung	V	V					V	V

- (2) Independence of Board of Directors: After the re-election of the 11th board of directors in 2024, 3 of the 9 elected directors were independent directors, and the proportion of independent directors was 33%. After checking the personnel system of the Company and affiliated companies, and checking the actual holding status of the Company's stock with the Company's stock affairs agency, that there are no circumstances happened according to "Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies", the various regulations of Article 3 Paragraph 1 and "Securities and Exchange Act.", the various regulations of Article 26-3 Paragraph 3 and Paragraph 4, conformed to the independence.

(II) Information on the Management Team

April 14, 2025

Job title	Nationality	Name	Gender	Date of appointment to position	Shares held		Shares held by spouse and minor children		Shares held through nominees		Principal work experience and academic qualifications	Positions concurrently held in other companies at present	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree			Remark (note1)
					No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Relationship	
General Manager	ROC	Chang Yi Wei	M	2012.08.16	12,740	0.02	0	0	2,081,000	3.19	<ul style="list-style-type: none"> ■ Feng Chia University /Dept. of Information Engineering and Computer Science ■ Alltop Tech. Co., Ltd./ Deputy GM 	<ul style="list-style-type: none"> ■ Topwise Tech. Ltd. / Director ■ Alltop Holding Ltd./ Director ■ Mettle Enterprise Co.,Ltd./ Director ■ ALLTOP Electronics (Suzhou) Ltd. / Director & GM ■ Yanhua Investment Ltd. / Chairman 	None	None	None	None
Deputy General Manager	ROC	Tung Jen Yen	M	2012.09.03	19,978	0.03	0	0	995,499	1.53	<ul style="list-style-type: none"> ■ LeeMing Institute of Tech. / Dept. Of Mechanical Engineering ■ Alltop Tech. Co., Ltd./ Deputy GM 	<ul style="list-style-type: none"> ■ Liquan Tech. (Taicang) Co., Ltd. / Supervisor ■ Tachinyen Co.,Ltd./ Director 	None	None	None	None
RD Manager	ROC	Kang Ya Juan	F	2014.08.07	56,996	0.09	0	0	0	0	<ul style="list-style-type: none"> ■ Blessed Imelda's School/ Dept. of Business Management ■ Alltop Tech. Co., Ltd./ Quality assurance supervisor 	None	None	None	None	None

Job title	Nationality	Name	Gender	Date of appointment to position	Shares held		Shares held by spouse and minor children		Shares held through nominees		Principal work experience and academic qualifications	Positions concurrently held in other companies at present	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree			Remark (note1)
					No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Relationship	
Financial manager	ROC	Jian Zi Yuan	M	2004.09.13	6,574	0.01	0	0	0	0	■ TamKang University/ Master of Dept. of Management Science ■ Canon Tech. Co.,Ltd./ Accounting Specialist	■ Prosper Radiant Ltd./ Supervisor	None	None	None	None
Accounting Manager	ROC	Chen Ching Yi	F	2004.12.16	55,574	0.09	0	0	0	0	■ Chungyu Institute of Technology/ Accounting and Statistics Section ■ Huang-Yu Tech. Co./ Accounting Director	None	None	None	None	None
IR Manager & Spokesman	ROC	Chen Chung Yi	M	2018.08.09	27,860	0.04	750	0	0	0	■ TungHai University/ Dept. of Accounting ■ KPMG Taiwan/ Director of Audit Department	None	None	None	None	None
Auditor	ROC	Li Yu Hsing	M	2018.08.09	12,707	0.02	0	0	0	0	■ Chung Hua University/ Dept. of Business Administration ■ Ernst & Young Global Ltd. Taiwan/Head of Audit Department	None	None	None	None	None

Job title	Nationality	Name	Gender	Date of appointment to position	Shares held		Shares held by spouse and minor children		Shares held through nominees		Principal work experience and academic qualifications	Positions concurrently held in other companies at present	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree			Remark (note1)
					No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Relationship	
1st Sales Dept. Director	ROC	Huang Zi Fan	M	2016.05.01	15,051	0.02	0	0	60,016	0.09	■Hwa Hsia University of Technology/ Dept. of Electronics ■ Alltop Tech. Co., Ltd./ Sales Manager	■Chengyi Investment Co., Ltd./ Director ■Shengfeng Investment Co., Ltd./ Chairman	None	None	None	None
2nd Sales Dept. Director	ROC	Fan Huan Cai	M	2013.08.26	7,285	0.01	8,318	0.01	33,795	0.05	■ TamKang University/ Dept. of Management Science ■ Alltop Tech. Co., Ltd./ Sales Manager	■Chengyi Investment Co., Ltd./ Chairman	None	None	None	None

Note 1 : There is no situation in the Company where the general manager or person of an equivalent post (the highest level manager) and the chairperson of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship.

(III) Remuneration Paid During the Most Recent Fiscal Year to Directors, Supervisors, President, and Vice Presidents

1. Remuneration to Directors and Independent Directors

Unit: NT\$ thousand

Title	Name	Remuneration to directors							Sum of A+B+C+D and ratio to net income (%)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income (%)		Remuneration received from investee enterprises other than subsidiaries or from the parent company	
		Base compensation (A)		Severance pays and pension (B)		Directors' compensation (C) (Note 1)		Business execution expenses (D)			Salary, rewards, and special disbursements (E)		Severance pays and pension (F)		Employee' compensation (G)							
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company	All consolidated entities			
														Amount in cash	Amount in stock	Amount in cash	Amount in stock					
Director	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi	0	0	0	0	16,811,053	16,811,053	562,500	562,500	17,373,553 1.70	17,373,553 1.70	14,721,114	15,201,114	216,000	216,000	41,850,873	0	41,850,873	0	71,161,540 7.27	74,641,540 7.31	None
	PanJit Int'l Inc. -Rep. Fang Min Zong																					
	YanHua Investment Ltd. -Rep. Chang Yi Wei																					
	JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen																					
	TaChinYen Co., LTD. -Rep. Tung Jen Yen (note 3)																					
	PanJit Int'l Inc. -Rep. Shen Ying Xiu (note 2)																					
	PanJit Int'l Inc. -Rep. Chang Yao Yong (note 3)																					
	Lin Yueh Hsia																					
	INED																					
Shi Chun Cheng (note 2)																						
Chiang Chih Fung																						

Lu Lien Wan (not 3)																				
In addition to what is disclosed in the table above, the remuneration received by the company's directors for providing services in the most recent year: In 2024, the directors served as technical consultants for the company and received \$600 thousand of technical compensation.																				

Note 1: The proposed distribution amount for this year is temporarily calculated based on the proportion of last year's actual distribution amount.

Note 2: The 11th new board of directors.

Note 3: Not re-elected as 11th board of directors.

Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Names of Directors			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company	All consolidated entities H	The Company	All consolidated entities I
Less than NT\$1,000,000	-	-	-	-
NT\$1,000,000 (incl.)~NT\$2,000,000 (excl.)	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi 、PanJit Int'l Inc.-Rep. Fang Min Zong 、YanHua Investment Ltd. -Rep. Chang Yi Wei 、JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen 、TaChinYen Co., LTD. -Rep. Tung Jen Yen 、PanJit Int'l Inc. -Rep. Chang Yao Yong 、PanJit Int'l Inc. -Rep. Shen Ying Xiu 、Lin Yueh Hsia 、Pu Tsun Ching 、Chiang Chih Fung 、Lu Lien Wan 、Shi Chun Cheng	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi 、PanJit Int'l Inc.-Rep. Fang Min Zong 、YanHua Investment Ltd. -Rep. Chang Yi Wei 、JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen 、TaChinYen Co., LTD. -Rep. Tung Jen Yen 、PanJit Int'l Inc. -Rep. Chang Yao Yong 、PanJit Int'l Inc. -Rep. Shen Ying Xiu 、Lin Yueh Hsia 、Pu Tsun Ching 、Chiang Chih Fung 、Lu Lien Wan 、Shi Chun Cheng	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi 、PanJit Int'l Inc.-Rep. Fang Min Zong 、JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen 、PanJit Int'l Inc. -Rep. Chang Yao Yong 、PanJit Int'l Inc. -Rep. Shen Ying Xiu 、Lin Yueh Hsia 、Pu Tsun Ching 、Chiang Chih Fung 、Lu Lien Wan 、Shi Chun Cheng	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi 、PanJit Int'l Inc.-Rep. Fang Min Zong 、JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen 、PanJit Int'l Inc. -Rep. Chang Yao Yong 、PanJit Int'l Inc. -Rep. Shen Ying Xiu 、Lin Yueh Hsia 、Pu Tsun Ching 、Chiang Chih Fung 、Lu Lien Wan 、Shi Chun Cheng
NT\$2,000,000 (incl.)~NT\$3,500,000 (excl.)	-	-	-	-
NT\$3,500,000 (incl.)~NT\$5,000,000 (excl.)	-	-	-	-
NT\$5,000,000 (incl.)~NT\$10,000,000 (excl.)	-	-	-	-
NT\$10,000,000 (incl.)~NT\$15,000,000 (excl.)	-	-	-	-

NT\$15,000,000 (incl.)~NT\$30,000,000 (excl.)	-	-	TaChinYen Co., LTd. -Rep. Tung Jen Yen	TaChinYen Co., LTd. -Rep. Tung Jen Yen
NT\$30,000,000 (incl.)~NT\$50,000,000 (excl.)	-	-	YanHua Investment Ltd. -Rep. Chang Yi Wei	YanHua Investment Ltd. -Rep. Chang Yi Wei
NT\$50,000,000 (incl.)~NT\$100,000,000 (excl.)	-	-	-	-
NT\$100,000,000 or above	-	-	-	-
Total	12	12	12	12

2. Remuneration to Supervisors : The company has carried out comprehensive re-election at the shareholders' meeting on July 5, 2021, and established an audit committee, so it is not applicable.

3. Remuneration to General Manager and Deputy General Manager

Unit: NT\$

Title	Name	Salary(A)		Retirement pay and pension (B)		Rewards and special disbursements (C)		Employee profit-sharing compensation (D) (note 1)				Sum of A+B+C+D and ratio to net income (%)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company	All consolidated entities	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
General Manager	Chang Yi Wei	7,644,715	8,124,715	216,000	216,000	7,076,399	7,076,399	41,850,873	0	41,850,873	0	56,787,987 5.56	57,267,987 5.61	None
Deputy General Manager	Tung Jen Yen													

Note 1: The proposed distribution amount for this year is temporarily calculated based on the proportion of last year's actual distribution amount.

Remuneration Range Table

Ranges of remuneration paid to each of the Company's General Manager and Deputy General Manager	Name of General Manager and Deputy General Manager	
	The Company	All consolidated entities E
Less than NT\$1,000,000	-	-
NT\$1,000,000 (incl.)~NT\$2,000,000 (excl.)	-	-
NT\$2,000,000 (incl.)~NT\$3,500,000 (excl.)	-	-
NT\$3,500,000 (incl.)~NT\$5,000,000 (excl.)	-	-
NT\$5,000,000 (incl.)~NT\$10,000,000 (excl.)	-	-
NT\$10,000,000 (incl.)~NT\$15,000,000 (excl.)	-	-
NT\$15,000,000 (incl.)~NT\$30,000,000 (excl.)	Tung Ren Yen	Tung Ren Yen
NT\$30,000,000 (incl.)~NT\$50,000,000 (excl.)	Chang Yi Wei	Chang Yi Wei
NT\$50,000,000 (incl.)~NT\$100,000,000 (excl.)	-	-
NT\$100,000,000 or above	-	-
Total	2	2

4. Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers

April 14, 2025

Unit: NT\$

	Job title	Name	Amount in stock	Amount in cash (note 1)	Total	As a % of net profit
Managerial officers	General Manager	Chang Yi Wei	0	54,146,081	54,146,081	5.30
	Deputy General Manager	Tung Jen Yen				
	IR Manager & Spokesman	Chen Chung Yi				
	RD Manager	Kang Ya Juan				
	Accounting Manager	Chen Ching Yi				
	Financial Manager	Jian Zi Yuan				
	Auditor	Li Yu Hsing				
	1st Sales Dept. Director	Huang Zi Fan				
	2nd Sales Dept.	Fan Huan Cai				

Note 1: The proposed distribution amount for this year is temporarily calculated based on the proportion of the actual distribution amount last year.

(IV) Comparing and explaining the analysis of the ratio of the total amount of remuneration paid to the Company's directors, supervisors, general managers and deputy general managers in the last two years by the Company and all companies in the consolidated statement to the after-tax net profit of the individual financial report, and explaining the relations between remuneration policy, standard and combination, the procedure for determining remuneration to business performance and future risks.

1. Analysis of the proportion of the total remuneration paid to the company's directors, supervisors, general managers and deputy general managers in the last two years by the company and all companies in the consolidated statement to the net profit after tax in individual financial reports.

Item Title	The Company				Companies in the consolidated statements			
	2023		2024		2023		2024	
	Total	As a % of net profit	Total	As a % of net profit	Total	As a % of net profit	Total	As a % of net profit
Directors	51,658,571	7.49	82,182,987	8.05	52,138,571	7.56	82,662,987	8.10
GM and deputy	35,154,071	5.10	56,787,987	5.56	35,634,071	5.17	57,267,987	5.61
net Profit after tax	689,697,038	-	1,020,752,783	-	689,697,038	-	1,020,752,783	-

The Audit Committee was established by the Company after the comprehensive re-election of shareholders meeting on July 5, 2021. Therefore, starting from 2022, no remuneration was paid to supervisors. The total remuneration for the general manager and deputy general manager in 2024 also increased compared to 2023, which was also due to a increase in net profit after tax in 2024.

2. Policies, standards, and combination of remuneration:

(1) The remuneration for directors of the Company is determined in accordance with Article 19 of the Company's articles of association. The remuneration for directors executing their duties is authorized by the Board of Directors based on their level of involvement and the value of contribution to the Company's operations, taking into consideration industry

standards. When the Company generates profits, remuneration is distributed in accordance with Article 25 of the Company's articles of association. The Board of Directors allocates a remuneration not exceeding 2% for director's remuneration.

- (2) The manager's remuneration of the Company is determined based on the "Annual Bonus and Employee Remuneration Disbursement Guidelines," and is in accordance with the Company's annual business performance, financial status, operating status, and individual job performance. Additionally, if the Company generates profits in the current year, 4% to 10% shall be allocated for employee remuneration in accordance with Article 25 of the Company's articles of association. The evaluation criteria for manager performance consist of the following: 1. Financial Indicators: Distribution is based on the manager's contribution to the Company's profits, taking into consideration their performance and achievement of goals; 2. Non-Financial Indicators: Including the practice of the Company's core values, operational management capabilities, participation in sustainable operations, etc. The remuneration for their operational performance is calculated accordingly. Reviews are conducted periodically based on the actual operational conditions and relevant laws and requirements.
- (3) The composition of remuneration provided by the Company is determined in accordance with the organizational regulations of the Compensation Committee, which includes cash remuneration, stock options, stock bonus issues, retirement benefits or severance payments, various allowances, and other substantial incentive measures. The scope of these components aligns with the guidelines on disclosure requirements for director and manager remuneration in public annual reports of listed companies.

3. Procedures for establishing remuneration:

- (1) To regularly evaluate the salary and remuneration of directors and managers, the assessment results are based on the evaluation results of the Company's "the Performance Evaluation Method of the Board of Directors" and the "Performance Management and Development Methods" applicable to managers and employees. The performance measurement and evaluation scope for the general manager includes key performance objectives related to job responsibilities such as operational safety management, financial supervision, revenue management, and strengthening internal controls, etc.
- (2) In 2024, the performance evaluation results of the Board of Directors, directors, and various functional committees were all above the standard requirements, and the performance evaluation results of the managers of the Company in 2024 were also better than the target standards. Therefore, the Company's annual operational performance assessment results exceeded the established standards.
- (3) The rationality of the relevant performance evaluations of the directors and managers of the Company is regularly evaluated and reviewed annually by the Compensation Committee and the Board of Directors. In addition to individual performance and contributions to the Company, the remuneration policy is reviewed timely in accordance with the Company's overall operational performance, actual business conditions, and relevant legal requirements. Furthermore, comprehensively considering the current trends in corporate governance, a reasonable compensation is provided to strike a balance between sustainable business operations and risk management. The actual amount of remuneration disbursed to directors and managers in 2024 is deliberated by the Compensation Committee and submitted to the Board of Directors.

4. The correlation between business performance and future risks:

- (1) The review of the Company's remuneration policy related payment standards and systems is primarily based on the overall business performance of the Company, considering the performance and contributions in determining payment standards to enhance the effectiveness of the Board of Directors and the entire organizational team. Additionally, industry compensation standards are considered to ensure that the Company's management-level remuneration remains competitive in the industry, aiming to retain exceptional management talents.
- (2) The Company's business performance and risk management are interrelated and combined to ensure that the potential business risks are managed and mitigated. The remuneration policy is periodically reviewed and linked to the overall operational performance and actual business conditions. Important decisions made by the Company's management are carefully evaluated, taking various risk factors into account. The performance of relevant decisions is reflected in the Company's profitability, which in turn relates to the management's remuneration and risk control measures.

2. Implementation of Corporate Governance

(I) Operation of the Board of Directors

The number of board meetings held in the most recent fiscal year (2024) before the re-election was: 3(A)

The attendance by the directors was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Chairman	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi	3	0	100	-
Director	PanJit Int'l Inc. -Rep. Fang Min Zong	3	0	100	-
Director	YanHua Investment Ltd. -Rep. Chang Yi Wei	3	0	100	-
Director	JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen	3	0	100	-
Director	TaChinYen Co., LTd. -Rep. Tung Jen Yen	3	0	100	-
Director	PanJit Int'l Inc. -Rep. Chang Yao Yong	3	0	100	
Director	Lin Yueh Hsia	3	0	100	
Independent director	Pu Tsun Ching	3	0	100	-
Independent director	Chiang Chih Fung	3	0	100	-
Independent director	Lu Lien Wan	3	0	100	

The number of board meetings held after the shareholders' meeting on June 19, 2024 till the date of publication of the annual report was: 6(A)

The attendance by the directors was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Chairman	HoYuan Investment Co., Ltd. -Rep. Yu Wan Yi	6	0	100	-
Director	PanJit Int'l Inc. -Rep. Fang Min Zong	6	0	100	-
Director	YanHua Investment Ltd. -Rep. Chang Yi Wei	6	0	100	-
Director	JuiTsan Investment Co., Ltd. -Rep. Chen Yuan Chen	6	0	100	-
Director	PanJit Int'l Inc. -Rep. Shen Ying Xiu	6	0	100	
Director	Lin Yueh Hsia	6	0	100	
Independent director	Pu Tsun Ching	6	0	100	-
Independent director	Shi Chun Cheng	6	0	100	-
Independent director	Chiang Chih Fung	6	0	100	

Other information required to be disclosed:

- 1、 If any of the following circumstances exists, specify the board meeting date, meeting session number, content of the motion(s), the opinions of all the independent directors, and the measures taken by the Company based on the opinions of the independent directors:

(I) Any matter under Article 14-3 of the Securities and Exchange Act. : The company has set up an audit committee, and Article 14-5 of the Securities and Exchange Act will be applicable from July 5, 2021. Please refer to (11) the important resolutions of the shareholders' meeting and the board meetings for details.

(II) In addition to the matters referred to above, any dissenting or qualified opinion of an independent directory that is on record or stated in writing with respect to any board resolution : Please refer to (11) the important resolutions of the shareholders' meeting and the board meetings for details.

II 、 The status of implementation of recusals of directors with respect to any motions with which they may have a conflict of interest: specify the director's name, the content of the motion, the cause for recusal, and whether and how the director voted.

Name of Directors	content of the motion	cause for recusal	Participation in voting	Remark
Chang Yi Wei 、 Tung Ren Yen	mangers' performance appraisal review of 2022 and assigned by year-end bonuses.	an interested party.	Discussion and voting were not held due to avoidance of interest.	The 17th of the Tenth
Chang Yi Wei 、 Tung Ren Yen	Review resolution of the Compensation Committee about Directors and Supervisors' remuneration & Employees' remuneration	an interested party.	Discussion and voting were not held due to avoidance of interest.	The 3rd of the Eleventh
Chang Yi Wei 、 Tung Ren Yen	mangers' performance appraisal review of 2023 and assigned by year-end bonuses.	an interested party.	Discussion and voting were not held due to avoidance of interest.	The 5th of the Eleventh

III 、 Listed TWSE/TPEX Listed Companies should disclose the information about the evaluation cycle and period, evaluation scope, method and evaluation content of the board of directors' self (or peer) evaluation.

Implementation of Evaluations of Board of Directors Evaluation

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Complete performance evaluation of the previous year before the end of the first quarter of each year.	2024/01/01~2024/12/31	Overall board of directors, individual directors, Audit Committee, Remuneration Committee, and ESG Committee.	Self-evaluation of the board of directors, self-evaluation of directors, self-evaluation of the Audit Committee, Remuneration Committee and ESG Committee.	Detail explanation in " Corporate Governance Status, Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons ", article 3 (3)

IV 、 The goals for strengthening the board's functions in the current and the previous year (e.g., establishment of an Audit Committee, enhancing information transparency, etc.) and assessment of the implementation:

1. The goals for strengthening the board's functions

- (1) Current directors were elected on June 19, 2024. None of the directors of the Company has a spouse or relative within the second degree of relatives.
- (2) The board of directors continues to formulate and revise relevant regulations to comply with the latest version of the corporate governance operation spirit. And announced on the Company's website.
- (3) In addition, on May 15, 2007, the resolution of the shareholder's regular meeting approved to indicate the purchase of directors' and supervisors' liability insurance to the Company's articles of

incorporation. On May 18, 2007, we insured directors and supervisors' liability insurance of US \$3 million with Universal Property Insurance Co., Ltd. On May 18, 2008, directors and liability insurance was changed to Federal Insurance Company Taipei branch with US \$10 million dollars and the contract was renewed on May 18, 2014 by Fubon Insurance Renewal which merged Federal Insurance Company. From 2015 to 2024, the insurance has continued to be renewed by Fubon insurance.

- (4) Training for Directors: The Company arranges directors to take at least 6 hours of relevant courses every year, so that directors can easily obtain relevant information, so as to maintain their core values and professional advantages and capabilities.
- (5) In terms of the independent director system, the Company has set up three independent directors. The three independent directors attended the board of directors in good condition. With the professional abilities of their own industry knowledge, accounting and financial analysis capabilities, providing good suggestions to the board of directors on relevant proposals related to the implementation of the internal control system, business and finance.

2. Enhancing information transparency, etc.

The financial statements of the Company and subsidiaries are all entrusted to Deloitte Accounting Firm for regular inspection and certification. All information disclosures required by laws and regulations can be completed accurately and in a timely manner, and special personnel are designated to be responsible for the collection and disclosure of Company information. Establishing a spokesperson system to ensure timely and proper disclosure of all significant information; the website set up by the Company can link to Market Observation Post System for shareholders and stakeholders to refer to information related to the Company's financial business.

3. Assessment of performance: The Company adheres to the principle of operational transparency and immediately publishes important resolutions on MOPS and the company's website after the BOD meeting to secure shareholders' interests.

(II) Operation of the Audit Committee or Supervisors

1. Operation of Supervisors

The company has carried out comprehensive re-election at the shareholders' meeting on July 5, 2021, and established an audit committee, so it is not applicable.

2. Operation of the Audit Committee

The number of audit committee meetings held in the most recent fiscal year(2024) before the re-election was:3 (A). The attendance by the independent directors was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Independent director	Pu Tsun Ching	3	0	100	
Independent director	Lu Lien Wan	3	0	100	
Independent director	Chiang Chih Fung	3	0	100	

The number of audit committee meetings held after the shareholders' meeting on June 19, 2024 till the date of publication of the annual report was:4 (A). The attendance by the independent directors was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Independent director	Pu Tsun Ching	4	0	100	
Independent director	Shi Chun Cheng	4	0	100	
Independent director	Chiang Chih Fung	4	0	100	

Other information required to be disclosed:

I、 If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:

(I) Any matter under Article 14-5 of the Securities and Exchange Act : as follows.

(II) In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors: as follows.

Important Resolutions of ALLTOP Audit Committees Meetings					
Date	Session	Securities & Exchange Act §14-5	Case	Resolutions	Resolution of BOD
Jan. 30, 2024	The 13th of the First		1. Operating Plan and draft budget of 2024.	Approved without objection	Approved
		V	2. Management's reports on Internal Control of 2023.	Approved without objection	Approved
		V	3. Revising for " Rules of Procedure for Board of Directors Meetings ".	Approved without objection	Approved
		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			
March 5, 2024	The 14th of the First	V	1. Non-Consolidated and Consolidated Financial Statements for the year ended December 31, 2023.	Approved without objection	Approved
		V	2. Year 2024 fees of certifying certified public accountant of Deloitte.	Approved without objection	Approved
			3. Business Report of 2023.	Approved without objection	Approved

			4. Proposal for distribution of 2023 earnings.	Approved without objection	Approved
			5. Cash dividends distributed from capital reserve to shareholders.	Approved without objection	Approved
		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			
	May 3, 2024	V	1. Consolidated Financial Statements for the Quarter Ended March 31, 2024.	Approved without objection	Approved
		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			
	Aug. 2, 2024		1. Elect the convener and meeting chairperson of the second Audit Committee.	Approved without objection	Approved
		V	2. Consolidated Financial Statements for the Quarter Ended June 30, 2024.	Approved without objection	Approved
		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			
	Nov. 5, 2024	V	1. Consolidated Financial Statements for the Quarter Ended Sep. 30, 2024.	Approved without objection	Approved
		V	2. 2024 performance appraisal of CPA.	Approved without objection	Approved
		V	3. Rotation and replacement of CPA within Deloitte.	Approved without objection	Approved
		V	4. Audit plan of 2025.	Approved without objection	Approved
		V	5. Revising for "internal control system" and "Internal Audit Implementation Rules". And the formulation of "Regulations on the Management of Sustainable Information".	Approved without objection	Approved
		V	6. Liquean Technology (Taicang) Co., Ltd. obtains the ratification of the right-of-use asset from ALLTOP Electronics (Suzhou) Ltd.	Approved without objection	Approved

		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			
Jan. 17, 2025	The 3rd of the Second		1. Operating Plan and draft budget of 2025.	Approved without objection	Approved
		V	2. Management's reports on Internal Control of 2024.	Approved without objection	Approved
		V	3. ALLTOP Electronics (Suzhou) Ltd. established a joint venture.	Approved without objection	Approved
		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			
Mar. 5, 2025	The 4th of the Second	V	1 Non-Consolidated and Consolidated Financial Statements for the year ended December 31, 2024.	Approved without objection	Approved
		V	2. Year 2025 fees of certifying certified public accountant of Deloitte.	Approved without objection	Approved
			3. Business Report of 2024.	Approved without objection	Approved
			4. Proposal for distribution of 2024 earnings.	Approved without objection	Approved
			5. Cash dividends distributed from capital reserve to shareholders.	Approved without objection	Approved
		1. Matters of Securities & Exchange Act §14-5 Opinions of the Audit Committee : agreed. Handling of Opinions of the Audit Committee : NA. 2. In addition to the matters mentioned above, other resolution matters that have not been approved by the audit committee but have been approved by more than two-thirds of all directors: NA			

II 、 Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest: specify the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted : None.

III 、 Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of the company's finances and business and the method(s) and outcomes of the communication.)

1. The audit supervisor and accountant may directly contact the independent directors if needed. Good communication situation.

2. In addition to receiving audit reports on a monthly basis for independent directors, the audit

supervisor and accountants will hold an audit committee meeting at least once a year, and individually report to independent directors on matters such as auditing business and financial statement audit results. Audit supervisors and accountants attend the audit committee, provide the related information on implementation status, achievement and suggestion, and conduct good communication.

3. The communication situation is as follows:

Date	Communication status with internal audit	
	Communication Item	Result
2024.01.30	1. Audit work report. 2. 2023 internal self-assessment results and matters to be improved and issued a statement of internal control.	No objection
2024.03.05	Audit work report.	No objection
2024.05.03	Audit work report.	No objection
2024.06.28	Audit work report.	No objection
2024.08.02	Audit work report.	No objection
2024.11.05	1. 2024 Annual communication report of internal control deficiency and tracking improvement, and problem description. 2. Communicated and discussed the auditing and planning of the 2025 annual report review. 3. Audit work report. 4. To report that revising for "internal control system" and "Internal Audit Implementation Rules". And the formulation of "Regulations on the Management of Sustainable Information". 5. To report which obtains the ratification of the right-of-use asset.	No objection
2025.01.17	1. 2024 internal self-assessment results and matters to be improved and issued a statement of internal control. 2. Audit work report.	No objection
2025.03.05	Audit work report.	No objection

Date	Communication with CPA	
	Communication Item	Result
2024.03.05	CPA communicated and explained the review of financial reports and key audit items in 2023.	No objection
2024.05.03	CPA communicated and explained the review of financial reports and key audit items in the first quarter of 2024.	No objection
2024.08.02	CPA communicated and explained the review of financial reports and key audit items in the second quarter of 2024.	No objection
2024.11.05	1. CPA communicated and explained the review of financial reports and key audit items in the third quarter of 2024. 2. Communicated and discussed the auditing and planning of the 2024 annual report review.	No objection
2025.03.05	CPA communicated and explained the review of financial reports and key audit items in 2024.	No objection

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

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
1.Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		In order to establish a good corporate governance system, promote the sound development of the securities market and establish an effective corporate structure, the Company's board of directors approved the "Corporate Governance Best Practice Principles" on August 15, 2012, and disclosed it on the company website. With the changes in the corporate governance environment and laws and regulations, several revisions have been published over the years to ensure the principles can be achieved of protecting shareholders' rights and interests, strengthening the functions of the board of directors, exercising the role of supervisors, respecting the rights and interests of stakeholders, and enhancing information transparency.	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”
2. Shareholding Structure and Shareholders’ Rights (1) Does the Company have Internal Operation Procedures for handling shareholders’ suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		The Company has spokesman, acting spokesman, and investor relationship management department mechanism, and has an investor email mailbox to handle shareholders' suggestions or disputes and other issues.	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
(2) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	V		The Company has set up investor relationship management department and dedicated stock affairs staff to manage relevant information, and appointed brokerage stock affairs agents to assist in handling stock-related affairs, and knew the status of the major shareholders who actually control the Company and the list of ultimate controllers of the major shareholders, and also maintained a good relationship with major shareholders and claimed in accordance with laws and regulations.	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
(3) Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	V		All have implemented the same auditing system and method as the Company, including the legal department and the financial department are keeping abreast of the latest laws and regulations and the group control system.	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
(4) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V		The Company has formulated " Ethical Corporate Management Best Practice Principles ", " Procedures for Ethical Management and Guidelines for Conduct ", " Sustainable Development Best Practice Principles ", " Guidelines for the Adoption of Codes of Ethical Conduct ", " Procedures for Handling Material Information " and other measurements to regulate relevant behaviors, and regularly reviewed and amended according to laws and regulations. It is not only publicized within the Company, but also	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons									
	Yes	No	Summary description										
			posted on the company website, provided for the understanding and awareness of employees and investors. Preventing the management of insider trading, etc., to protect investors and protect the rights and interests of the Company.	Listed Companies									
3. Composition and responsibilities of the board of directors (1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		Please refer to V. Diversification and Independence of the Board of Directors.	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies									
(2) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	V		In addition to the establishment of the Remuneration Committee and the Audit Committee, in order to implement the sustainable development goals and strengthen sustainable governance, we have voluntarily established a "ESG Committee" in accordance with the " Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies ".	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies									
(3) Has the Company established rules and methodology forevaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	V		<div>According to the performance evaluation method of the board of directors, the Company shall complete the performance evaluation of the directors in accordance with the regulations before the latest meeting of the board of directors in the following year and collect the relevant information of the board of directors’ activities by the executive department, complete the report and submit to the president for summary, and then submit it to the board of directors for review and improve. The evaluation period for the performance evaluation of the board of directors and functional committee on 2024 was from January 1, 2024 to December 31, 2024. Reported to the board of directors in Jan.17, 2025 and reviewed for improvements</div> <table><tr><th>Scope</th><th>Evaluation Aspect</th><th>Result</th></tr><tr><td>Overall Board of Directors</td><td>*Level of involvement in the company operations *Enhancing the Board of Directors’ decision-making quality *Composition and structure of the Board of Directors *Election of directors and continuing education training *Internal control</td><td>Excellent</td></tr><tr><td>Individual Board Members</td><td>*Mastery of the company goals and tasks *Recognition of board of directors’ duty *Level of involvement in the company operations *Internal relationship management and communication *Professional of directors and</td><td>Excellent</td></tr></table>	Scope	Evaluation Aspect	Result	Overall Board of Directors	*Level of involvement in the company operations *Enhancing the Board of Directors’ decision-making quality *Composition and structure of the Board of Directors *Election of directors and continuing education training *Internal control	Excellent	Individual Board Members	*Mastery of the company goals and tasks *Recognition of board of directors’ duty *Level of involvement in the company operations *Internal relationship management and communication *Professional of directors and	Excellent	Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
Scope	Evaluation Aspect	Result											
Overall Board of Directors	*Level of involvement in the company operations *Enhancing the Board of Directors’ decision-making quality *Composition and structure of the Board of Directors *Election of directors and continuing education training *Internal control	Excellent											
Individual Board Members	*Mastery of the company goals and tasks *Recognition of board of directors’ duty *Level of involvement in the company operations *Internal relationship management and communication *Professional of directors and	Excellent											

Evaluation item	Implementation status				Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons	
	Yes	No	Summary description			
				<div>continuing education training</div> <div>*Internal control</div>		
			Remuneration Committee	<div>*Level of involvement in the company operations</div> <div>*Recognition of the Functional Committee’s duty</div> <div>*Enhancing the Functional Committee’s decision-making quality</div> <div>*Composition of the Functional Committee and member election</div>	Excellent	
			Audit Committee	<div>*Level of involvement in the company operations</div> <div>*Recognition of the Functional Committee’s duty</div> <div>*Enhancing the Functional Committee’s decision-making quality</div> <div>*Composition of the Functional Committee and member election</div> <div>*Internal control</div>	Excellent	
			ESG Committee	<div>*Level of involvement in the company operations</div> <div>*Recognition of the Functional Committee’s duty</div> <div>*Enhancing the Functional Committee’s decision-making quality</div> <div>*Composition of the Functional Committee and member election</div>	Excellent	
(4) Does the Company regularly evaluate its external auditors’ independence?	V		The Company evaluates the independence and competence of certified accountants at least once a year. The accountants provide relevant materials and statements, after the data is collected by the deliberative department, it will be submitted to the board of directors for evaluation. The latest annual evaluation result was done on November 5, 2024. Please refer to (Note 1) for the evaluation criteria for the independence and competence of accountants.			Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
4. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary	V		The company has established a corporate governance manager on May 5, 2023, which is responsible for corporate governance-related matters. The main responsibilities include handling matters related to meetings of the board of directors and shareholders' meetings in accordance with the law, making meeting minutes of the board of directors and shareholders' meetings, assisting directors and supervisors’ personnel appointment and continuing education, providing directors and supervisors with information which is needed to perform business, assisting directors and supervisors to comply with laws and regulations and other matters stipulated in accordance with the company's articles of association or contracts, etc.			Conform to “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>Yes</u>	<u>No</u>	Summary description	
for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?				
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	V		The Company currently has spokesperson, acting spokesperson and Email box as the communication channel with stakeholders. We also set up a stakeholder relationship area and contact information on the company website to properly respond to important sustainable development issues that stakeholders are concerned about.	Conform to "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
6. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The Company designates Yuanta Securities Co., Ltd. to deal with the affairs of the shareholders' meeting.	Conform to "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
7. Information Disclosure (1) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	V		The Company regularly or irregularly declares various business and other relevant information on Market Observation Post System in accordance with regulations, and also updates the relevant information on company website synchronously. Website : https://www.alltopconnector.com	Conform to "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
(2) Does the Company use other information disclosure channels	V		The Company has an English website, an investor relationship management unit and has appointed a company spokesperson and a acting spokesperson, speaking on behalf of the company to ensure	Conform to "Corporate Governance

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>Yes</u>	<u>No</u>	Summary description	
(e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?			information that may affect the decision-making of shareholders and stakeholders can be disclosed in a timely and appropriate manner. The materials of investor conference and related public information are all disclosed on company website.	Best Practice Principles for TWSE/TPEX Listed Companies
(3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	V		The Company declares various business and other relevant information in accordance with the laws and regulations on Market Observation Post System, and also updates on company website synchronously.	Conform to "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?	V		(1) Employee rights and interests: The Company has always adhered to the stable and sustainable business philosophy, and attaches great importance to employee welfare. In 2004, the employee welfare committee was established to handle employee welfare funds monthly, arrange activities, such as various regular international and domestic travel activities, community activities, birthday parties, movies appreciation, regular health check-ups, group life insurance, cancer insurance and accident insurance, etc. In addition to an exclusive safe and secret nursing room for mothers, the Company also has an independent staff lounge to provide free delicious coffee and tea with full artistic atmosphere design style, which is an excellent space for employees to relax and cultivate temperament. The Company also provides various welfare subsidies for weddings and funerals, scholarship and emergency relief. In addition, the Company formulated employee retirement regulation in accordance with the provisions of Labor Standards Act, and formed a labor retirement reserve supervisory committee to allocate a certain percentage of the total monthly salary for labor retirement reserves and stored in a specific bank account of Bank of Taiwan for future retirement payment for employees. Since July 1, 2005, the Company has set up a retirement method with a definite contribution based on the Enforcement Rules of the Labor Pension Act. For employees who choose to apply the Labor Pension Regulations, the Company contributes labor pensions no less than 6% at a monthly rate of their salary to the employee's personal account of the Labor Insurance Bureau. The payment of the employee's pension is based on the employee's personal pension account and the amount of accumulated income in the form of monthly pension or one-time pension. All the company's regulations on labor relations are implemented in accordance with relevant laws and regulations, the implementation is in good condition, and any	Conform to "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>Yes</u>	<u>No</u>		
			<p>addition or revision related to labor relations are decided after fully communication and agreement between labor and management. The Company irregularly send employees to participate in safety and health lectures, conduct pre-employment education and training, and periodically arrange health checks for all employees, in order to provide employees with a comfortable and safe working environment.</p> <p>(2) Employee care: <u>Employee Welfare Measures:</u> The Company is committed to creating a harmonious labor relationship and improving employee welfare. In addition to complying with Labor Standards Act and related regulations, the employee welfare committee was also established to handle employee welfare funds monthly. The Company formulated the management measures of the welfare system, and the Welfare Committee formulates annual plans to arrange various activities every year, such as various regular international and domestic travel activities, community activities, birthday parties, movie appreciation, regular health check-ups, group life insurance, cancer insurance and accident insurance, etc. The Company also provided various welfare subsidies for weddings and funerals, scholarship and emergency relief. In addition, in order to enhance the company's competitiveness, the Company formulated a comprehensive training plan for employees' career planning and professional skills, and implemented employee dividends and shareholding and a fair assessment and promotion system.</p> <p>If the Company handles a cash capital increase, a certain percentage of the capital increase will be allocated for all employees to purchase, and the employees can subscribe to stocks according to their willingness. The Company has also set up an employee stock ownership unit. Employees who joined the membership allocate a certain percentage of their salary to their trust accounts to purchase the Company's stocks. Moreover, the Company allocates a certain percentage of the allocated amount to their trust accounts to purchase the Company's stocks to help members to accumulate wealth and ensure the stability of their life after retirement or resignation as purpose.</p> <p>The Company has established a fair remuneration policy and has integrated the employee performance evaluation system with the disbursement of annual bonuses and employee remuneration. This integration enables a clearer and more effective reward and disciplinary system, and to motivate employees to grow together with the company.</p> <p>The Company strives to achieve equal pay for equal work, providing equal promotion opportunities for both men and women, maintains a representation of over 25% of women in managerial positions, promotes sustainable and inclusive economic growth. In 2024, the average proportion of female employees was 45%, and the average proportion of female supervisors was 37%.</p> <p><u>Employee education and training status:</u> In order to assist new employees to enter the working state as soon as possible, pre-employment training courses are arranged according to different job categories, and colleagues in the department will assist new employees to understand the Company's industrial positioning and future development direction. In addition, regarding employees' on-the-job training courses, each department</p>	

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>Yes</u>	<u>No</u>	Summary description	
			<p>arranges appropriate internal training courses according to actual needs to enhance its own manufacturing process and research and development capabilities; the Company also arranges employees to participate in training courses organized by various consulting companies, training institutions, or government and industrial and commercial organizations according to the needs of professional courses for various functions, to enhance the professionalism of employees. In order to encourage employees to self-enrich their English skills, strengthen the future needs of job, and enhance competitiveness of employees in the era of globalization, cultivate their communication and business execution capabilities, and encourage colleagues to obtain relevant language certifications.</p> <p>In 2024, the Company organized various (internal and external) employee training courses, with a total of 34 lessons, 386 participants, and a total training cost of \$1,447,086.</p> <p><u>Retirement system and its implementation status:</u></p> <p>In order to stabilize the retirement life of employees, the Company formulated employee retirement management measures in accordance with the Labor Standards Act, clearly stipulated the retirement conditions, payment standards, and application procedures and other matters, and established an employee retirement reserve supervision committee according to law, and allocated pensions every month with depositing in a specific account in Bank of Taiwan in the name of the employees' retirement reserve fund supervision committee, the accumulated balance as of December 31, 2024 is NT\$ 9,455 thousand, which has reached the full amount of defined benefit obligations; since July 1, 2005, according to the Enforcement Rules of the Labor Pension Act, the Company allocated no less than 6% at a monthly rate of their salary to the employee's personal pension account. The amount of provision for 2024 is NT\$ 4,152 thousand.</p> <p><u>The agreement status between labor and management:</u></p> <p>The Company complies with labor laws and relevant regulations, and both labor and management follow the employment contract, working rules and various management regulations; labor-management meetings have been held since December 2006 to strengthen communication and coordination between labor and management, therefore, the relationship between labor and management is harmonious, with no loss disputes occurred. Currently, there is no labor union, so no collective agreement has been signed.</p> <p><u>The status of measures to protect employees' rights and interests:</u></p> <p>The Company has established various management measures, clearly stipulated employees' rights and obligations and welfare items, and regularly reviews the content of welfare to protect employees' rights and interests.</p> <p><u>Provide a safe and healthy working environment for employees, and implement safety and health education regularly.</u></p> <p>With prevention and prevention as its core concepts, the company continues to improve its occupational safety and health culture, and pays more attention to employee protection management and active publicity, with the goal of achieving a zero-risk environment for employees. Since the establishment of our company, we have paid great attention to the working environment and personal safety</p>	

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons																								
	Yes	No	Summary description																									
			<p>protection measures of our employees, and there have been no major occupational safety and health issues.</p> <p>The Company regularly implements fire safety inspections, including alarm systems, fire water systems, escape systems, fire extinguishers, etc., and public safety inspections, and there is a security company for 24-hour security maintenance. Applying for labor insurance, national health insurance, allocating labor pensions and employees group life insurance, accidental injury insurance, hospitalization medical insurance and cancer insurance, employee travel insurance and accidental injury insurance when they travel on business in accordance with law. Implementing regular health checks and epidemic prevention publicity for current employees, and regularly cleaning and disinfecting offices, in addition the Company also regularly entrusts manufactures to maintain and test the quality of drinking water to ensure the hygiene of drinking water for employees. The Company cooperates with the government’s law office to comprehensively ban smoking management to provide a safe and healthy working environment to employees.</p> <p>The Company attaches great importance to the working environment and employees’ personal safety protection measures, formulated safety regulations for employees’ operations to make their operations conform to the procedures, regularly conducts safety and health training courses, safety and health eduction and training, notification of and punishment of industrial safety hazards, etc., to achieve the goal of zero risk for employees, and effectively prevent industrial safety accidents caused by machines, equipment and plant facilities.</p> <p>The Company conducts employee health checks every three years, provides anti-epidemic propaganda and maintains a strict no-smoking policy, to ensure a safe and healthy working environment for employees.</p> <p>The information on industrial safety and environmental inspections is as follows.</p> <table><tr><th colspan="2">Industrial Safety Environment Inspection Operations</th></tr><tr><th>Items</th><th>Inspection Time</th></tr><tr><td>Basic Management</td><td>Once 6 Months</td></tr><tr><td>Equipment Management</td><td>Once 6 Months</td></tr><tr><td>Safety Management</td><td>Once 6 Months</td></tr><tr><td>Fire Protection Facilities</td><td>Once 6 Months</td></tr></table> <p>In addition, in 2024, the Company provided occupational health and safety training (both internally and externally) to the employees. The total training hours amounted to 46 hours, with a total of 38 participants completing the training. In the future, we will continue to focus on occupational health and safety issues and promote related education and training to enhance awareness and reduce the likelihood of associated risks.</p> <p>The statistics of fire accidents in recent years are as follows.</p> <table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Number of fire cases</td><td>0</td><td>0</td></tr><tr><td>Number of casualties</td><td>0</td><td>0</td></tr><tr><td>Ratio to total number of employees</td><td>-</td><td>-</td></tr></table>	Industrial Safety Environment Inspection Operations		Items	Inspection Time	Basic Management	Once 6 Months	Equipment Management	Once 6 Months	Safety Management	Once 6 Months	Fire Protection Facilities	Once 6 Months	Item	2023	2024	Number of fire cases	0	0	Number of casualties	0	0	Ratio to total number of employees	-	-	
Industrial Safety Environment Inspection Operations																												
Items	Inspection Time																											
Basic Management	Once 6 Months																											
Equipment Management	Once 6 Months																											
Safety Management	Once 6 Months																											
Fire Protection Facilities	Once 6 Months																											
Item	2023	2024																										
Number of fire cases	0	0																										
Number of casualties	0	0																										
Ratio to total number of employees	-	-																										

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons																																																						
	Yes	No	Summary description																																																							
			<table><tr><td>Improvement measures in response to fire</td><td>-</td><td>-</td></tr></table> <p><u>Training Program for Career Ability Development:</u> The Company has implemented a comprehensive professional training program for supervisors and colleagues at all levels, which includes training for new employees, professional advancement, and managerial training. It aims to assist employees in continuous learning and growth through diverse learning methods, fostering the development of key competencies. In 2024, a total of 389 participants completed career training, accumulating a total of 1068 training hours. The Company spares no effort in nurturing employees and has established relevant continuing education and language learning plans.</p> <p>(3) Investor relationship: Set up an investor relations management unit to deal with shareholder suggestions, and listed in detail on the public website to establish a platform for communicating with investors.</p> <p>(4) Supplier relationship: The Company has always maintained a good communication channel with suppliers. In addition to formulating reasonable environmental protection specifications and quality requirements in the contract, and also adheres to the principles of integrity and mutual benefit in dealing with the suppliers.</p> <p>(5) Rights of stakeholders: Stakeholders may communicate and make suggestions with the Company in order to safeguard their legitimate rights and interests.</p> <p>(6) Training status of Directors in 2024: In order to strengthen the governance effectiveness of the Board of Directors, the Company encourages directors to actively participate in professional training courses and plans for directors to take at least 6 hours of relevant courses each year to ensure that board members can keep abreast of the latest industry trends, global market changes and sustainable business development directions.</p> <table><tr><th colspan="2">Name</th><th>Course</th><th>AI Development and Information Security Risks</th><th>China's economic situation and geopolitical risks</th><th>Others</th><th>Total hours</th></tr><tr><td rowspan="6">Director</td><td></td><td>Yu Wan Yi</td><td>3</td><td>3</td><td>-</td><td>6</td></tr><tr><td></td><td>Fang Min Zong</td><td>-</td><td>-</td><td>9</td><td>9</td></tr><tr><td></td><td>Chang Yi Wei</td><td>3</td><td>3</td><td>-</td><td>6</td></tr><tr><td></td><td>Chen Yuan Chen</td><td>3</td><td>3</td><td>-</td><td>6</td></tr><tr><td></td><td>Shen Ying Xiu</td><td>-</td><td>3</td><td>12</td><td>15</td></tr><tr><td></td><td>Lin Yueh Hsia</td><td>3</td><td>3</td><td>-</td><td>6</td></tr><tr><td>IN ED</td><td></td><td>Pu Tsun Ching</td><td>3</td><td>3</td><td>-</td><td>6</td></tr></table>	Improvement measures in response to fire	-	-	Name		Course	AI Development and Information Security Risks	China's economic situation and geopolitical risks	Others	Total hours	Director		Yu Wan Yi	3	3	-	6		Fang Min Zong	-	-	9	9		Chang Yi Wei	3	3	-	6		Chen Yuan Chen	3	3	-	6		Shen Ying Xiu	-	3	12	15		Lin Yueh Hsia	3	3	-	6	IN ED		Pu Tsun Ching	3	3	-	6	
Improvement measures in response to fire	-	-																																																								
Name		Course	AI Development and Information Security Risks	China's economic situation and geopolitical risks	Others	Total hours																																																				
Director		Yu Wan Yi	3	3	-	6																																																				
		Fang Min Zong	-	-	9	9																																																				
		Chang Yi Wei	3	3	-	6																																																				
		Chen Yuan Chen	3	3	-	6																																																				
		Shen Ying Xiu	-	3	12	15																																																				
		Lin Yueh Hsia	3	3	-	6																																																				
IN ED		Pu Tsun Ching	3	3	-	6																																																				

Evaluation item	Implementation status					Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons		
	Yes	No	Summary description					
			Shi Chun Cheng	-	3	9	12	
			Chiang Chih Fung	3	3	-	6	
			(7) Implementation status of risk management policies and risk measurement standards: The Company attaches great importance to the risk management, and formulated internal regulations for various risks in accordance with the law, and conducts risk management.					
			(8) Implementation status of customer policy: The Company takes maintaining high-quality customer service as the highest goal, and fully understands and implements customer policies. All of the environmental protection, transaction security, relationship management, social responsibility and supplier ethics management, are implemented in accordance with the principles required by customer policies. The Company insists on continuously improving the overall service quality, and values customer commitments.					
			(9) The status of purchasing liability insurance and social responsibility for Directors and supervisors, and social responsibility: The Company has purchased liability insurance for directors and supervisors since May, 2007.					
			(10) Others:					
			i. In order to implement corporate governance, to protect the rights and interests of shareholders and enhance the information transparency, the Company has set up spokespersons and acting spokespersons to disclose all major information about the company in a timely manner, and has set up special personnel responsible for handling communication matters with shareholders.					
			ii.Managers actively participate in the training of the company corporate governance.					
			Title	Name	Course	Hours		
			GM	Chang Yi Wei	AI Development and Information Security Risks	3		
					China's economic situation and geopolitical risks	3		
			Deputy GM	Tung Jen Yen	AI Development and Information Security Risks	3		
			Accounting Manager	Chen Ching Yi	Accounting Supervisor Continuing Education (12hr)	12		
			Auditor	Li Yu Hsing	How internal auditors use digital forensics to protect and investigate trade secrets	6		
					Promoting corporate sustainable development through risk management	6		
			IR Manager & Spokesman	Chen Chung Yi	Legal liability and internal control and audit practices for employee fraud	6		
					Promoting corporate sustainable development through risk management	6		

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>Yes</u>	<u>No</u>	Summary description	
			<p>iii. Establishing code of conduct or ethics for employees: On December 22, 2008, the board of directors established a code of ethical conduct for all employees. The purpose is to guide the Company's directors, supervisors, managers, and all employees to comply with the ethical standards, to make the Company's stakeholders a better understanding of the Company's ethical standards, and to maintain the Company's reputation and sustainable and successful operation. This Code was formulated in accordance with the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies" and relevant regulations for compliance. In addition, the "Guidelines for the Adoption of Codes of Ethical Conduct" has been disclosed on the company website/corporate governance. https://www.alltopconnector.com/zh-tw/governance_regulation.php</p> <p>iv. The Company's products have passed the certification of ISO 9001, 14001 and IATF16949. In addition to product quality assurance, we also aim to improve customer satisfaction. The products are produced in accordance with relevant operating procedures and methods to provide customers with safe, reliable and high-quality products.</p> <p>v. In order to improve the financial and business exchanges between the Company and its related companies, prevent irregular transactions and improper transfer of benefits in the purchase and sale transactions, acquisition of disposal assets, endorsement guarantees, and capital loans, etc. between related companies, the Company formulated the "Related Operating Standards for Financial Business among Affiliated Enterprises" .</p> <p>vi. The status of personnel related to financial information transparency obtained relevant certifications as specified by the competent authority: The status of the Company's personnel related to financial information transparency obtained relevant certificates as specified by the competent authority are as follows:</p> <p>(i) Certificate of International Internal Auditor CIA: auditor agent, Chen Chung Yi.</p> <p>(ii) International Internal Control Self-evaluator CCSA: auditor agent, Chen Chung Yi.</p>	
<p>9. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement. (If the Company was not included among the companies evaluated for the given recent year, this item does not need to be completed.)</p> <p>1. Evaluation result: The evaluation result of the Company participated in the 10th corporate governance assessment was 6%~20% of the TPEX listed companies.</p> <p>2. The improved situations:</p> <p>(i) Items improved in 2022: Standardizes directors not to trade stocks during the lock-up period before the announcement of financial reports. Strengthen the link between companies' disclosure of directors' and managers' performance evaluations and remuneration, and Other related disclosures that contribute to the title of information transparency.</p> <p>(ii) Items improved in 2023: Upload the English version of the proceedings manual and meeting supplementary information 30 days before the regular shareholders' meeting. Develop an intellectual property management plan that is linked to operational goals, disclose the implementation status on the company website or annual report, and report to the board of directors at least once a year.</p> <p>(iii) Proposed improvement items in 2014 (the 11th term): Upload the English version of the annual report 18 days before the regular shareholders' meeting, upload the annual financial report disclosed in English 16 days before the regular</p>				

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	<u>Yes</u>	<u>No</u>	Summary description	
<p>shareholders' meeting, independent directors account for more than one-third of the board seats, and more than half of the independent directors shall not serve for more than three consecutive terms, and disclose the policy of linking senior managers' remuneration with ESG-related performance evaluations.</p> <p>3. Items and measures that need to be strengthened priority:</p> <p>(i) Focus on enhancing the transparency of information disclosure in the annual report and on the company website.</p> <p>(ii) Promote policies and information disclosure related to sustainable development. The 2024 sustainability report is expected to be released before the end of August 2025</p> <p>(iii) Ensure that governance standards keep up with the changing times and make necessary revisions promptly.</p> <p>(iv) Continue to educate, train, and raise awareness of corporate governance-related knowledge among employees.</p> <p>(v) Embed the importance of internal corporate governance practices throughout all levels of operations to protect shareholders' rights and achieve sustainable business objectives.</p>				

Note 1: Evaluation Criteria for the independence and competence of CPAs

Independent Evaluation Items	Result	Compliance or not
As of the latest visa operation, there has been no instances of not changing in seven years.	Y	Y
If it is the first visa after rotation, whether the interval is not less than two years.	NA	Y
Those who are not employed by the Company, engage in regular work, receive a fixed salary or serve as directors or supervisors. °	Y	Y
Has not served as a company's director, supervisor, manager or employee who has a significant impact on visa cases within two years.	Y	Y
Has no relationship with the person in charge or manager of the Company as a spouse, a direct blood relative, a direct blood relative in law, or a collateral blood relative within the second degree.	Y	Y
Himself (Herself) or spouse, minor children have no relationship with the Company's investment or share financial interests.	Y	Y
Himself (Herself) or spouse, minor children have no fund lending with the Company.	Y	Y
Not performing management consulting or other non-visa business to affect independence sufficiently.	Y	Y
Has not violated the regulations of the competent authority for business affairs regarding the rotation of accountants, handling accounting affairs on behalf of others, or other regulations that affect independence sufficiently.	Y	Y
Whether the accountant has issued a declaration of independence, and the result of the declaration has not violated independence. °	Y	Y

Competency Evaluation Items	Result	Compliance or not
Participation of the board of directors: Attendance rate	100%	Y
Participation of Shareholders' meeting: Attendance rate	100%	Y
Financial report and tax audit quality: Every period of the financial and tax reports was handled by relevant laws and regulations and met the Company's quality expectations.	Y	Y
Timeliness of financial and tax audit: Financial and tax reports for each period were completed on time to the Company's needs.	Y	Y
Suggestions on internal control: In the process of financial and tax audit, gain the necessary understanding of the internal control system, and offer internal control proposal to the Company for the found deficiencies or weaknesses of internal control.	Y	Y
Consulting services: Consultation on financial and tax reports, laws and regulations, gazettes, taxation, internal control and other related issues, all of which have received satisfactory feedback.	Y	Y

(IV) Operation of the Remuneration Committee and Nomination Committee

1. Information on Remuneration Committee Members

April 14, 2025

Capacity	Qualifications Name	Professional qualifications and experience	Independence analysis	Number of other public companies at which the person concurrently serves as remuneration committee member
Independent Director Convener of Remuneration Committee	Pu Tsun Ching	Please refer to (I) Directors and Supervisors Information.	There is no such thing as Article 6, paragraph 1 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange. It is consistent with independence.	None
Independent Director	Chiang Chih Fung	Please refer to (I) Directors and Supervisors Information.		None
Others_ external experts	Zheng Junchao	<ul style="list-style-type: none"> ■ University of Maryland – Robert H. Smith School of Business/ MBA ■ KPMG/Project Manager ■ JiaWei& CPAs/ Director of Dept. Operational Effectiveness 		None

2. Operation of the Remuneration Committee

(1) The Company's remuneration committee has a total of 3 members.

(2) The term of the previous members is from July 5, 2021 to June 18, 2024. The number of remuneration committee meetings held in the most recent fiscal year(2024) was: 2 (A). The attendance by the members was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Independent Director	Pu Tsun Ching	2	0	100	-
Independent Director	Lu Lien Wan	2	0	100	-
external experts	Zheng Junchao	2	0	100	-

(3) The term of the current members is from June 28, 2024 to June 18, 2027. The number of remuneration committee meetings held in the most recent fiscal year(2024) was: 3 (A). The attendance by the members was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Independent Director	Pu Tsun Ching	5	0	100	-
Independent Director	Chiang Chih Fung	5	0	100	-
external experts	Zheng Junchao	5	0	100	-

Other information required to be disclosed: :

I. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons) : as follows.

II. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion. : As follows.

Important Resolutions of Remuneration Committee				
Date	Session	Case	Resolutions	Resolution of BOD
Jan. 30, 2024	The 8th of the Fifth	1. Mmangers' performance appraisal review of 2023 and assigned by year-end bonuses.	Approved without objection	Approved
		2. Board and Compensation Committee Performances Evaluation of 2023.	Approved without objection	Approved
		3. 2024 Calendar of Compensation Committee.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
March 5, 2024	The 9th of the Fifth	1. Employees' & Directors' remuneration of 2023.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
Aug. 2, 2025	The 1st of the Sixth	1. To elect the convener and chairman of the Sixth Remuneration Committee.	Approved without objection	Approved
		2. Issue of the Compensation Committee about Directors and Supervisors' remuneration & Employees' remuneration of 2023.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such		

		situation.		
Jan.17, 2025	The 2nd of the Sixth	1. Mmangers' performance appraisal review of 2024 and assigned by year-end bonuses.	Approved without objection	Approved
		2. Board and Compensation Committee Performances Evaluation of 2024.	Approved without objection	Approved
		3. 2025 Calendar of Compensation Committee.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
March 5, 2025	The 3th of the Sixth	1. Employees' & Directors' remuneration of 2024.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		

3. Operation of the ESG Committee

(1) The Company's ESG committee has a total of 3 members.

(2) The term of the current members is from June 28, 2024 to June 18, 2027. The number of ESG committee meetings held in the most recent fiscal year(2024) was: 1 (A). The attendance by the members was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Independent Director	Pu Tsun Ching	1	0	100	-
Independent Director	Shi Chun Cheng	1	0	100	-
Independent Director	Chiang Chih Fung	1	0	100	-

Other information required to be disclosed: :

I. If the board of directors does not accept, or amends, any recommendation of the ESG committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the ESG committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the ESG committee, specify the difference(s) and the reasons) : as follows.

II. With respect to any matter for resolution by the ESG committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify

the ESG committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion. : As follows.

Important Resolutions of ESG Committee				
Date	Session	Case	Resolutions	Resolution of BOD
Nov. 5, 2024	The 1st of the First	1. To elect the convener and chairman of the First ESG Committee.	Approved without objection	Approved
		2. Appointment of the CSO.	Approved without objection	Approved
		3. The identification results of major themes in the ESG report.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the ESG committee, the company will process the opinions of the ESG committee : No such situation. 2. For matters decided by the ESG Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		

4.Information on Members and the Operation of the Nomination Committee : NA.

(V) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		<p>Following the vision and mission of the Company's ESG policy, the ESG Committee is the sustainable development decision-making center. It is composed of 3 independent directors, and the general manager is appointed as the chief sustainability officer, leading a working group composed of several managers from different fields to jointly review the company's core operating capabilities and formulate medium- and long-term sustainable development plans.</p> <p>As a departmental communication platform that integrates up and down and connects horizontally, the ESG Committee is responsible for the company operations and the issues concerned by stakeholders, and formulates corresponding strategies, work policies and plans, also implements the annual plan while tracking the implementation results to ensure that the sustainable development strategy is implemented in the daily operation of the company.</p> <p>The ESG Committee follows the "Code of Practice for Sustainable Development" formulated by the board of directors, in addition to regularly publicizing the code of practice for sustainable development, and also establishes internal awareness of respecting social ethics and paying attention to the rights and interests of stakeholders. While pursuing sustainable operations and profits, the Company also attaches importance to the environment, society, and corporate governance.</p> <p>The ESG Committee submits implementation achievement of sustainable development and future work report to the board of directors every year. The board of directors of the Company not only regularly listens to the reports from the management team every year, but also fulfills the duty of care, and reviews its implementation results, and review the effectiveness of its implementation and the progress of continuous improvement to ensure the practice and promote the balance and sustainable development of the economy, society, and environmental ecology.</p>	Conform to "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"
2. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)	V		<p>This disclosure covers the Company's sustainable development performance in major locations from January 2024 to December 2024, and the risk assessment boundary is mainly based on the Group.</p> <p>To practice sustainable development and promote the balance of economy, society, and environmental ecology and develop a sustainable environment, the Group actively implements corporate governance and attaches great importance to the rights and interests of stakeholders while engaging in business operations and making profits. Adhering to the concept of the emphasizing the development of the environment, society and corporate governance development, as well as trend issues, the Group incorporates them into the Company's management policies and operational activities factors to consider factors to achieve sustainable management goals.</p> <p>According to the preceding business philosophy, when considering operational planning and cost-effectiveness, the Group conducts risk assessments on environmental, society, and corporate governance issues related to the company's operations for the materiality principle of whether it has a significant impact on the Company's investors and stakeholders, and formulates relevant risk management policies or</p>	Conform to "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons		
	Yes	No	Summary description			
			strategies to balance the social responsibility of the company operation, society and environmental ecological development.			
			Material issue	Risk evaluation		Risk management policy or strategy
			Environment	Environmental protection		●Continue to promote ISO14001 environmental management system certification, to actively reduce environmental impact. ●Promote electronic operations, waste/scrap classification and recycling. ●In terms of greenhouse gas emissions, Energy consumption: Continue to implement and advocacy energy-saving measures to reduce electricity usage. Such as air conditioning energy saving and regular maintenance. And reduce the use of purchased electricity.
			Society / Economy	Product Safety / Information Risk		●Reduce the use of harmful substances in product development related processes and technologies, and require suppliers to provide environmentally friendly raw materials. ●Continue to promote IECQ QC080000 and have obtained certification to ensure that the Company's products comply with environmental safety. ●Continue to implement ISO 45001 occupational safety and health management system certification. ●Continue to promote ISO27001 information security system certification coaching to improve information security management. ●Training and promotion of sexual harassment prevention education in the workplace.
			Corporation Governance	Regulation Compliance		●Ensure that all employees abide by relevant laws and regulations. The company has established relevant organizations and procedures, and conducts education and publicity on integrity management/prevention of insider trading and human rights protection from time to time every year to implement corporate governance objectives.

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
3. Environmental Issues (1) Has the Company set an environmental management system designed to industry characteristics?	V		<p>In order to fulfill the social responsibility of protecting the earth's environment, the Company develops relevant processes and technologies to reduce the use of harmful substances in electronic and electrical equipment, and requires suppliers to provide raw materials that meet environmental protection requirements. Before July 1, 2006, all products of the Company had fully complied with the European Union's RoHS directive on the prohibition of hazardous substances in electronic and electrical equipment, so that the recycling and disposal of waste electronic and electrical equipment complied with environmental protection requirements. In addition, the Company has further passed the certification of Samsung, ASUS, and Sony's green partners.</p> <p>The Company also passed the certification of ISO14001 environmental management system. It has changed from a passive attitude of complying with environmental laws and regulations in the past to proactive environmental awareness concepts such as reducing environmental impact, saving energy and reducing carbon, and improving environmental performance, to ensure that its environmental performance can comply with environmental protection laws and regulations and commits to continuous improvement and pollution prevention.</p>	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		<p>The Company actively promotes various energy reduction measures, selects high-energy and energy-saving design equipment, and reduces the energy consumption of enterprises and products, to optimize energy efficiency. In addition, in terms of products, the Company strives to reduce the use of harmful substances in product development related processes and technologies, and require suppliers to provide raw materials that meet environmental protection; for the use of renewable resources, the Company promotes e-operations, and at present, electronic document management and online systems have been used to reduce paper consumption, and the paper documents that have expired the storage limits will be destroyed and reused by professional resource recycling companies registered by the government. The Company also promotes the use of recycled paper and second-hand stationery. We also actively reuse waste and recycling from factories, and pay attention to the impact on the environment, and require environmental protection-related policy for factories and suppliers in mainland China.</p>	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons												
	Yes	No	Summary description													
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		Please refer to Appendix 1: Implementation status of climate-related information.	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”												
(4) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		<p>Total weight statistics and policies of greenhouse gas (GHG) emissions, water consumption and waste.</p> <p>i. In order to continue to achieve the international reduction trend, the Company continues to track various energy-saving reductions, ensures sustainable environmental development and achieve a win-win goal for economic development and environmental protection.</p> <p><u>The greenhouse emissions in the past two years</u> (Scope 1 and 2 information covers the factory area of the Company and subsidiaries)</p> <p style="text-align: right;">Unit: Tons of CO2e</p> <table><tr><th>Year</th><th>Scope 1 (Note 1)</th><th>Scope 2 (Note 2)</th><th>Emission per unit of area (kg/m2)</th></tr><tr><td>2023</td><td>137.30</td><td>5,090.25</td><td>102.91</td></tr><tr><td>2024</td><td>132.39</td><td>5,340.93</td><td>107.75</td></tr></table> <p>Note 1: Direct emission are emissions directly from sources owned or controlled by the Company.</p> <p>Note 2: Indirect emissions are greenhouse gas emissions indirectly caused by the input of electricity, heat, or steam</p> <p>Scope 1 and Scope 2 greenhouse gas emissions totaled 5,473.32 tons of CO2e in 2024, mainly from electricity emissions in Scope 2, 97.58% of total emission and followed by Scope 1 mainly from fuel emissions used in public systems, accounting for 2.42%.</p> <p>Please refer to Appendix 1: Implementation status of climate-related information & 1-2: Greenhouse gas reduction goals, strategies and specific action plans.</p> <p>ii. The Company has been paying attention to the issue of water resources energy conservation and environmental protection for many years. In terms of water conservation plans, we start from saving water in daily life and maximize the benefits of available water resources.</p>	Year	Scope 1 (Note 1)	Scope 2 (Note 2)	Emission per unit of area (kg/m2)	2023	137.30	5,090.25	102.91	2024	132.39	5,340.93	107.75	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
Year	Scope 1 (Note 1)	Scope 2 (Note 2)	Emission per unit of area (kg/m2)													
2023	137.30	5,090.25	102.91													
2024	132.39	5,340.93	107.75													

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																					
	Yes	No	Summary description																						
			<p><u>Data on water source consumption in the past two years</u> (covering the factory area of the Company and subsidiaries)</p> <p>Unit: Ton</p> <table><tr><th>Year</th><th>Water consumption</th><th>Water consumption per unit of area (kg/m2)</th></tr><tr><td>2023</td><td>52,553</td><td>1,034.58</td></tr><tr><td>2024</td><td>53,160</td><td>1,046.53</td></tr></table> <p>The Company has been committed to cherishing water resources for many years and has invested in a number of improvement measures, and continues to publicize water conservation policies to employees. For the future water usage target, the Company takes 2020 as the base year, and it is estimated that the tap water intensity index in 2025 will be reduced by 2%. At present, the company uses 2020 as the base year, and the water intensity indicator is 0.05%.</p> <p>iii. The Company is committed to environmental protection in order to achieve sustainable resources reuse. The Company's waste treatment principle is to prioritize recycling in the factory to reduce the use of raw materials, and secondly through resource recycling and reuse etc.</p> <p><u>Data on waste output in the past two years</u> (covering the factory area of the Company and subsidiaries)</p> <p>Unit: Ton</p> <table><tr><th>Year</th><th>Hazardous waste</th><th>Non-hazardous waste</th><th>per unit of area (kg/m2)</th></tr><tr><td>2023</td><td>1</td><td>178.43</td><td>3.53</td></tr><tr><td>2024</td><td>1.72</td><td>185.88</td><td>3.69</td></tr></table> <p>"Zero waste" is the ultimate goal of the Company's waste management. The Company uses source management measures such as technology improvement and reduction of raw material waste to reduce waste output. The waste output in 2024 was 187.6 tons. For the future goal of the waste reduction, the Company takes 2020 as the base year to target the waste reduction by 27% in 2025, and continues to implement waste reduction and gradually reduce the negative impact on the environment. At present, ALLTOP takes 2020 as the base year, and the waste reduction effect has reached 50.11%.</p>	Year	Water consumption	Water consumption per unit of area (kg/m2)	2023	52,553	1,034.58	2024	53,160	1,046.53	Year	Hazardous waste	Non-hazardous waste	per unit of area (kg/m2)	2023	1	178.43	3.53	2024	1.72	185.88	3.69	
Year	Water consumption	Water consumption per unit of area (kg/m2)																							
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Year	Hazardous waste	Non-hazardous waste	per unit of area (kg/m2)																						
2023	1	178.43	3.53																						
2024	1.72	185.88	3.69																						
4. Social Issues (1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		<p>The Company is committed to safeguarding the basic human rights of employees, abides by labor-related laws and regulations, and supports various international human rights conventions such as the United Nations "Universal Declaration of Human Rights", regulated ALLTOP's "Human Rights Policy Approach" and announced it on company website to ensure employees legal rights and interests. The Company's employment policy is non-discriminatory treatment</p>	<p>Conform to "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"</p>																					

Item	Implementation status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons										
	Yes	No											
			<p>(regardless of factors such as gender, age, race, religion, party affiliation, etc., as long as the qualifications and abilities meet the job requirements, all job opportunities are provided equally), creating a harmonious working environment between labor and management.</p> <p>The Company submits the work rules according to the law to the Labor Bureau for approval and discloses them on the company's website, so the employees can check their personal rights at any time. The Company abides by relevant labor laws and international human rights conventions, the appointment and dismissal of relevant employees and remuneration are in accordance with relevant regulations to protect the basic rights and interests of employees. For the labors rights and interests of mainland China’s factories, the employees enjoy benefits better than those of the same industry. The Company also attaches great importance to and implement the labor contract law followed by law to secure the economic and security rights of all employees.</p> <p>In order to prevent sexual harassment in the workplace and maintain gender equality and personal dignity, the Company has formulated "Sexual Harassment Prevention Measures and Punishment Measures".</p> <p>The Company reviews its own operations, value chain, new business activities (such as mergers and acquisitions) and other related activities by paying attention to major social issues regularly every year, so as to identify and evaluate groups at risk and potential human rights risks, formulates assessment measures for human rights issues based on potential risks, and continuously monitor and improve implementation results.</p> <p>The summary of the Company's human rights management policies and specific plans and measures are as follows:</p> <table><tr><th>Human rights management policies</th><th>Specific plans</th></tr><tr><td>Providing a safe and healthy work environment</td><td>Keeping the space bright/ventilated and provide a safety entrance place.</td></tr><tr><td>Assisting employees in maintaining physical and mental health and work-life balance</td><td>Providing leisure places and facilities for employees.</td></tr><tr><td>Prohibition of forced labor</td><td>Implementing the vacation system, encouraging colleagues to focus on work and life, and abiding by labor laws.</td></tr><tr><td>Health</td><td>Providing regularly health check-ups for employees.</td></tr></table> <p>In addition, the Company implemented human rights protection related training (internal and external training) for employees in 2024, with a total duration of 96 hours, and 121 people completed the training. We will continue to focus on human rights protection related</p>	Human rights management policies	Specific plans	Providing a safe and healthy work environment	Keeping the space bright/ventilated and provide a safety entrance place.	Assisting employees in maintaining physical and mental health and work-life balance	Providing leisure places and facilities for employees.	Prohibition of forced labor	Implementing the vacation system, encouraging colleagues to focus on work and life, and abiding by labor laws.	Health	Providing regularly health check-ups for employees.
Human rights management policies	Specific plans												
Providing a safe and healthy work environment	Keeping the space bright/ventilated and provide a safety entrance place.												
Assisting employees in maintaining physical and mental health and work-life balance	Providing leisure places and facilities for employees.												
Prohibition of forced labor	Implementing the vacation system, encouraging colleagues to focus on work and life, and abiding by labor laws.												
Health	Providing regularly health check-ups for employees.												

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			issues and promote related education training to raise human rights protection awareness and reduce the possibility of associated risks.	
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		Please refer to Evaluation item 8 of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons”.	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		Please refer to Evaluation item 8 of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons”.	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(4) Has the Company established effective career development training programs for employees?	V		Please refer to Evaluation item 8 of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons”.	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		<p>With the goal of establishing the world's first priority connector supplier, the Company complies with relevant international laws and regulations and various standards. The Company maintains good communication channel with customers, and places quality as the priority requirement for all product component R&D, procurement, manufacture, operation, and service processes, to protect the rights and interests of consumers as our own responsibility, and has set up a quality assurance department to provide customer complaint handling procedures.</p> <p>The Company attaches great importance to the rights and interests of clienteles and end consumers, and has strictly written contracts for product quality standards and immediate supply of products, to protect the rights and interests of consumers.</p>	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	V		The Company aims to establish a supply chain that protects the environment and attaches importance to social responsibility, safety and health, and human rights development, regards suppliers as long-term partners, leads them for long-term development and enhancing competitiveness, ensures that products and supply chains do not use any mineral metals from conflict areas, and enhances manufacturers' green competitiveness and sustainable development. In terms of implementing supplier management, the Company formulated the "supplier management operating procedures" and before developing	Conform to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>new suppliers/partners conducts evaluation and investigations of suppliers by the "new suppliers and third-party development requirements", the evaluation and investigations involved labor rights, safety, health, and compliance with environmental regulations, etc. In addition to conducting new supplier evaluations and investigations, supplier audits and evaluations are regularly implemented every year, and the evaluation indicators include (HSF) environmental protection evaluation/(QPA) process quality/(QSA) quality system and (RBA) evaluation, etc., for those who met the standards in the evaluation would be qualified as a green supplier; moreover, for automotive products suppliers, they should not only be qualified as a green suppliers, but also have to pass the ISO9001 system certification, and then gradually guide the relevant suppliers to introduce the IATF16949 system. For suppliers who undertake projects, the Company also follows the "related parties, contractor environment, and occupational safety and health impact control procedures", in addition to requiring the implementation of safety management such as safety and sanitation, incoming hazard reports, and system guidelines, on-site environmental management is also requested.</p> <p>By the "Supplier Management Operation Procedures" and "Major Raw Material Suppliers, Third Party Factory (Responsible Business Alliance, RBA) Evaluation Report", the Company also signed the "RBA Relevant Party Social Responsibility Commitment Letter" with suppliers to require the suppliers to abide by labor laws and related social responsibility, including the prohibition of child labor, forced labor, health and safety, freedom of association, collective bargaining rights, discrimination and non-use of conflict minerals, etc. If the supplier is involved in violating the corporate ethics responsibility policy and has a significant impact on the environment and society, the Company may terminate or rescind the contract at any time.</p>	
5. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?	V		The Company plans to disclose the 2024 ESG Report by the end of August 2025. Please refer to MOPS and the Company's website for relevant information at that time.	The Company plans to disclose the 2024 ESG Report by the end of August 2025.
<p>6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations:</p> <p>The Company's board of directors passed the "Corporate Social Responsibility Code of Practice" on November 13, 2013, and which was renamed as "Sustainable Development Code of Practice" by the board of directors on January 21, 2022. The Company regularly reviews the operation of the code, and timely amends and revises, and there have been no significant differences ever since.</p>				

Item	Implementation status		Summary description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons	
	Yes	No			
7. Other important information to facilitate better understanding of the company’s promotion of sustainable development:					
i. Environmental aspects: The Company has certified by ISO14001 environmental management system. It has changed from a passive attitude of complying with environmental laws and regulations in the past to a proactive concept of environmental awareness such as reducing environmental impact, saving energy and reducing carbon, and improving environmental performance etc., to ensure that its environmental performance can comply with environmental protection laws and regulations and commitment to continuous improvement and pollution prevention.					
ii. Community Involvement: The Company actively participates in the company's factory area and local regulations, in addition to sponsoring the establishment of the local Earth God and God of Wealth temple, it also actively maintains the community environment and public safety and participates in blood donation activities by the International Committee of the Red Cross. In addition, the Company has been supporting art and cultural activities every year since 2012. We have accumulated more than \$300,000 (the number of visitors and beneficiaries is 150 person-times/year) to respond to and help the development of art and cultural activities.					
iii. Social service: The Company adheres to the spirit of "taken from the community, giving back to society", in order to implement the concept of giving back to the society, the Company has sponsored \$10,000 per month for disadvantaged groups since 2020 (60 children recipients per year), and we will be more active in social charity activities and sponsorship activities for socially disadvantaged groups.					
iv. Social welfare: In order to further support the public welfare associations and consortiums, through the collective participation and concern of employees, the Company gets closer to assisting public welfare organizations to survive and develop space and to increase the progress of public welfare culture. Responding to the sponsorship of the domestic film "10,000 Miles ", a theater was reserved for employees to enjoy. During the holidays, the Company chooses giving gift boxes from welfare organizations, such as Chensenmei Social Welfare Foundation, Syin-Lu Social Welfare Foundation, etc., or purchases Taiwanese small-scale agricultural products to help them grow.					
v. Consumer rights: The Company attaches great importance to the rights and interests of clients and end consumers, and has strict written contracts for product quality standards and immediate supply of products to protect the rights and interests of consumers.					
vi. Human rights aspect: The Company creates a good working environment and ensures that there is no discrimination and harassment to employees.					
vii. Health and safety aspect: The Company attaches great importance to the safety and health of each factory area of the whole group, irregularly improve the standards for the safety of the moving lines of the factory buildings and office areas, the protection and operation of equipment, the lighting of operators, etc., to ensure safety strictly, continues to implement the promotion of hygienic environment projects, improves the hygienic environment of the staff canteen, and improves the sanitation projects of the staff dormitories and related surrounding areas.					
viii. Certification information: The quality system certifications of ALLTOP Technology Group have been entrusted by TUV (Germany Rhineland), ARES (ARES International Certification Co., Ltd.), OSHCC (Beijing), and KNA professional certification agencies to handle. The certification systems that have been passed so far are as follows.					
Company name	Certification system		Certification authority	Certification effective date	Certification expiry date
Alltop Technology Co., Ltd.	ISO9001:2015_ Quality Management Systems		ARES	2021/12/28	2024/12/27
	ISO14001:2015_ Environmental Management Systems		ARES	2021/12/28	2024/12/27
	ISO/IEC27001:2013_ Information Security Management Systems		ARES	2023/06/06	2025/10/31
Alltop Electronics (Suzhou) Co., Ltd.	ISO9001 : 2015_ Quality Management systems		TUV	2024/10/22	2027/10/21
	ISO14001 : 2015_ Environmental management systems		TUV	2022/10/12	2025/10/11
	IECQ QC080000 : 2017_ Hazardous Substance Process Management System Requirement		TUV	2024/12/04	2027/12/06
	IATF16949:2016_ Automotive Quality Management System Standard		TUV	2024/10/18	2027/10/17
	ISO 45001:2018_ Occupational Health and Safety Management System		OSHCC	2024/10/09	2027/10/08
	ISO14064-1:2018_ Specification with guidance at the Organization level for Quantification and Reporting of Greenhouse Gas Emissions and Removals		TUV	2024/10/28 (issued)	

Item		Implementation status				Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
		Yes	No	Summary description		
Liquan Technology (Taicang) Co., Ltd.	ISO9001:2015_ Quality Management Systems			TUV	2022/11/08	2025/11/07
	IATF16949:2016_ Automotive Quality Management System Standard			TUV	2022/11/08	2025/11/07
Alltop Technology (Vietnam) Co., Ltd.	ISO9001 : 2015_ Quality Management systems			KNA	2024/06/11	2027/06/10
	ISO14001 : 2015_ Environmental management systems			KNA	2024/06/11	2027/06/10

Appendix 1: Implementation Status of Climate-related Information

No.	Item	Implementation Status
1	Describe Board of Directors and management's oversight and governance of climate-related risks and opportunities.	<p>The Board of Directors is the highest governance unit for the company's climate risk management and is responsible for reviewing sustainable development guidelines and key policies. The ESG Committee, a functional committee, is composed of all independent directors. It has a Chief Sustainability Officer who is the general manager of the company and is responsible for leading the operation of the cross-departmental team. The members of the working group are composed of talents in this field, and together they form a framework for the group to promote sustainable governance.</p> <p>The ESG Committee reviews major issues, strengthens communication mechanisms between departments, and discusses various topics, including but not limited to the company's sustainable governance policy objectives, sustainable development measures and performance of each department, supply chain ESG management, and various ESG-related performance, etc. It promotes the company's core ESG annual plan and monitors implementation results, and regularly reports implementation overviews and performance to the board of directors, assisting the board of directors in fulfilling its commitment to sustainable development, promoting a balance between the economy, the environment and society, and achieving corporate sustainable development.</p>
2	Describe how the identified climate risks and opportunities impact the Company's business, strategy, and finance (short-term, medium-term, long-term).	Identify the potential financial impacts of climate-related risks on the company's operations and business models in the short, medium, and long term. Identify significant climate risks and opportunities, and develop corresponding measures to address them. To ensure that the company's business operations are in line with sustainable trends.
3	Describe the impact of extreme climate events and transition actions on finance.	Identify physical risks and transformation risks in company operations and business models in response to climate change, through the climate risk analysis, evaluate the financial impacts, and develop management actions to enhance the organization's climate resilience.
4	Describe how the processes of identifying, assessing, and managing for the climate risks are integrated into the overall risk management system.	In accordance with risk management policies and procedures, including identification, measurement, response and monitoring, climate-related risks and opportunities are identified and managed, incorporated into the company's enterprise risk management mechanism, and continuously evaluated and monitored to develop response and adaptation strategies.
5	If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and the primary financial impacts considered in the analysis should be described.	For the resilience of climate change risks and major financial impacts, follow climate strategy management to enhance the organizational climate resilience.
6	If there is a transformation plan in place to address climate-related risks, please provide an explanation of the plan's content, and the indicators and goals used to identify and manage physical risks and transition risks.	<p>In response to reducing the impact and risk caused by climate change and achieving carbon reduction and green environmental protection goals, the company has set short-, medium- and long-term greenhouse gas reduction targets to gradually reduce carbon emission intensity and hopes to gradually achieve carbon neutrality by 2050, and use indicator to manage the risks and opportunities related to the climate change:</p> <p>Energy Conservation and Carbon Reduction:</p>

		Continuously promote various measures to conserve energy and reduce carbon emissions, with the principle of "Caring for the Earth and Valuing Resources," including: (1) Regular maintenance of the air conditioner (2) With the principle of replacing office lighting with more energy-efficient LED bulbs, etc. (3) Disseminate water conservation and waste reduction. (4) Energy-saving settings for office machines and office air conditioners
7	If internal carbon pricing is used as a planning tool, the basis for price determination should be explained.	-
8	If climate-related targets are set, the covered activities, scope of greenhouse gas emissions, planning timeline, annual achievement progress, and other relevant information should be explained. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits or the number of RECs to be offset should be specified.	Information on climate-related goals, basing on climate risk indicators and target planning and implementation status, continuously promote and evaluate the progress of goals.
9	Greenhouse gas inventory, verification status, reduction goals, strategies and specific action plans	1-1 Greenhouse gas inventory and verification status 1-2 Greenhouse gas reduction goals, strategies and specific action plans

1-1 Greenhouse gas inventory and verification status in past 2 years

1-1-1 Greenhouse gas inventory information

States the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/million yuan) and data coverage of greenhouse gases in the past two years

Item \ Year	2023 (note 5)			2024		
	Parent Company	Subsidiary	Total	Parent Company	Subsidiary	Total
Scope 1 : Total Emissions (mt CO ₂ e)	-	137.30	137.30	-	132.39	132.39
Scope 1 : Density (mt CO ₂ e/ million Taiwan dollar)	-	0.06	0.06	-	0.04	0.04
Scope 2 : Total Emissions (mt CO ₂ e)	106	4,984.25	5,090.25	92	5,248.93	5,340.93
Scope 2 : Density (mt CO ₂ e/ million Taiwan dollar)	0.04	2.08	2.12	0.03	1.63	1.66
Scope 3 : Total Emissions (mt CO ₂ e)	-	-	-	-	-	-
Scope 3 : Density (mt CO ₂ e/ million Taiwan dollar)	-	-	-	-	-	-

Note 1 : Direct emissions (Scope 1, directly from emission sources owned or controlled by the company) 、 Indirect energy emissions (Scope 2, indirect greenhouse gas emissions from imported electricity, heat or steam) and Other indirect emissions (Scope 3, emissions generated by company activities that are not energy indirect emissions but come from emission sources owned or controlled by other companies).

Note 2 : (1) The coverage of direct emissions and energy indirect emissions data is as follows: In accordance with the regulations of the Financial Supervisory Commission, the individual companies of the Company (the parent company) should complete the inventory in 2026 and the verification in 2028, and the subsidiaries included in the consolidated financial statements should complete the inventory in 2027 and the verification in 2029.

(2) Other indirect emissions information: voluntary disclosure.

Note 3 : Greenhouse gas inventory standard: ISO 14064-1 published by the International Organization for

Standardization (ISO).

Note 4 : The intensity of greenhouse gas emissions is calculated based on sales (NT\$ million).

Note 5 : In line with the company's plan to disclose the 2024 ESG Report by the end of August 2025, the relevant information has been recompiled.

1-1-2 Greenhouse gas assurance information :

Statement of the assurance situation for the most recent two years as of the publication date of the annual report, including assurance scope, assurance organization, assurance criteria and assurance opinions

Item \ Year	2023		2024	
	Parent Company	Subsidiary	Parent Company	Subsidiary
assurance scope	-	Scope 1~2	-	-
assurance organization	-	TÜ V Rheinland (China)	-	-
assurance criteria	-	ISO 14064-3 : 2019	-	-
assurance opinions	-	Guarantee level: Reasonable assurance	-	-

Note 1 : In accordance with the regulations of the Financial Supervisory Commission, the individual companies of the Company (the parent company) should complete the inventory in 2026 and the verification in 2028, and the subsidiaries included in the consolidated financial statements should complete the inventory in 2027 and the verification in 2029.

Note 2 : The assurance institution shall comply with the relevant provisions of the ESG report assurance institution stipulated by TWSE and TPEX.

Note 3 : For disclosure details, please refer to the best practice reference examples on the TWSE Corporate Governance Center website.

1-2 Greenhouse gas reduction goals, strategies and specific action plans (state the greenhouse gas reduction base year and its data, reduction goals, strategies, specific action plans and achievement of the reduction goals)

Greenhouse gas reduction strategies
<p>The Company continues to promote various energy-saving and carbon-reducing, and "Love the Earth and Cherish Resources" measures within the enterprise, which are as follows:</p> <ul style="list-style-type: none"> (i) Implement resource recycling and classification. (ii) Save water. (iii) Turn off lights during lunch breaks and energy-saving measures for office air conditioning host. (iv) Regular maintenance of air conditioners. (v) Energy-saving settings for office machines (vi) Office lighting, based on the principle of gradually replacing with LED higher with higher energy efficiency <p>Each site implements energy-saving and carbon-reduction measures in scope 1 and 2, including process optimization, equipment replacement, and energy management establishment, to achieve carbon reduction goals through a systematic management process. Detailed strategies will be disclosed in the ESG report.</p>
Greenhouse gas reduction goals
<p>In December 2022, the National Development Council of Taiwan announced the phased goals and key strategies for the 2050 net zero transition, proposing a 24%±1% reduction in emissions for the 2030 Nationally Determined Contributions (NDCs). ° Taking 2020 as the base year, the Company sets short-term (1-3 years), medium-term (4-5 years) and long-term (6-8 years) greenhouse gas carbon reduction targets of 5%, 6% and 7% respectively. It plans to reduce carbon emissions and hopes to gradually achieve the goal of carbon neutrality by 2050, makes every effort to protect the global environment in order to achieve sustainable operations.</p>
achievement of the reduction goals of 2024
<p>Taking 2020 as the base year, the greenhouse gas emission production is 2.38% as of 2024, mainly due to the increase in production due to operational growth. ° The company continues to strengthen energy conservation and carbon reduction management through daily maintenance, inspections and education and training to reduce waste and improve utilization efficiency.</p>
<p>Note 1 : According to the Financial Supervisory Commission, the company should disclose the previous year's reduction targets, strategies and specific action plans in 2027.</p> <p>Note 2 : The base year should be the year in which the audit is completed based on the consolidated financial statements. ° Companies with a capital of more than NT\$10 billion should complete the review of their 2024 consolidated financial statements by 2025, so the base year is 2024. If the company has completed the review of consolidated financial statements in advance, the earlier year may be used as the base year. In</p>

addition, the data of the base year may be calculated based on a single year or the average of several years.
Note 3 : For disclosure details, please refer to the best practice reference examples on the TWSE Corporate Governance Center website.

(VI) Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
1. Establishment of ethical corporate management policies and programs (1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	V		The Company has established the “Ethical Corporate Management Best Practice Principles”, “Procedures for Ethical Management and Guidelines for Conduct” and “Guidelines for the Adoption of Codes of Ethical Conduct” for standardizing the Company’s policy of honest management, and conduct publicity and promotion on a regular basis, as guidelines for all employees, manager and board of directors to follow.	Conform to “Ethical Corporate Management Best Practice Principles
(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	V		The Company has established an effective accounting system and internal control system, and reviews them at any time to ensure the design and implementation of the system. The Company does not operate high-risk and dishonest business activities, moreover, we prohibit the occurrence of the situations mentioned in Item 2 of Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."	Conform to “Ethical Corporate Management Best Practice Principles
(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		The Company conducts education, training, and propaganda for directors, supervisors, managers, employees, and substantial controllers appropriately, and has sufficient channels for complaints, to ensure that they can fully understand the Company's determination, policies, and prevention plans for honest management and consequences of any dishonesty.	Conform to “Ethical Corporate Management Best Practice Principles
2. Ethical Management Practice (1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business	V		Before doing business, the Company will first evaluate the integrity record of the counterparty, and it is stipulated in the code of integrity management and business contract that no unreasonable gifts, entertainment or other improper benefits should be provided or accepted directly or indirectly in order	Conform to “Ethical Corporate Management Best Practice Principles

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
contracts?			to establish business trading behavior.	
(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?	V		The human resources department of the Company handles the business in accordance with the “Ethical Corporate Management Best Practice Principles”, “Procedures for Ethical Management and Guidelines for Conduct”, and “Guidelines for the Adoption of Codes of Ethical Conduct” approved by the Board of Directors. In addition to regularly publicizing the Code of Integrity, it encourages employees to take the initiative to report to the management when they suspect or discover violations of laws, regulations or ethical codes of conduct. The human resources department submits work report of integrity management to the board of directors every year. The board of directors of the Company fulfills the duty of care, supervises and prevents dishonest behavior, and reviews its implementation results and continuous improvement to ensure the implementation of the integrity management policy.	Conform to “Ethical Corporate Management Best Practice Principles
(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	V		The Company tries our best to prevent the occurrence of conflicts of interest, and uses the board of directors as a channel for directors, supervisors, managers and all employees to actively elucidate whether they have potential conflicts of interest with the Company.	Conform to “Ethical Corporate Management Best Practice Principles
(4) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	V		The Company's internal auditors regularly check compliance and report to the board of directors on a regular basis.	Conform to “Ethical Corporate Management Best Practice Principles
(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	V		i. The human resources department of the Company formulates an annual education and training plan every year by targeting new employees and employees on duty, including professional functions and on-the-job general education, and conducts education, training, or publicity on integrity management during courses or internal meetings, to ensure that the employees fully understand the meaning and importance of honest management to implement it in daily operations. ii. The company's board of directors approved the "Procedures for Handling Material Information" on December 25, 2012, and has subsequently revised and updated it. This measure has been posted on the company's website and all employees, managers and directors have been notified in writing to avoid insider trading. iii. The company pre-schedules the annual board meeting date and schedule and the closed period before the	Conform to “Ethical Corporate Management Best Practice Principles

Evaluation item	Implementation status				Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons																																																								
	Yes	No	Summary description																																																										
			<p>announcement date of the annual financial report and quarterly financial report (annual report is thirty days before the announcement, and quarterly report is fifteen days before the announcement) to facilitate advance planning by the directors.</p> <p>Integrity management (including insider trading) education and training</p> <table><tr><th>Time</th><th>Training unit</th><th>Course content</th><th>Hours</th><th>number</th></tr><tr><td>2024/1/25</td><td>ALLTOP IR</td><td>Insider Legal Advocacy</td><td>e-mail</td><td>19</td></tr><tr><td>2024/3/21</td><td>ARDF</td><td>Legal liability and internal control and audit practices for “employee fraud”</td><td>6</td><td>1</td></tr><tr><td>2024/4/19</td><td>ALLTOP IR</td><td>Insider Legal Advocacy</td><td>e-mail</td><td>19</td></tr><tr><td>2024/5/23</td><td>Taipei Bar Association</td><td>Practical cases involving infringement of trademark law</td><td>3</td><td>1</td></tr><tr><td>2024/7/31</td><td>ALLTOP IR</td><td>Insider Legal Advocacy</td><td>e-mail</td><td>18</td></tr><tr><td>2024/10/24</td><td>ARDF</td><td>Trade Secret Protection-Prosecution Practice</td><td>6</td><td>1</td></tr><tr><td>2024/11/6</td><td>ALLTOP HR</td><td>Strengthen corporate governance - Internal education and training promotion of integrity management, corporate social responsibility and human rights protection</td><td>0.5</td><td>12</td></tr><tr><td>2024/11/21</td><td>ALLTOP IR</td><td>Insider Legal Advocacy</td><td>e-mail</td><td>18</td></tr><tr><td>2024/11/21</td><td>ARDF</td><td>Personal data and privacy protection and internal control management practices</td><td>3</td><td>1</td></tr><tr><td>2024/12/4</td><td>ALLTOP HR</td><td>Case studies on integrity management/prevention of insider trading</td><td>e-mail</td><td>78</td></tr></table>			Time	Training unit	Course content	Hours	number	2024/1/25	ALLTOP IR	Insider Legal Advocacy	e-mail	19	2024/3/21	ARDF	Legal liability and internal control and audit practices for “employee fraud”	6	1	2024/4/19	ALLTOP IR	Insider Legal Advocacy	e-mail	19	2024/5/23	Taipei Bar Association	Practical cases involving infringement of trademark law	3	1	2024/7/31	ALLTOP IR	Insider Legal Advocacy	e-mail	18	2024/10/24	ARDF	Trade Secret Protection-Prosecution Practice	6	1	2024/11/6	ALLTOP HR	Strengthen corporate governance - Internal education and training promotion of integrity management, corporate social responsibility and human rights protection	0.5	12	2024/11/21	ALLTOP IR	Insider Legal Advocacy	e-mail	18	2024/11/21	ARDF	Personal data and privacy protection and internal control management practices	3	1	2024/12/4	ALLTOP HR	Case studies on integrity management/prevention of insider trading	e-mail	78	
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2024/12/4	ALLTOP HR	Case studies on integrity management/prevention of insider trading	e-mail	78																																																									
3. Implementation of Complaint Procedures (1)Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received	V		The Company encourages employees to report to supervisors, managers, internal audit supervisors or other appropriate personnel when there are violations of laws and regulations. For the punishment of violating the integrity management regulations, according to the severity of the case, the Company will pursue the legal investigation, and according to the case, immediately disclose the content of the violation and handling situation on the company's internal website.			Conform to “Ethical Corporate Management Best Practice Principles																																																							

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
from whistle-blowers?				
(2)Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?			The Company establishes and announces internal independent reporting mailboxes and special lines on the company's website and internal website, or entrusts other external independent organizations to provide reporting mailboxes and special lines for internal and external personnel of the Company. The Company also has a dedicated agency to deal with the relevant protection measures and confidentiality behaviors of whistleblowers, and according to relevant measures as a processing procedure.	Conform to "Ethical Corporate Management Best Practice Principles"
(3)Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?			The Company will keep the whistleblower's identity and the contents of the report confidential in a written statement, and the Company promises that the whistleblower will not be punished improperly due to the whistleblowing.	Conform to "Ethical Corporate Management Best Practice Principles"
4.Strengthening Information Disclosure Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	V		The Company's website has a corporate governance section to disclose information related to honest management, which is also disclosed on MOPS, Market Observation Post System.	Conform to "Ethical Corporate Management Best Practice Principles"
5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviations between the principles and their implementation: The board of directors of the Company passed the "Guidelines for the Adoption of Codes of Ethical Conduct" on December 22, 2008; the "Ethical Corporate Management Best Practice Principles" on March 21, 2011; and the "Procedures for Ethical Management and Guidelines for Conduct" on March 20, 2015. The designated unit is responsible for relevant publicity, punishment, and complaints to ensure a corporate culture of honest management and a good business operation structure. The Company regularly reviews the operation of the code, and timely amends and revises, and there have been no significant differences ever since. °				
6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): i. The board of directors of the Company has established complete regulations for the operation of honest management, regularly reviews the operation situation and timely amends and revises. ii. For major asset transactions, an appraisal report issued by a professional appraiser shall be obtained in accordance with regulations. For legal matters, relevant legal advisors shall be consulted for confirmation according to the professional nature. iii. The accounting department reviews transaction accounts in accordance with accounting principles, and consults accountants for confirmation of major cases or doubtful cases. iv. Effectively implementing relevant regulations on corporate governance, establishing laws and regulations, internal control and audit systems, risk management mechanisms, strengthening the function of the board of directors, playing the role of supervisor, respecting the rights and interests of stakeholders, and improving the transparency of information. v. Matters related to major operating policies, investment and financing projects, acquisition and disposal of assets, endorsement guarantees, capital lending, derivative commodity transactions, etc., are all in accordance with the laws or the authority list approved by the board of directors. After being evaluated and signed by the relevant responsible supervisors, if necessary, the board of directors will make the resolution and handle relevant information announcement declaration matters. vi. The audit office conducts regular and irregular audits on various departments, makes forward improvement suggestions and tracks the improvement situation. vii. Encouraging directors, supervisors, managers and all employees to make suggestions as a reference for reviewing and improving the effectiveness of the Company's integrity management policy, to enhance the effectiveness of the				

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	<u>Yes</u>	<u>No</u>	Summary description	
Company's integrity management.				
viii. Paying great attention to honest transactions and information transparency, and communicates honest management policies with the Company's suppliers to prevent dishonest transactions.				

(7) Other important information sufficient to enhance the understanding of the operation of corporate governance shall be disclosed as well.

- i. The Company's Board of Directors currently has a total of 9 directors, including 3 independent directors, 6 general directors, 1 of the general directors are held by the management team, and the board of directors also has ESG Committee and Audit Committee with 3 independent directors as members, and the Remuneration Committee is composed of 2 independent directors and 1 external professional.
- ii. The Company has been certified by the CG6004, CG6005, and CG6007 corporate governance evaluation of Taiwan Corporate Governance Association. On April 2, 2015, the Company was awarded A+ certification by the 12th listed company Information Disclosure and Transparency Ranking System conducted by TWSE and Taipei Exchange. The Company attaches great importance to corporate governance and demonstrates a responsible attitude towards investors. The results of previous corporate governance evaluations are as follows.

Session	Year	Evaluation results grade
1 st	2014	~5%
2 nd	2015	6% ~ 20%
3 rd	2016	21% ~ 35%
4 th	2017	21% ~ 35%
5 th	2018	36% ~ 50%
6 th	2019	6% ~ 20%
7 th	2020	6% ~ 20%
8 th	2021	6% ~ 20%
9 th	2022	6% ~ 20%
10 th	2023	6% ~ 20%

- iii. To establish a good internal material information processing and disclosure mechanism for the Company and avoid improper information leakage, the Company has established "internal material information processing procedures", as the principle for the Company's directors, managers, and employees to follow.
- iv. The Company's website has set up a corporate governance area, which contains corporate governance regulations for internal and external reference, and timely discloses important information to the public.

(8) Implementation status of the internal control system

i. Internal Control Statement

Please refer to the MOPS> Single Company > Corporate Governance > Company Rules/Internal Control > Internal Control Statement Announcement

Website: <https://mops.twse.com.tw/mops/#/web/t06sg20>

ii. Those who entrust an accountant to audit the internal control system shall disclose the accountant's audit report: None.

(9) In the latest year and as of the date of publication of the annual report, the important resolutions of the shareholders' meeting and the board meetings.

Important Resolutions of ALLTOP Board Meetings					
Date	Session	Securities & Exchange Act §14-5	Case	Resolutions	situation
Jan. 30, 2024	The 17th of the Tenth		1. Mangers' performance appraisal review of 2023 and assigned by year-end bonuses.	Approved without objection	Already implemented
			2. Board and Compensation Committee Performances Evaluation of 2023.	Approved without objection	Already implemented
			3. 2024 Calendar of Compensation Committee.	Approved without objection	Already implemented
		V	4. Operating Plan and draft budget of 2024.	Approved without objection	Already implemented
		V	5. Management's reports on Internal Control of 2023.	Approved without objection	Already implemented
		V	6. Revising for " Rules of Procedure for Board of Directors Meetings".	Approved without objection	Already implemented
			7. Record date of capital increase.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
March 5, 2024	The 18th of the Tenth	V	1. Non-Consolidated and Consolidated Financial Statements for the year ended December 31, 2023.	Approved without objection	Already implemented
		V	2. Year 2024 fees of certifying certified public accountant of Deloitte.	Approved without objection	Already implemented
		V	3. Business Report of 2023.	Approved without objection	Already implemented
		V	4. Proposal for distribution of 2023 earnings.	Approved without objection	Already implemented
		V	5. Cash dividends distributed from capital reserve to shareholders.	Approved without objection	Already implemented
			6. Employees' and Directors' remuneration of 2023.	Approved without objection	Already implemented
			7. Revising for "Articles of Incorporation".	Approved without objection	Already implemented
			8. Election of the 11th term of directors of the company.	Approved without objection	Already implemented
			9. Nominees of directors.	Approved without objection	Already implemented

Important Resolutions of ALLTOP Board Meetings					
Date	Session	Securities & Exchange Act §14-5	Case	Resolutions	situation
			10. Relieve new directors' non-compete restrictions of article 209 of the Company Act.	Approved without objection	Already implemented
			11. Matters of 2024 Annual Shareholders' Meeting.	Approved without objection	Already implemented
			12. Event of shareholder's proposals for AGM 2024.	Approved without objection	Already implemented
			13. Accepting the nomination right of directors of shareholders.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
May 3, 2024	The 19th of the Tenth	V	1. Consolidated Financial Statements for the Quarter Ended March 31, 2024.	Approved without objection	Already implemented
			2. Record date of capital increase.	Approved without objection	Already implemented
			3. Extend bank credit.	Approved without objection	Already implemented
			4. Extend provide collateral for Keelung Custom.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
Jane 19, 2024	The 1st of the Eleventh		1. The 11th board of directors took office and nominated the chairman.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
Jane 28, 2024	The 2nd of the Eleventh		1. 6th of Remuneration Committee Members.	Approved without objection	Already implemented
			2. 1st of ESG Committee Members.	Approved without objection	Already implemented
			3. the formulation of "ESG Committee Charter".	Approved without objection	Already implemented
			4. Ex-Dividend record date of 2024, Book closure period time and Unsecured convertible bonds (#35264 , #35265 & #35266) Period of suspension of changes.	Approved without objection	Already implemented
			5. Convertible bonds (#35264, #35265 & #35266) conversion price.	Approved without objection	Already implemented
			6. Extend bank credit.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			

Important Resolutions of ALLTOP Board Meetings					
Date	Session	Securities & Exchange Act §14-5	Case	Resolutions	situation
Aug. 2, 2024	The 3rd of the Eleventh	V	1. Consolidated Financial Statements for the Quarter Ended June 30, 2024.	Approved without objection	Already implemented
			2. Resolution of the Compensation Committee about Directors and Supervisors' remuneration & Employees' remuneration of 2023.	Approved without objection	Already implemented
			3. Extend bank credit.	Approved without objection	Already implemented
			4. Record date of capital increase.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
Nov. 5, 2024	The 4th of the Eleventh	V	1. Consolidated Financial Statements for the Quarter Ended Sep. 30, 2024	Approved without objection	Already implemented
		V	2. 2024 performance appraisal of CPA.	Approved without objection	Already implemented
		V	3. Rotation and replacement of CPA within Deloitte.	Approved without objection	Already implemented
		V	4. Audit plan of 2025.	Approved without objection	Already implemented
		V	5. Revising for "internal control system" and "Internal Audit Implementation Rules". And the formulation of "Regulations on the Management of Sustainable Information".	Approved without objection	Already implemented
		V	6. Liquean Technology (Taicang) Co., Ltd. obtains the ratification of the right-of-use asset from ALLTOP Electronics (Suzhou) Ltd.	Approved without objection	Already implemented
			7. Appointment of the CSO.	Approved without objection	Already implemented
			8. The identification results of major themes in the ESG report.	Approved without objection	Already implemented
			9. Record date of capital increase.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
Jan. 17, 2025	The 5th of the Eleventh		1. Mangers' performance appraisal review of 2024 and assigned by year-end bonuses.	Approved without objection	Already implemented
			2. Board and Compensation Committee Performances Evaluation of 2024.	Approved without objection	Already implemented
			3. 2025 Calendar of Compensation Committee.	Approved without objection	Already implemented
		V	4. Operating Plan and draft budget of 2025.	Approved without objection	Already implemented
		V	5. Management's reports on Internal Control of 2024.	Approved without objection	Already implemented

Important Resolutions of ALLTOP Board Meetings					
Date	Session	Securities & Exchange Act §14-5	Case	Resolutions	situation
March 5, 2025	The 6th of the Eleventh		6. Record date of capital increase.	Approved without objection	Already implemented
		V	7. ALLTOP Electronics (Suzhou) Ltd. established a joint venture.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			
		V	1. Non-Consolidated and Consolidated Financial Statements for the year ended December 31, 2024.	Approved without objection	Already implemented
		V	2. Year 2025 fees of certifying certified public accountant of Deloitte.	Approved without objection	Already implemented
		V	3. Business Report of 2024.	Approved without objection	Already implemented
		V	4. Proposal for distribution of 2024 earnings.	Approved without objection	Already implemented
		V	5. Cash dividends distributed from capital reserve to shareholders.	Approved without objection	Already implemented
			6. Ex-Dividend record date of 2025, Book closure period time and Unsecured convertible bonds (#35265 & #35266) Period of suspension of changes.	Approved without objection	Already implemented
			7. Convertible bonds (#35265 & #35266) conversion price.	Approved without objection	Already implemented
			8. Employees' and Directors' remuneration of 2024.	Approved without objection	Already implemented
			9. Matters of 2025nnual Shareholders' Meeting.	Approved without objection	Already implemented
			10. Event of shareholder's proposals for AGM 2025.	Approved without objection	Already implemented
		1. Matters of Securities & Exchange Act §14-3 Independent directors' opinions : agreed. Handling of opinions of independent directors : NA. 2. Other opinions have been record and written: None.			

Important Resolutions of ALLTOP Shareholder's Meetings				
Date	Cases	Resolutions	Shareholder opinion	situation
June 19, 2024	1. Business Report of 2023.	Approved without objection	None.	Already implemented
	2. Proposal for distribution of 2023 earnings.	Total amount of cash dividends to shareholders NTD552,941,282.	None.	Already implemented and Paid on Aug. 22, 2024.
	3. Cash dividends distributed from capital reserve to shareholders.	Total amount of cash dividends to shareholders NTD133,060,736.	None.	Already implemented and Paid on Aug. 22, 2024.
	4. Revising for "Articles of Incorporation"	Approved without objection	None.	Already implemented
	5. Re-election the 11th of board of directors.	Approved without objection	None.	Already implemented
	6. Release the newly Directors from non-competition restrictions.	Approved without objection	None.	Already implemented

(10) In the latest year and as of the date of publication of the annual report, the directors or supervisors have different opinions about important resolutions adopted by the board of directors, and there are records or written statements: None.

3. Information on CPA (External Auditor) Professional Fees

Unit: NT\$ Thousands

Name of accounting firm	Names of CPAs	Period covered by the CPA audit	Audit fees	Non-audit fees	Total	Remarks
Deloitte Taiwan	Li Wei Liu	2024.01.01~2024.12.31	3,670	120 (Note 1)	3,880	
	Keng Hsi Chang					

Note 1: Refers to the fee paid to the CPA for the transfer pricing report.

- (1) If the Company has changed accounting firm, and in the year of the change the audit fee is lower than that in the previous year, the Company shall disclose the audit fees before and after the change and the reasons: None.
- (2) If the audit fee is reduced by more than 10% over that in the previous year, the Company shall disclose the amount of reduced audit fee, the proportion and reason for the reduction: None.

4. Information on Replacement of CPAs

None.

5. The employment of the Company's Chairman, general manager, financial or accounting manager with the firm of the auditing CPA or its affiliated business in the past year

(Should disclose the name, title and the period of employment in the firm to which the CPA belongs or its affiliated businesses)

None.

6. Changes in equity transfers and equity pledges of directors, supervisors, managers and shareholders holding more than 10% of the shares in the most recent year and as of the publication date of the annual report

(1) Changes in Shareholding of Directors, Supervisors, Managerial Officers, and Major Shareholders

Unit: share

Job title	Name	2024		Current fiscal year as of April 14, 2025	
		Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)	Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)
Chairman	HoYuan Investment Co., Ltd.	-	(577,000)	-	-
	Rep. Yu Wan Yi (Note 1)	-	-	(9,300)	-
Director	PanJit Int'l Inc.	78,000	-	-	-
	Rep. Fang Min Zong	-	-	-	-
Director	YanHua Investment Ltd.	264,000	590,000	55,000	-
	Rep. Chang Yi Wei (concurrently as GM) (note 2)	5,856	-	-	-
Director	JuiTsan Investment Co., Ltd.	(83,000)	-	-	-
	Rep. Chen Yuan Chen	(26,000)	-	1,000	-
Director (note 3)	PanJit Int'l Inc.	78,000	-	-	-
	Rep. Shen Ying Xiu	-	-	-	-
Director	Lin Yueh Hsia	-	-	-	-
INED	Pu Tsun Ching	-	-	-	-
INED(Note 3)	Shi Chun Cheng	-	-	-	-
INED	Chiang Chih Fung	-	-	-	-
Deputy GM	Tung Jen Yen (note2, 4)	12,044	-	-	-
RD Manager	Kang Ya Juan(note 2)	4,660	-	-	-
Financial Manager	Jian Zi Yuan(note 2)	4,574	-	1,000	-
Accounting Manager	Chen Ching Yi(note 2)	5,574	-	-	-
IR Manager	Chen Chung Yi(note 2)	5,574	-	-	-
Auditor	Li Yu Hsing(note 2)	6,940	-	-	-
1st Sales Dept. Director	Huang Zi Fan(note 2)	10,650	-	1,000	-
2nd Sales Dept. Director	Fan Huan Cai	-	-	-	-

Note 1 : Gifted 93,000 shares to children.

Note 2 : Transferred from Employee Stock Ownership Trust on Oct. 1, 2024.

Note 3 : New directors were elected at the shareholders' meeting on June 19, 2014.

Note 4 : In 2024, Shares held through nominees of Tung Jen Yen as follows:

TaChinYen Co., Ltd. increased 71,000 shares and pledged 418,000 shares, Yuanchen Investment Co., Ltd. pledged 241,000 shares & Chindayuan Investment Co., Ltd. increased 50,000 shares and pledged 214,000 shares.

(2) The counterparty of the equity transfer is a related person: :

Unit: Share

Name	Reason for transfer	Date of transaction	Counterparty	Relationship between the counterparty and the Company, directors, supervisors, managerial officers, and major shareholders	No. of shares	Transaction price (note)
Yu Wan Yi	Gift	Feb. 17, 2025	Yu Ya Yuan	Children	9,300	262

Note: Closing price of the stock on the day when the transaction is declared.

(3) The counterparty of the equity pledge is a related person: None.

7. Information of top 10 shareholders by shareholding ratio who are relatives or spouses, or relatives within the second degree

Relationships Among the Top 10 Shareholders

April 14, 2025

Unit : Share ; %

Name (Note 1)	Shareholding		Shareholding of spouse and minor children		Total shareholding by nominee arrangements		Specify the name of the entity or person and their relationship to any of the other top 10 shareholders with which the person is a related party or has a relationship of spouse or relative within the 2nd degree (Note 3)		Remark
	Shares	% (note 2)	Shares	% (note 2)	Shares	% (note 2)	Name of entity or individual	Relation- ship	
PanJit Int'l Inc. Rep. Fang Min Qing	11,393,009	17.49%	0	0	0	0	none	none	none
Minjiu Investment Co., Ltd. Rep. Chen Lin Hsue Chi	2,484,888	3.82%	0	0	0	0	Chen Li Lin	daughter	none
YanHua Investment Ltd. Rep. Chang Yi Wei	2,081,000	3.19%	0	0	0	0	none	none	none
Pacific Capital UCITS Funds PLC - Pacific North of South EM All Cap Equity	2,079,204	3.19%	0	0	0	0	none	none	none
Morgan Stanley & Co. International PLC	1,344,905	2.06%	0	0	0	0	none	none	none
Goldman Sachs International	1,147,000	1.76%	0	0	0	0	none	none	none
Nomura International PLC	1,119,000	1.72%	0	0	0	0	none	none	none
HoYuan Investment Co., Ltd. Rep. Chen Li Lin	938,026	1.44%	0	0	0	0	Chen Lin Hsue Chi	mother	none
JuiTsan Investment Co., Ltd. Rep. Chen Chu Lin	904,882	1.39%	0	0	0	0	none	none	none
J.P.Morgan Securities PLC	808,782	1.24%	0	0	0	0	none	none	none

Note 1: All of the top 10 shareholders should be listed, and the names of corporate/juristic person shareholders and their representatives should be listed separately.

Note 2: The shareholding ratio (%) is calculated as the total numbers of shares respectively held by the shareholder, their spouse and minor children, or through nominees.

Note 3: Disclose the relationships among the above-listed shareholders, including corporate/juristic person shareholders and natural person shareholders, in accordance with the provisions of the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

8. The number of shares held by the Company, the Company's directors, supervisors, managers and the businesses directly or indirectly controlled by the Company in the same re-invested businesses, and to calculate the comprehensive shareholding ratio on a consolidated basis

April 14, 2025
Unit : Share ; %

Investee enterprise (Note)	Investment by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total investment	
	Shares	Shareholding ratio %	Shares	Shareholding ratio %	Shares	Shareholding ratio %
A-LIST International Ltd.	—	100	—	—	—	100
Alltop Technology (Vietnam) Co., Ltd.	—	100	—	—	—	100
Topwise Technology Ltd.	—	100	—	—	—	100
Alltop Holding Ltd.	—	100	—	—	—	100
Mettle Enterprise Co., Ltd.	—	100	—	—	—	100
Alltop Electronics (Suzhou) Ltd.	—	100	—	—	—	100
Liquan Technology (Taicang) Co., Ltd.	—	100	—	—	—	100
Prosper Radiant Ltd.	—	30	—	—	—	30
Sankag Electronic Technology (Taicang) Co., Ltd.	—	30	—	—	—	30

Note : This refers to investee enterprises in which the Company makes long-term investment calculated according to the equity method.

III. Fundraising Status

1. Capital and shares

(1) Source of Share Capital

i. Share capital formation process

April 14, 2025

Unit: thousand shares; NT\$ thousand

Month/year	Issued price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount (NT\$)	Shares	Amount (NT\$)	Sources of capital	Capital paid in by assets other than cash	Other
1998.11	10	500	5,000	500	5,000	Cash	None	Note 1
1999.09	10	2,500	25,000	2,500	25,000	Capital increase	None	Note 2
2002.08	10	4,800	48,000	4,800	48,000	Capital increase	None	Note 3
2003.05	10	6,500	65,000	6,500	65,000	Capital increase	None	Note 4
2004.11	13	30,000	300,000	16,500	165,000	Capital increase	None	Note 5
2005.10	10	30,000	300,000	20,000	200,000	Capital increase by earning and capital	None	Note 6
2005.12	33	30,000	300,000	23,300	233,000	Capital increase	None	Note 7
2006.09	10	60,000	600,000	28,000	280,000	Capitalization of earnings	None	Note 8
2007.08	10	60,000	600,000	33,570	335,700	Capitalization of earnings	None	Note 9
2007.11	66	60,000	600,000	37,500	375,000	Capital increase	None	Note 10
2008.08	10	60,000	600,000	46,500	465,000	Capitalization of earnings	None	Note 11
2009.07	10	60,000	600,000	52,298	522,980	Capitalization of earnings	None	Note 12
2010.06	10	60,000	600,000	52,339	523,390	Convertible corporate bond transferred to common stock	None	Note 13
2010.08	10	60,000	600,000	57,378	573,788	Capital surplus transferred to capital	None	Note 14
2010.10	10	100,000	1,000,000	57,383	573,831	Convertible corporate bond transferred to common stock	None	Note 15
2011.08	10	100,000	1,000,000	62,871	628,716	Capital surplus transferred to capital	None	Note 16
2011.10	10	100,000	1,000,000	61,871	618,716	Decrease in treasury stock	None	Note 17
2011.12	10	100,000	1,000,000	60,971	609,716	Decrease in treasury stock	None	Note 18
2014.04	10	100,000	1,000,000	60,635	606,357	Decrease in treasury stock & Convertible corporate bond transferred to common stock	None	Note 19
2014.11	10	100,000	1,000,000	59,722	597,224	Decrease in treasury stock & Convertible corporate bond transferred to common stock	None	Note 20
2015.03	10	100,000	1,000,000	64,059	640,598	Convertible corporate bond transferred to common stock	None	Note 21
2015.05	10	100,000	1,000,000	66,224	662,243	Convertible corporate bond transferred to common stock	None	Note 22
2015.12	10	100,000	1,000,000	64,424	644,243	Decrease in treasury stock	None	Note 23
2016.04	10	100,000	1,000,000	64,874	648,742	Convertible corporate bond transferred to common stock	None	Note 24
2016.08	10	100,000	1,000,000	65,449	654,494	Convertible corporate bond transferred to common stock	None	Note 25
2016.11	10	100,000	1,000,000	65,837	658,372	Convertible corporate bond transferred to common stock	None	Note 26
2018.08	10	100,000	1,000,000	65,026	650,262	Decrease in treasury stock	None	Note 27
2019.03	10	100,000	1,000,000	64,300	643,002	Decrease in treasury stock	None	Note 28
2019.07	10	120,000	1,200,000	64,300	643,002	Amend the articles of association	None	Note 29
2020.02	10	120,000	1,200,000	65,297	652,971	Convertible corporate bond transferred to common stock	None	Note 30
2020.05	10	120,000	1,200,000	72,047	720,473	Convertible corporate bond transferred to common stock	None	Note 31
2020.07	10	120,000	1,200,000	72,047	720,473	Amend the articles of association	None	Note 32
2020.08	10	120,000	1,200,000	72,159	721,596	Convertible corporate bond transferred to common stock	None	Note 33
2020.11	10	120,000	1,200,000	72,915	729,158	Convertible corporate bond transferred to common stock	None	Note 34
2021.02	10	120,000	1,200,000	54,779	547,797	Convertible corporate bond transferred to common stock & cash refund capital reduction	None	Note 35

2021.08	10	120,000	1,200,000	56,346	563,458	Convertible corporate bond transferred to common stock	None	Note 36
2021.11	10	120,000	1,200,000	58,222	582,224	Convertible corporate bond transferred to common stock	None	Note 37
2022.03	10	120,000	1,200,000	58,508	585,077	Convertible corporate bond transferred to common stock	None	Note 38
2022.07	10	120,000	1,200,000	58,944	589,441	Convertible corporate bond transferred to common stock & Amend the articles of association	None	Note 39
2022.11	10	120,000	1,200,000	58,998	589,978	Convertible corporate bond transferred to common stock	None	Note 40
2023.11	10	120,000	1,200,000	59,091	590,910	Convertible corporate bond transferred to common stock	None	Note 41
2024.03	10	120,000	1,200,000	59,138	591,381	Convertible corporate bond transferred to common stock	None	Note 42
2024.05	10	120,000	1,200,000	59,319	593,189	Convertible corporate bond transferred to common stock	None	Note 43
2024.07	10	120,000	1,200,000	59,319	593,189	Amend the articles of association	None	Note 44
2024.09	10	120,000	1,200,000	60,214	602,138	Convertible corporate bond transferred to common stock	None	Note 45
2024.11	10	120,000	1,200,000	62,878	628,785	Convertible corporate bond transferred to common stock	None	Note 46
2025.02	10	120,000	1,200,000	64,011	640,112	Convertible corporate bond transferred to common stock	None	Note 47

Note 1 : 1998/11/06(Jian-San-Zi Letter No.255080)

Note 2 : 1999/09/18(Jing-(88)-Zhong-Zi Letter No.88695273)

Note 3 : 2002/08/06(Jing-Shou -Zhong-Zi Letter No.09132530240)

Note 4 : 2003/06/09(Jing-Shou -Zhong-Zi Letter No.09232170520)

Note 5 : 2004/12/07(Jing-Shou -Zhong-Zi Letter No.09333140650)

Note 6 : 2005/10/03(Jing-Shou -Zhong-Zi Letter No.0941051540)

Note 7 : 2006/01/04(Jing-Shou -Zhong-Zi Letter No.09531526420)

Note 8 : 2006/08/15(Jin-Guan-Zheng-Yi-Zi Letter No.0950136070) ; 2006/09/15(Jing-Shou -Zhong-Zi Letter No.09532856030)

Note 9 : 2007/07/05(Jin-Guan-Zheng-Yi-Zi Letter No.0960034346) ; 2007/08/14(Jing-Shou -Zhong-Zi Letter No.09632602160)
2007/08/30(Jing-Shou -Zhong-Zi Letter No.09632691370)

Note 10 : 2007/10/03(Jin-Guan-Zheng-Yi-Zi No.0960054599) ; 2007/11/27(Jing-Shou -Zhong-Zi Letter No.09633112770)

Note 11 : 2008/06/25(Jin-Guan-Zheng-Yi-Zi Letter No.0970031740) ; 2008/08/27(Jing-Shou -Zhong-Zi Letter No.09732925941)

Note 12 : 2009/06/04(Jin-Guan-Zheng-Fa-Zi Letter No.0980027191) ; 2009/07/31(Jing-Shou-Shang-Zi Letter No.09801173550)

Note 13 : 2010/06/29(Jing-Shou-Shang-Zi Letter No.09901132970)

Note 14 : 2010/06/09(Jin-Guan-Zheng-Fa-Zi Letter No.0990029636) ; 2010/08/02(Jing-Shou-Shang-Zi Letter No.09901171330)

Note 15 : 2010/10/26(Jing-Shou-Shang-Zi Letter No.09901238950)

Note 16 : 2011/06/23(Jin-Guan-Zheng-Zi Letter No.1000028905) ; 2011/08/17(Jing-Shou-Shang-Zi Letter No.10001189410)

Note 17 : 2011/10/04(Jing-Shou-Shang-Zi Letter No.10001229460)

Note 18 : 2011/12/08(Jing-Shou-Shang-Zi Letter No.10001277740)

Note 19 : 2014/04/30(Jing-Shou-Shang-Zi Letter No.10301077810)

Note 20 : 2014/11/27(Jing-Shou-Shang-Zi Letter No.10301246380)

Note 21 : 2015/03/02(Jing-Shou-Shang-Zi Letter No.10401033480)

Note 22 : 2015/05/07(Jing-Shou-Shang-Zi Letter No.10401084260)

Note 23 : 2015/12/02(Jing-Shou-Shang-Zi Letter No.10401249740)

Note 24 : 2016/04/13(Jing-Shou-Shang-Zi Letter No.10501070150)

Note 25 : 2016/08/22(Jing-Shou-Shang-Zi Letter No.10501208520)

Note 26 : 2016/11/25(Jing-Shou-Shang-Zi Letter No.10501274000)

Note 27 : 2018/08/27(Jing-Shou-Shang-Zi Letter No.10701108100)

Note 28 : 2019/03/22(Jing-Shou-Shang-Zi Letter No.10801029580)

Note 29 : 2019/07/16(Jing-Shou-Shang-Zi Letter No.10801083680)

Note 30 : 2020/02/19(Jing-Shou-Shang-Zi Letter No.10901021710)

Note 31 : 2020/05/27(Jing-Shou-Shang-Zi Letter No.10901081040)

Note 32 : 2020/07/10(Jing-Shou-Shang-Zi Letter No.10901124020)

Note 33 : 2020/08/31(Jing-Shou-Shang-Zi Letter No.10901159960)

Note 34 : 2020/11/25(Jing-Shou-Shang-Zi Letter No.10901217630)

Note 35 : 2021/02/09(Jing-Shou-Shang-Zi Letter No.11001024640)

Note 36 : 2021/08/25(Jing-Shou-Shang-Zi Letter No.11001126150)

Note 37 : 2021/11/17(Jing-Shou-Shang-Zi Letter No.11001214520)

Note 38 : 2022/03/22(Jing-Shou-Shang-Zi Letter No.11101045790)

Note 39 : 2022/07/26(Jing-Shou-Shang-Zi Letter No.11101125360)

Note 40 : 2022/11/15(Jing-Shou-Shang-Zi Letter No.11101217470)
Note 41 : 2023/11/24(Jing-Shou-Shang-Zi Letter No.11230217340)
Note 42 : 2024/03/07(Jing-Shou-Shang-Zi Letter No.11330019860)
Note 43 : 2024/05/31(Jing-Shou-Shang-Zi Letter No.11330077310)
Note 44 : 2024/07/31(Jing-Shou-Shang-Zi Letter No.11330117340)
Note 45 : 2024/09/06(Jing-Shou-Shang-Zi Letter No.11330149840)
Note 46 : 2024/11/25 (Jing-Shou-Shang-Zi Letter No.11330201970)
Note 47 : 2025/02/12 (Jing-Shou-Shang-Zi Letter No.11430011840)

ii. Type of stock

April 14, 2025
Unit: thousand shares

Type of stock	Authorized Capital			Remarks
	Outstanding shares (Note)	Unissued shares	Total	
Registered common stock	65,134	54,866	120,000	This stock is traded on the TPEX, and the number of shares has been registered for change.

iii. Information on the consolidated declaration system: None

(2) List of Major Shareholders

April 14, 2025
Unit: Shares

Names of major shareholders	shares	No. of shares held	Shareholding ratio %
PanJit Int'l Inc.		11,393,009	17.49%
Minjiu Investment Co., Ltd.		2,484,888	3.82%
YanHua Investment Ltd.		2,081,000	3.19%
Pacific Capital UCITS Funds PLC - Pacific North of South EM All Cap Equity		2,079,204	3.19%
Morgan Stanley & Co. International PLC		1,344,905	2.06%
Goldman Sachs International		1,147,000	1.76%
Nomura International PLC		1,119,000	1.72%
HoYuan Investment Co., Ltd.		938,026	1.44%
JuiTsan Investment Co., Ltd.		904,882	1.39%
J.P.Morgan Securities PLC		808,782	1.24%

(3) The Company's Dividend Policy and Implementation Status

i. Dividend policy stipulated in the articles of incorporation of the Company

If earnings are available for distribution at the end of a fiscal year, 10% of earnings – that is, after paying all taxes and dues in accordance with the law and offsetting any loss from prior year(s) – shall be set aside as legal reserve. However, when the legal reserve has reached the paid-in capital of the Company, it is no longer necessary for provision, and the rest shall be made provision or reversal of special reserve to the special reserve in accordance with the law. If there is still a surplus, together with the accumulated unappropriated earnings, the board of directors shall propose a profit distribution proposal and submit it to the shareholders' meeting for a resolution on the distribution of shareholder dividends.

The Company's dividend Policy is based on current and future development plans, the investment environment, capital needs and domestic and overseas competitions, as well as the interests of shareholders and other factors. Every year, no less than 50% of the distributable profit should be allocated to distribute the shareholder dividends, the dividends can be done in cash or

stock, and the cash dividends should not be less than 10% of the total dividends.

ii. The dividend distribution proposed by the shareholder's meeting:

The company's 2024 earnings distribution case has been approved by the board of directors on March 5, 2025. The board of directors proposed to approve a cash dividend of NT\$860,951,205, with an allocation of approximately NT\$13.45 per share. It is also planned to use capital reserves to distribute cash of NT\$211,237,099, with an allocation of approximately NT\$3.30 per share. The aforementioned approximate allotment amount per share is calculated based on the number of 64,011,242 common shares issued and outstanding as of December 31, 2024.

iii. Explanation of expected significant changes in dividend policy: None

(4) Impact of the proposed bonus shares on the Company's operating performance and earnings per share: N/A

(5) Remuneration of Employees, Directors and Supervisors:

i. The percentage or scope of the remuneration of employees, directors and supervisors stipulated in the Articles of Incorporation:

If there is a profit for the year, the Company shall first allocate 4% to 10% as employee remuneration, which shall be distributed in stock or cash by the resolution of the board of directors, and the objects should include subordinate employees with certain conditions; with the above-mentioned amount of profit, the Company shall allocate no more than 2% as remuneration for directors by board of directors. Distribution proposals on employee remuneration and supervisor's remuneration should be reported to the shareholders' meeting. However, if the Company still has an accumulated loss, it shall reserve the compensation amount in advance, and then allocate employee remuneration and director and supervisor remuneration according to the above-mentioned proportion.

ii. The estimation basis for the remuneration of employees and directors in the current period, the basis for calculating the number of shares of employee remuneration based on stock distribution, and the accounting treatment if there is a difference between the actual distribution amount and the estimated amount

(i) The estimation basis for the remuneration of employees and directors in the current period: After considering the annual profit up to the current period, it is estimated at a certain rate within the range of the percentage stipulated in the articles of incorporation.

(ii) The basis for calculating the number of shares of employee remuneration based on stock distribution: N/A.

(iii) The accounting treatment if there is a difference between the actual distribution amount and the estimated amount: it shall be handled according to the changes in accounting estimation, and adjusted and recorded in the year of issuance.

iii. Distribution of remuneration approved by the board of directors:

(i) Amount of employee compensation and director and supervisor remuneration distributed in cash or stock. If there is a difference from the estimated amount for the recognized expense year, the amount of the difference, the reason and the treatment should be disclosed.

There is no difference between the amount of remuneration for employees and directors distributed by the resolution of the board of directors and the annual estimated amount of recognize expenses in 2024.

Unit: NT\$

Resolution of the board of directors (2025/3/5)	
Item	Amount
Remuneration of employee- Cash	99,276,001
Remuneration of directors- Cash	24,570,000

(ii) The amount of employee remuneration for stock distribution and its proportion to the total amount

of after-tax net profit and total employee remuneration of individual financial reports in current period: N/A.

- iv. The actual distribution of the remuneration of employees and directors in the previous year (including the number of shares distributed, the amount and the share price), if there is any difference from the recognized remuneration of employees and directors, the difference, the reason and the handling situation shall be stated

There is no difference between the amount of remuneration for employees and directors proposed by the board of directors, the annual estimated amount of recognized expenses, and the actual distribution amount in 2023.

Unit: NT\$

Item	Amount
Remuneration of employee- Cash	55,832,943
Remuneration of directors- Cash	15,792,000

- (6) Buyback of Treasury Stock: There has been no repurchase of the Company's shares in the past year and as of the date of publication of the annual report.

2. Issuance of Corporate Bonds

(1) Issuance of Corporate Bonds

Type of corporate bonds	5th unsecured convertible corporate bond (issue no.35265)
Issue (transaction) date	February 14, 2022
Face value	NT\$100,000
Place of issue and trading	Taipei Exchange
Issue price	Issued at 101% of the face value of the bond
Issue amount	NT\$80,000,000
Coupon rate	0%
Term	Five years periods, expiry date: February 14, 2027
Guarantor	NA
Trustee	KGI Bank
Underwriter	KGI Securities
Attesting lawyer	Handsome Attorneys-at-Law / Lawyer Peng Yi Cheng
Attesting CPA	Deloitte Taiwan / CPAs Cheng Quan Yu & Chung Cheng Chen
Redemption method	Except for the conversion of the holders of the convertible corporate bonds into common stock of the Company in accordance with Article 10, or early redemption by the Company in accordance with Article 18, or the exercise of the sell-back right in accordance with Article 19 of the Measure, or unless the Company repurchases and cancels at the business office of a securities firm, the Company will repay the converted corporate bonds in cash in one-time repayment according to the face value of the bond when the bonds mature.
Unredeemed balance	NT\$317,700,000
Conditions for redemption or early redemption	<p>(1) From the next day (May 15, 2022) to the forty days before the expiration of the issuance period (January 5, 2027) after three months of the issuance of the convertible corporate bonds, if the closing price of the Company's common stocks exceeds 30% (inclusive) of the current conversion price within thirty business days, the Company may, within the next thirty business days, send a "bond recall notice" by registered mail with a one-month expiration date (the aforesaid period shall be counted from the day when the Company sends the letter, the date of expiry of the period shall be used as the basis for bond recall day, and the aforementioned period shall not be the cessation of conversion period of the convertible corporate bonds) to bondholders (based on the one listed in register of bondholders on the fifth business day prior to the dispatch date of the "bond recall notice", for bondholders who subsequently acquire the converted corporate bonds due to trading or other reasons, an announcement shall be made), the redemption price shall be determined at the face value of the converted corporate bonds, and all the bonds will be recovered in cash, and the OTC trading center will be notified by letter. The Company shall redeem the outstanding convertible corporate bonds in cash at the face value of the bonds within five business days after the bond recall reference date in order to implement the recall request.</p> <p>(2) From the next day (May 15, 2022) to the forty days before the expiration of the issuance period (January 5, 2027) after three months of the issuance of the convertible corporate bonds, if the outstanding balance of the convertible corporate bonds is less than 10% of the total face value of the original issuance, the Company may at any time thereafter send a "bond recall notice" by registered mail with a one-month expiration date</p>

		<p>(the aforesaid period shall be counted from the day when the Company sends the letter, the date of expiry of the period shall be used as the basis for bond recall day, and the aforementioned period shall not be the cessation of conversion period of the convertible corporate bonds) to bondholders (based on the one listed in register of bondholders on the fifth business day prior to the dispatch date of the "bond recall notice", for bondholders who subsequently acquire the converted corporate bonds due to trading or other reasons, an announcement shall be made), the redemption price shall be determined at the face value of the converted corporate bonds, and all the bonds will be recovered in cash, and the OTC trading center will be notified by letter. The Company shall repurchase the outstanding convertible corporate bonds in cash from the bondholders at the face value of the bonds within five business days after the bond recall reference date in order to implement the recall request.</p> <p>(3) If the bondholder fails to reply in writing to the Company's stock affairs agency before the bond recovery benchmark date stated in the "Bond Recovery Notice" (it will become effective when it is delivered, and the postmark date will be used as proof if it is sent by mail). The Company shall, within five business days after the reference date of bond recovery, recover the convertible corporate bonds holding by bondholders in cash at the face value of the bonds.</p>
Restrictive covenants		None
Name of rating agency, date and result of rating		None
Other rights	The monetary amount of common shares, global depositary receipts, or other securities already converted, exchanged, or subscribed up to the annual report publication date	Transferred to common stock with NT\$ 27,799,460
	The issuance and conversion, exchange, or subscription rules	Please refer to the detail of issuance and transfer method.
The possible dilution of shareholding and influence on shareholder equity caused by the issuance and conversion, exchange, or subscription rules and the terms of issuance.		The coupon rate of the converted corporate bonds issued this time is 0%, which can obtain low-cost funds, and the conversion price is issued at a premium to the reference market price of common stocks, so there will be no negative impact on shareholders' equity.
Name of the custodian institution of the exchangeable underlyings		NA

Type of corporate bonds	6th unsecured convertible corporate bond (issue no.35266)
Issue (transaction) date	January 29, 2024
Face value	NT\$100,000
Place of issue and trading	Taipei Exchange
Issue price	Issued at 101% of the face value of the bond
Issue amount	NT\$100,000,000
Coupon rate	0%
Term	Five years periods, expiry date: January 29, 2029
Guarantor	NA
Trustee	KGI Bank
Underwriter	KGI Securities
Attesting lawyer	Handsome Attorneys-at-Law / Lawyer Peng Yi Cheng
Attesting CPA	Deloitte Taiwan / CPAs Jui Hsuan Ho & Cheng Quan Yu

Redemption method	Except for the conversion of the holders of the convertible corporate bonds into common stock of the Company in accordance with Article 10, or early redemption by the Company in accordance with Article 18, or the exercise of the sell-back right in accordance with Article 19 of the Measure, or unless the Company repurchases and cancels at the business office of a securities firm, the Company will repay the converted corporate bonds in cash in one-time repayment according to the face value of the bond when the bonds mature.
Unredeemed balance	NT\$791,300,000
Conditions for redemption or early redemption	<p>(1) From the next day (April 30, 2024) to the forty days before the expiration of the issuance period (December 20, 2028) after three months of the issuance of the convertible corporate bonds, if the closing price of the Company's common stocks exceeds 30% (inclusive) of the current conversion price within thirty business days, the Company may, within the next thirty business days, send a "bond recall notice" by registered mail with a one-month expiration date (the aforesaid period shall be counted from the day when the Company sends the letter, the date of expiry of the period shall be used as the basis for bond recall day, and the aforementioned period shall not be the cessation of conversion period of the convertible corporate bonds) to bondholders (based on the one listed in register of bondholders on the fifth business day prior to the dispatch date of the "bond recall notice", for bondholders who subsequently acquire the converted corporate bonds due to trading or other reasons, an announcement shall be made), the redemption price shall be determined at the face value of the converted corporate bonds, and all the bonds will be recovered in cash, and the OTC trading center will be notified by letter. The Company shall redeem the outstanding convertible corporate bonds in cash at the face value of the bonds within five business days after the bond recall reference date in order to implement the recall request.</p> <p>(2) From the next day (April 30, 2024) to the forty days before the expiration of the issuance period (December 20, 2028) after three months of the issuance of the convertible corporate bonds, if the outstanding balance of the convertible corporate bonds is less than 10% of the total face value of the original issuance, the Company may at any time thereafter send a "bond recall notice" by registered mail with a one-month expiration date (the aforesaid period shall be counted from the day when the Company sends the letter, the date of expiry of the period shall be used as the basis for bond recall day, and the aforementioned period shall not be the cessation of conversion period of the convertible corporate bonds) to bondholders (based on the one listed in register of bondholders on the fifth business day prior to the dispatch date of the "bond recall notice", for bondholders who subsequently acquire the converted corporate bonds due to trading or other reasons, an announcement shall be made), the redemption price shall be determined at the face value of the converted corporate bonds, and all the bonds will be recovered in cash, and the OTC trading center will be notified by letter. The Company shall repurchase the outstanding convertible corporate bonds in cash from the bondholders at the face value of the bonds within five business days after the bond recall reference date in order to implement the recall request.</p> <p>(3) If the bondholder fails to reply in writing to the Company's</p>

		stock affairs agency before the bond recovery benchmark date stated in the "Bond Recovery Notice" (it will become effective when it is delivered, and the postmark date will be used as proof if it is sent by mail). The Company shall, within five business days after the reference date of bond recovery, recover the convertible corporate bonds holding by bondholders in cash at the face value of the bonds.
Restrictive covenants		None
Name of rating agency, date and result of rating		None
Other rights	The monetary amount of common shares, global depositary receipts, or other securities already converted, exchanged, or subscribed up to the annual report publication date	Transferred to common stock with NT\$ 9,807,110
	The issuance and conversion, exchange, or subscription rules	Please refer to the detail of issuance and transfer method.
The possible dilution of shareholding and influence on shareholder equity caused by the issuance and conversion, exchange, or subscription rules and the terms of issuance.		The coupon rate of the converted corporate bonds issued this time is 0%, which can obtain low-cost funds, and the conversion price is issued at a premium to the reference market price of common stocks, so there will be no negative impact on shareholders' equity.
Name of the custodian institution of the exchangeable underlyings		NA

(2)Convertible Corporate Bonds

Type of corporate bonds		5th unsecured convertible corporate bond (issue no.35264)		
Item	Fiscal year	2023	2024	As of April 14, 2025 in the current fiscal year
	Market price of convertible corporate bonds			
	Maximum	123.50	174.00	174.00
	Minimum	100.00	116.00	152.00
	Average	114.30	134.76	156.23
Conversion price		179.60	171.30	171.30
Issue (transaction) date and conversion price at issuance		2022/2/14 NT\$ 207.3		
Method for performance of conversion obligations		Issue new shares	Issue new shares	Issue new shares

Type of corporate bonds		6th unsecured convertible corporate bond (issue no.35266)	
Item	Fiscal year	2024	As of April 14, 2025 in the current fiscal year
	Market price of convertible corporate bonds		
	Maximum	140.00	138.25
	Minimum	104.00	113.00
	Average	115.90	128.80
Conversion price		212.80	212.80
Issue (transaction) date and conversion price at issuance		2024/1/29 NT\$223.2	
Method for performance of conversion obligations		Issue new shares	Issue new shares

- (3)Exchangeable Corporate Bonds : None
- (4)Issuance of Corporate Bonds Under Shelf Registration : None
- (5)Corporate Bonds With Warrants : None

3. Preferred Shares With Warrants

None

4. Global Depositary Receipts (GDR)

None

5. Employee Share Subscription Warrants

None

6. New Restricted Employee Shares

None

7. Issuing new shares when acquiring or transferring shares of another company

None

8. Execution of fund utilization plan

- (1)As of the quarter before the annual report is published (April 14, 2025), the capital utilization plan has not yet shown benefits. : None
- (2) As of the quarter before the annual report is published (April 14, 2025), the unfinished capital utilization plan: None.

IV. Operations Profile

1. Business scope

(1) Business scope

(i) Main businesses

The R&D, manufacturing and sales of electronic connectors, connecting cables and their components, as well as the import and export trading of the above-mentioned related products, can be primarily divided according to their end-use applications, including servers, automotive, laptops, industrial computers, network equipment, medical equipment and other connectors and high-speed cables.

(ii) Business operating ratio (consolidated revenue)

Main product type	Unit: NT\$ thousand	
	2024	
	Operating Revenue	Operating ratio
Connector	3,211,246	100%

(iii) The Company's current product (service) items:

The company is currently primarily engaged in research and development, manufacturing, and sales of connectors for servers, automotive, laptops and various peripheral products, and has continued to develop electronic connector products in new fields in recent years, such as industrial computers, network equipment and medical connectors. The Company has a complete product series and specifications, and connectors of various profile and structures to meet the customized characteristics of appearance and profile variability. A connector is a plug-in piece used to connect electronic signals between two ends, as one of the structural components. The main purpose of it is to provide electric current and signal transmission for various electronic products, and it is a bridge for all signal transmission; the quality of products not only affects the reliability of electronic signal output, but also influences the operational quality of electronic product functions.

(iv) New products (services) planned and already developed

The connector industry is an upstream industry of electronic connection for related industries such as personal computers, communications, automotive, medical equipment, industrial computers, various consumer electronic products and their corresponding peripheral products, but not the final products, and the development trend is accompanied by changes in downstream demand. In order to increase the added value of various products, the Company plans to develop products with a wider range of applications, such as narrower and lower profile, customized connectors, connectors for consumer products and connectors for other special applications products, etc. We will also focus on the development of electromechanical integration connectors, combining electronic signal processing components with connectors, and create new products with high added value. In addition, we will continue to focus on the research and development of the new generation connector technologies and cooperate with the technical capabilities of the mechanism design to pursue stable quality in the future. Since the Company's considerable technical expertise in the development of products with fine pitch, low profile and multi-pin in

the past, the future pursuit of the goal is to develop new products that better meet the requirement of transmission rate, transmission power, better ESD protection, anti-electromagnetic interference shielding technology, heat dissipation and other related electrical characteristics of components, and can establish industry standards for those products.

Future product development plans are as follows:

Short-term goal	1. The product development direction focuses on with low profile, fine and narrow pitch, and customized connectors for portable devices. 2. The goal is to improve the performance of the product.
Mid-term goal	1. The product development direction focuses on consumer electronics connectors. 2. The goal is to find low-cost alternative among the high-end and low-end products in the existing connector market.
Long-term goal	1. The product development direction focuses on the integration of electronic equipment connectors. 2. The goal is to expand the use of connectors in existing electronic equipment.

(2) Industry overview

(i) Industry status and development

A. Overview of the electronic connector industry

Electronic connector is an important bridge between circuits and signals. To maintain the normal and stable functions of electronic products, product quality is very important. Products such as connectors and connecting cables are highly similar and difficult to distinguish in appearance, therefore, the main products of electronic connectors are mostly distinguished by market applications, including computers and peripheral equipment, Internet communication equipment, consumer electronics and other products. Among them, for laptop products, electronic connectors include board-to-board, wire-to-board, Flexible Flat Cable, card connectors, I/O connectors, battery connectors, etc., and electronic connection cable includes signal cable, power cable, coaxial cable and various cables, etc. Generally speaking, electronic connector covers board-to-board connector, PCB connector, card connector, communication connector, mobile phone connector and flexible flat connector, audio-visual connector and automotive connector, etc.; in addition to the above-mentioned segregation of applications and categories, the appearance of the connectors of some specific products is also different, including rectangular connector, circular connector, socket connector, etc.

From the perspective of the downstream market application of connectors, the rapid development of personal computers (PCs) and information industry in Taiwan have created a growth environment for electronic connectors. In the early years, domestic connector manufacturers were mostly responsible for the connectors and cables of the PC industry in Taiwan, therefore, in terms of product applications, their scope was mostly used in the personal computer and notebook markets; however with the development of the global PC market, it gradually tends to saturated, the rise of mobile devices such as mobile phones and tablets has greatly reduced the demand for traditional desktops and notebooks, leading related manufacturers to carry out a wave of product transformation. However, due to the recent decline in the unit price of various 3C products and the low-price competition of mainland

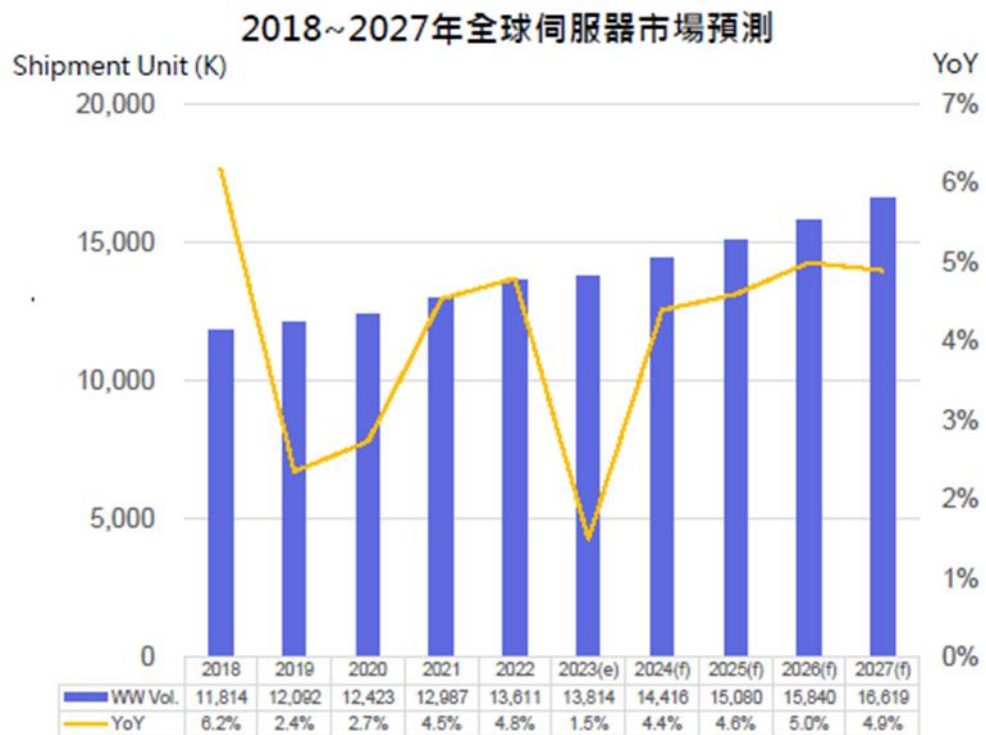
China's manufacturers, the performance of the 3C market has been weak. Therefore, various connector manufacturers have successively adjusted their industrial structure, reduced the proportion of 3C applications, and shifted to new applications fields, including various application fields such as automotive, green energy, industrial control, medical and server, and have become the main driving force to the growth value of the connector market.

Benefiting from the continuous development of downstream industries such as network communications, computers and peripherals, consumer electronics, and the automotive industry, the global connector market demand continues to grow, and the overall market size is expanding. According to Global Information, the global connector market will grow at a compound annual growth rate of 5% between 2020 and 2024, and factors such as the integration of smaller electronic equipment and market vendors will drive the growth of the market. According to the Bishop & Associates research institute, the market size of connectors continues to grow due to the wide range of applications and driven by the explosion of network traffic, it is expected that the global Cables and Connector market will show year by year growth from 2020 to 2026, which will reach USD 140.5 billion, with a CAGR of 6.1% from 2020 to 2026.

B. Overview of Server Industry

As mobile communication devices become increasingly common, online services such as live broadcasts, video streaming, and cloud services have become extremely popular, and Internet traffic demand has once again entered a period of rapid growth. Driven by the high demand for cloud computing, telecom operators, social networking sites, video sharing platforms and other industries have increased demand for the construction of data center servers. Coupled with the popularity of ChatGPT after its launch, generative AI has become the focus of the market. Large online service providers such as Google and Baidu have successively launched related AI services, thus further boosting the server market demand.

In addition, starting from the second half of 2023, servers equipped with new generation server processors from Intel and AMD will be shipped, and AI servers equipped with AI acceleration chips from AMD and NVIDIA will be launched. The significant improvement in product performance is expected to drive a new wave of The replacement wave has also become an important driving force for the continued growth of the server industry. According to MIC forecasts, the global server market will maintain a growth trend of 4.4% to 5% from 2024 to 2027,

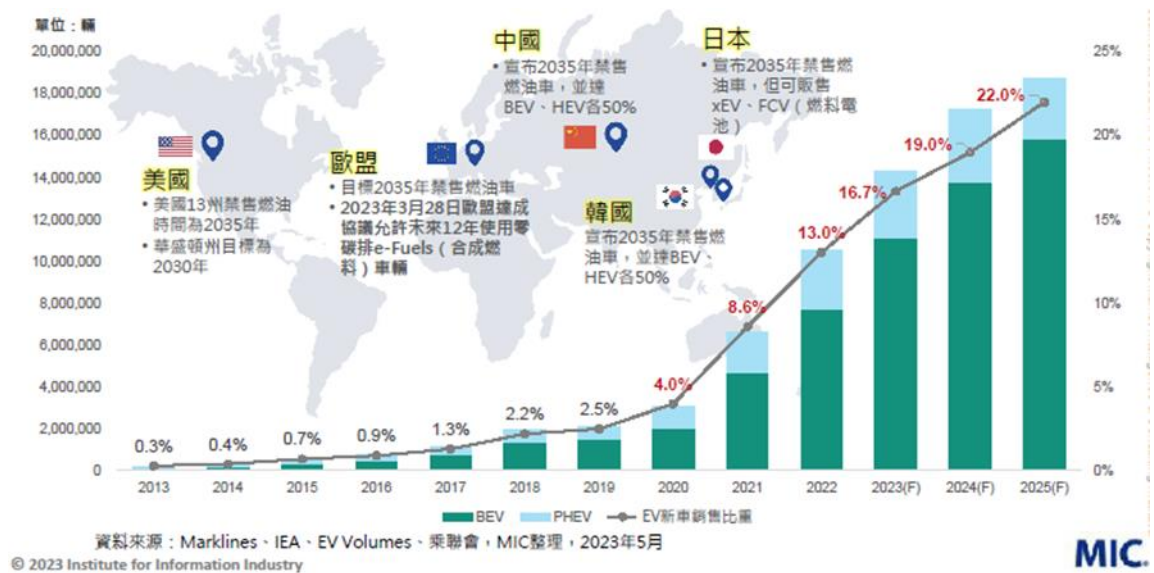


資料來源：MIC，2023年7月

with shipments increasing from 13.814 million units in 2023 to 16.619 million units in 2027. Overall, the steady growth of the server industry will help supply demand for related electronic connectors and enhance the performance growth of connector manufacturers.

C. Overview of Electric Vehicle Industry

Various countries are promoting a series of new energy policies to achieve net-zero carbon emission goals. Mainland China is the largest regional market for electric vehicles in the world. With the launch of a number of local electric vehicles and the withdrawal of subsidies for new energy vehicles that have lasted for more than ten years in 2023, there has been a wave of early car purchases. Electric vehicle sales in 2022 will increase by 82% from 2021 to 6.18 million units. Although subsidies in mainland China have been declining year by year, the continued growth in sales in the past two years shows that its electric vehicle market is becoming increasingly mature. In Europe, after tightening CO2 emission standards in 2020 and 2021 and increasing subsidies for electric vehicles in post-epidemic economic revitalization, electric vehicle sales have grown significantly for two consecutive years. Although Germany will reduce subsidies for electric vehicles in 2023, and Norway will re-impose value-added tax on electric vehicles above a certain price, it may have an impact on electric vehicle sales in the short term. However, with the EU's goal of banning the sale of internal combustion engine vehicles from 2035, vehicle electrification has become an irreversible trend.



According to information released by the Institute of Industrial Intelligence (MIC) in May 2023, in addition to the EU setting a goal of banning the sale of fuel vehicles in 2035, 13 states in the United States, China, Japan, South Korea, etc. have also announced bans on the sale of fuel vehicles in 2035. Following this trend, MIC estimates that global electric vehicle sales will reach 14.3 million units in 2023, a 40% increase compared to 2022. At present, electric vehicles account for about 16% of the new car sales market, and it is expected that the market share will reach 22% in 2025.

Looking at the global electric vehicle market, although some countries have gradually phased out car purchase subsidies, which has had a short-term impact on vehicles sales. In terms of long-term policies and resources invested in the market, the future development of electric vehicles is still promising. Mainland China continues to dominate the electric vehicle market. Its electric vehicle sales have accounted for about half of global electric vehicle sales in recent years. It has occupied the role of both a major supplier and a demander in the market, and has a certain influence on the development of the electric vehicle industry. Competition in the electric vehicle markets in the United States and Europe is fierce, and sales are growing rapidly. As vehicle manufacturers accelerate the development of electric vehicles and continue to narrow the gap with traditional fuel vehicles in terms of price and endurance, the global electric vehicle market is expected to continue to grow in the medium to long term.

D. Overview of Notebook Computer industry

According to a research report by DIGITIMES Research, the NB market has entered the post-epidemic era in 2022. Manufacturers are adjusting inventories and inflation has dragged down market demand. Shipments in 2022 will drop to 191 million units, with shipments declining by 22.8% year-on-year. In 2023, the global NB market is expected to continue to be suppressed by the unclear political and economic situation. In addition, the inventory depletion time is extended, and distributors are conservative in placing orders. It is estimated that the

total annual shipments will decrease by 7.8% year-on-year. to 171 million units. However, education NBs purchased in large quantities due to the epidemic in the second half of 2020 have officially entered a 3 to 4-year replacement cycle. In addition, in terms of technological innovation, the popularization of OLED panels, Microsoft's cloud PC concept, and Intel and TSMC's high-performance Core cooperation will also be fermented in 2024. Samsung's OLED 8th generation line is expected to be mass-produced by the end of 2023, which will bring lower-cost OLED solutions to the NB industry. Therefore, it is estimated that global NB shipments will return to the growth track in 2024, with an annual growth rate of 2.8%. It is also estimated that global NB shipments will enter a new growth cycle in 2025. The main reason is that consumer models have been 5 years away from the shipment outbreak caused by the epidemic in 2020, and most consumers will consider upgrading. In addition, Windows 10 will cease support in 2025, which will further stimulate enterprises to replace Windows 11 models.

(ii) Relationship among the industry's upstream, midstream and downstream

The structure of the connector product is mainly assembled from two parts, the terminal and the plastic shell. The main upstream raw materials include three parts: metal materials, plastic materials and electroplating materials. The uses and characteristics of each raw material are described as follows:

A. Metal materials

The main purpose of metal materials is to make connector terminals. In order to meet the needs of high-frequency transmission, the specifications of connector products are developing towards low profile, high density, and multiple pins, which often requires complex bending processing for terminals. Among various metal elements, copper alloys have sufficient mechanical strength and good electrical conductivity.

B. Plastic materials

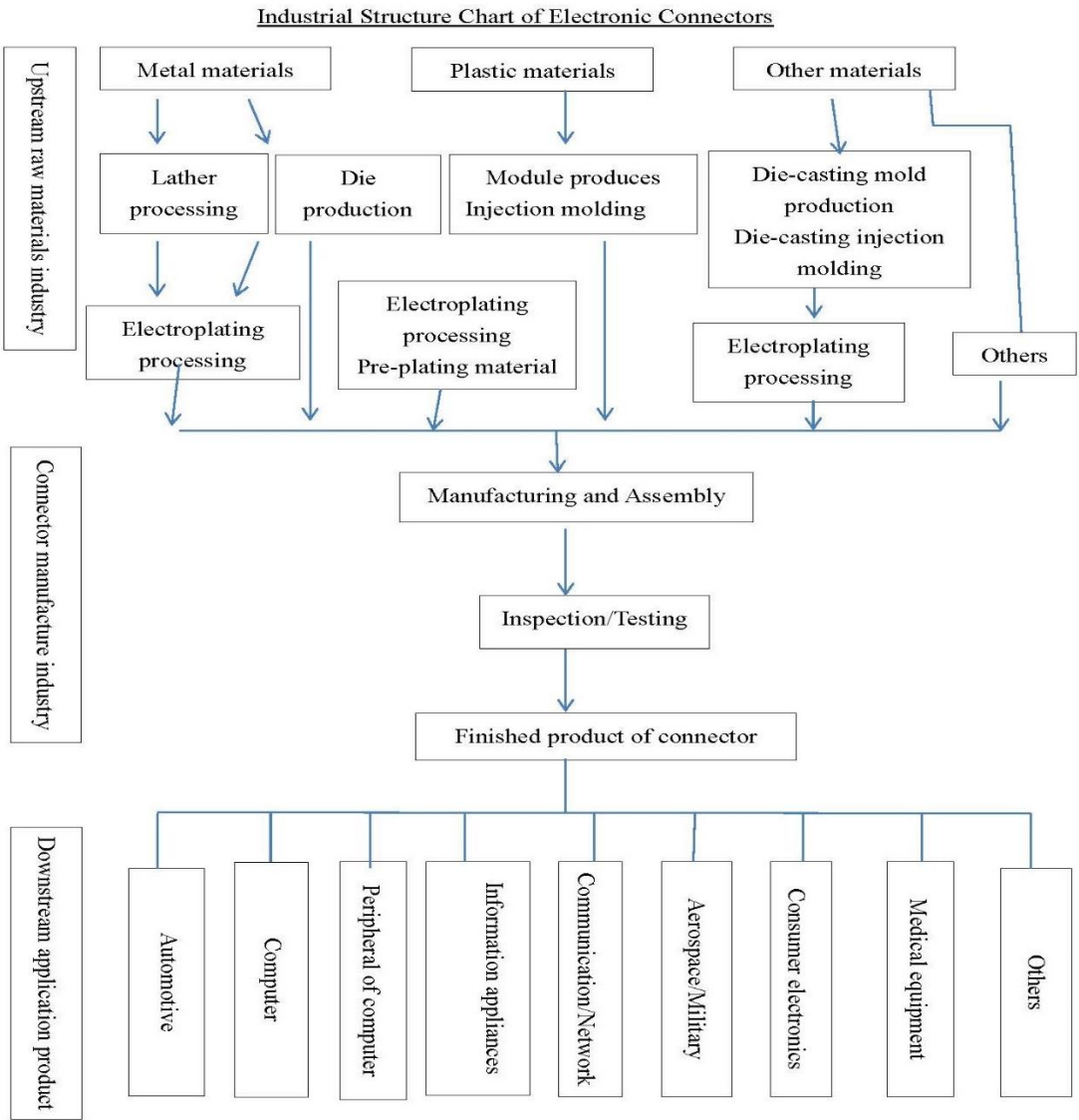
Plastic materials are usually used for the housing and insulation of connector products. As products are developing towards fine pitch and SMT, the thin wall flowability, strength, heat resistance and dimensional stability of plastic materials are the key considerations.

C. Electroplating materials

The function of the electroplating material is related to the conductivity and the number of times of plugging and unplugging of the connector. Generally, copper is used as the substrate for electroplating, on which and a layer of pure tin or hard gold is electroplated. At present, most domestic connector manufacturers entrust professional third-party manufacturers to be responsible.

In the manufacturing process, both terminals and the plastic shell are cast into high-precision molds according to the design specifications, and then the metal materials are stamped into terminals using the cast molds, while the plastic materials are melted and injected into the mold using an injection device to form the required plastic shell. After the plastic shell

and the electroplated terminal are assembled, the terminal is bent and processed, and the finished connector can be used in various industries according to different specifications, including the computer industry, communication industry, consumer electronics industry, automotive industry, medical equipment and aerospace industry and other industries.



(iii) Product development trends

A. Technology development trend of Fine Pitch, Low Profile and high frequency

In recent years, with the vigorous development of portable electronic devices such as notebook computers, mobile phones, and digital cameras, light, thin, short, small, high-density, and high transmission speeds have become an inevitable trend in the development of electronic products, so connector manufacturers in various countries are making every effort to develop products with fine pitch and high transmission speed. In order to meet the thinning requirements of mobile phones, notebook computers, digital cameras, etc., there is also an increasingly obvious trend of low integration and high cohesion. In addition, the development of surface mount technology (SMT) has made products with advantages such as light weight, space saving, improved performance, high-density packaging and automatic assembly gradually become the mainstream of the market. At present, SMT type products are mainly used for the connection between printed circuit boards or with FPC (flexible printed circuit boards), however with the development of fine pitch, it gradually affects the connector products of I/O interface. In the future, with the development of portable and consumer products such as mobile phones, its market scale will gradually expand.

B. Strategies of expanding manufacture to mainland China and "local supply and service"

Taiwan's connector manufacturers have been moving their production facilities to mainland China in order to lower production costs, integrate the upstream and downstream of the industrial chain, and capitalize on market potential. To better serve clients, it has become essential for Taiwanese connector manufacturers to establish factories near their clients' factories. This strategy allows them to provide more efficient and timely service while also strengthening their relationships with clients.

C. Actively develop towards R&D and design ODM

Based on the analysis of the international electronics industry's overall division of labor, OEMs can no longer satisfy customer needs, and connector manufacturers need to actively develop their ODM design and manufacturing capabilities. However, due to the short product life cycles, manufacturers must be able to quickly adapt their productivity and diversify their offerings. Currently, most domestic connector manufacturers rely on traditional production and manufacturing techniques, such as stamping, injection, and automatic assembly. Due to cost considerations, many of these techniques have been moved to mainland China, and with many manufacturers already operating there, profits based on quantity have become relatively narrow. Without technology upgrades and product development, maintaining long-term operations in this industry with low entry barriers will be difficult.

(iv) Competition situation of products

The company has a complete product series and specifications, and uses product variability and high difficulty as obstacles for other competitors to enter, as well as relative irreplaceability in the customer segment, in order to obtain relative profits and order volumes. Under the requirements of rapid changes and increasing precision of downstream customers' products, for companies engaged in the manufacturing and selling of connectors, how to respond to market demand with

product development speed and price advantages has become the key factor for success or failure. It is hereby described as follows:

A.Immediately grasp the market trends and improve production technology capabilities.

There are many industries that use connectors, that is, as long as there are electronic products connecting to signal transmission, the needs for connectors will continue to exist, such as personal computers (desktop, notebook, mini, handheld, etc.), computer peripherals (printers, display screens, mouse, keyboards, network equipment, scanners, storage devices, various players, etc.), mobile phones, digital cameras, medical equipment, automotive electronics, industrial computers, and other various consumer electronics products, information appliances and their peripheral electronic products, cover almost all important industries. Therefore, the development trend and innovation of various electronic hardware equipment, transmission methods and capabilities drive the various needs of the connector industry in various periods. Whether connector manufacturers can keep abreast of the dynamics of the downstream product application market and launch new products with corresponding specifications in time is an opportunity for connector manufacturers to win the best profit and market. In terms of product R&D and design, the Company has the ability of rapid development and adaptability, which shortens the product development timeline and to meet the demand for the diversity of portable electronic products and high barriers to entry, expands the extension of new products, on the other hand, through individualized services, we also design special specifications to meet the needs of customers customized connectors, making the product line of connectors produced by the Company more complete and diversified than the competitors. In addition, in terms of delivery coordination, we actively meet the expectations of customers, stand on the same front with customers' thinking, and responds quickly to the changing market.

B.Product quality and stability

The Company always has a strict and unique management process for product quality and the realization (or development) of new products, hoping to meet the requirements of "products are designed" and "products are manufactured" instead of the concept of "products are tested" which means the product design stage is the factor that determines the quality of mass production in the future, and it also improves the yield and efficiency of products and reduces unnecessary costs. In addition, with years of experience in mold development and production with suppliers, we have developed superior structural design capabilities, mass production technology, and material selection and deployment capabilities, resulting in proper control and stability of product quality. As for the ability to assemble manual, semi-automatic, and fully automatic machines and tools in production, in the manufacturing process, each operator is required to operate in accordance with the operation instructions and establish quality control responsibilities to achieve the concept of quality for all employees. The Company has passed a number of International quality certification, and established a good reputation. We have been affirmed by many well-known manufacturers domestic and abroad, and this is also the basis for expanding the business of other world-renowned manufacturers.

C.Competitiveness of product price



After electronic media and the Internet have brought about information innovation, messages are sent and received quickly, consumer habits are changeable, and the appearance is required more ostentatious. Downstream product manufacturers not only need to grasp the trend of product changes, but also need to make the price attractive in order to create good results. Indirectly, component suppliers also need to be price-competitive to win orders. Under the erosion of unit price, in addition to obtaining the R&D profits through rapid product development in the early stage, connector manufacturers need to focus on production management, control production costs, and obtain production profits to maintain competitiveness. On the one hand, the Company uses rapid product development to obtain a higher profit in the early stage of research and development. In terms of cost control, due to the long-term cooperation of raw material suppliers, the cost of material input is controlled at a reasonable unit price, and the cost of materials is controlled. The control of materials and the flexibility and speed of the production process, in addition to improving the timely delivery capabilities and the corresponding delivery capabilities, and the reduction of material turnover, improvement and production costs, have strengthened competitiveness, increase the ability to receive orders while maintaining the due benefits, and avoid the backlog of funds. On the other hand, using the production plants of ALLTOP Group's in mainland China and its abundant labor force, and aiming at the bottleneck workstations in the process, we use self-designed semi-automatic or fully automatic assembly equipment to improve efficiency and yield considerations, reduce labor costs, increase output, and with flexible scheduling increasing the utilization rate of personnel and machine tools, effectively controlling and reducing production costs, the Company has a cost advantages to face the price competition in the future market.

(3) Overview of Technology and R&D





- (i) Research and development costs invested in the past year and as of to the date of publication of the annual report.

Unit: NT\$ thousand; %			
Item / Year	2023	2024	Until April 14, 2025
R&D expense (A)	63,550	72,281	17,131

- (ii) Technologies or products that have been successfully developed

R&D result	Product image	Feature description
LAN and Telephone Connectors and 2-in-1 counterparts		The Company's plug-in connectors are designed with excellent flexibility to accommodate male thread heads of various sizes, providing reliable performance even after frequent plug-in and pull-out cycles. Furthermore, the Company has implemented a design strategy that integrates both LAN and telephone connectors (for dial-up Internet access) into a single component. This not only enhances the convenience of the customer's process but also helps to reduce costs.
USB 2.0 connector ; Double-layer 2-in-1, 3-in-1 USB 2.0 connector		In order to meet the diverse design requirements of notebook products from customers, we have developed a range of vertical product designs and USB 2.0 connector products with various specifications and styles. Moreover, we also offer double-layer, 2-in-1, and 3-in-1 products of this type, which provide customers with greater convenience.

R&D result	Product image	Feature description
Optical drive connector		After precise calculations of the connector's height and contact length when connected to the optical drive, we have successfully developed a simple and single optical drive connector. By doing so, our customers can avoid the high costs associated with flexible printed circuits and flexible printed circuit connectors, thus significantly reducing the manufacturing cost of the component. The resulting product offers excellent functionality, conforms to various customer designs, and aligns with the development trend of compact and lightweight products.
HDD connector		Similar to the optical drive connector design concept, our product design features high reliability and meets the functional requirements of customers with various heights and configurations. Moreover, we have innovatively developed detachable PATA HDD and SATA HDD connectors with unique designs.
Battery connector		Developed 2.5 mm and 2.0 mm narrow-pitch battery connectors, which are used in notebook computers and DVD players, and developed a thinner and narrow-pitch battery connector, which was also approved by Sony for use in a certain consumer electronics
Memory card connector		The memory card ejection method is designed based on the user's needs, so that the memory card ejection chute can be installed on the plastic body firmly and without falling off before the cover plate is fitted with the plastic bottom shell, which is convenient for users.
Multi-card memory card connector		Integrating memory cards of various specifications on a single connector enables customers' electronic products to accept the convenience of various or different cards used by consumers.
Modem card connector		In response to the trend of fixed PCI Express replacing the PCI BUS, the corresponding modem card connector has been developed and have a good elastic design structure and can be used by customers in the SMT process, and the fillet weld leg has good coplanarity.
Board-to-Board Connector		The narrow-pitch connector designs with pitches of 2.0 mm, 1.27 mm, and even 1.0 mm have developed, which provide reliable contact and excellent matching contact stroke between male and female connectors. These connectors can meet the demand for low product height and are equipped with special terminal designs to ensure good coplanarity (flatness) during the SMT process when soldered on printed circuit boards.
Mini-Din connector		The circular volume of the product is miniaturized, and its unique design meets the customer's demand for process quality such as weld leg DIP, weld leg SMT and flat type with low height. Among them, the weld leg of SMT has good coplanarity (flatness).
High Power connector		Electronic connectors that transmit high power to break through existing technical bottlenecks and perfect patent layout.
High frequency connector		Miniaturization, high speed, anti-interference (including interference caused by high-speed transmission, and physical and chemical damage and wear and tear to connectors caused by increasingly harsh external environments).

R&D result	Product image	Feature description
USB 3.0		USB is currently the most common and widely used transmission device. In response to the large amount of data transmission demand in recent years, USB 3.0 has greatly increased the transmission speed from 480 Mbps of USB 2.0 by more than ten times, and reached to 5 Gbps.
The first generation of foldable high-speed cable		The high-speed foldable cable features a slim and compact design while maintaining its exceptional transmission performance even after being flexed. Its unique form factor enables easy installation within tight or confined spaces while also reducing wind resistance and improving heat dissipation. The cable's plastic sheath, in a strip configuration, ensures the proper positioning of the signal and ground wires, thereby reducing the incidence of erroneous wire placement and improving overall assembly reliability.
Other connectors		Connectors used in existing electronic equipment can carry high-frequency signal transmission, withstand high power, and expand the use function of existing connectors.
The second generation of foldable high-speed cable		Compared with the first generation, it has better high-speed performance and a thinner and narrower appearance, with the characteristics of easier shaping after bending, and the outer layer of anti-scratch strip aluminum foil, which is easy to install in various complex narrow spaces and reduces wind interference to improve cooling performance.

For more information about R&D, please refer to "Future R&D Plans and Estimated R&D Expenses" in "Risk Issues".

(4) Long-term and Short-term Development Plan

i. Short-term business development plan

A. Strengthening product depth in niche markets

As production technology continues to advance and product life cycles become shorter, there is a growing demand among customers for new and innovative products. To ensure the Company's continued growth and success in the competitive notebook connector market, it is crucial to accelerate the development of new product series with original application technology. This includes offering timely access to new technology products, expanding the current product series, establishing a comprehensive range of product lines, and providing customers with the optimal selection.

B. Continuing to expand OEM / ODM business

To optimize our production capacity and achieve economies of scale, the Company will pursue OEM/ODM business opportunities both domestically and abroad. To expand our business, we will enhance our product design capabilities, control manufacturing costs and maintain high product quality, shorten product development timelines, and proactively engage with potential major customers. The Company's strategic target customers are major electronic product manufacturers, and we will work closely with them in the product development and design stages to ensure the timely introduction of the required connectors.

ii. Long-term business development plan

A. Continuously improving and increasing automation ratio and output yield.

Continue to enhance our product development technology and focus on mastering key technologies such as product design and development, computer-aided simulation, production process improvement, automatic assembly, and testing. By developing these key technologies in-house, we can strengthen our own design and development capabilities, which will give us a competitive edge in the market.

B. Continue to introduce new production technology

Committed to continually researching and improving our design and production technologies to overcome technical bottlenecks and obstacles. This involves exploring new methods of production that are tailored to the specific characteristics of our products, starting with the design phase. By doing so, we aim to enhance our design and manufacturing capabilities, and stay ahead of the competition.

C. Continuing to promote internal processes and management information systems to improve service quality

With Taiwan as the global operation management headquarters and R&D base, in addition to long-term training of R&D design, engineering technology, marketing, and management personnel, the Company also cooperates with professional e-management, and quickly processes various data through the connection of information system and feeds back to the management in order to improve the performance of operation management.

D. Strategic planning, strengthening long-term development strength

With the expansion of the operation scale and the operation of the overall development strategy of the enterprise, the Company will also consider the feasibility of vertically integrated development of upstream and downstream or diversification, and use the existing technology as the basic structure improving capabilities and achieve product added value provision and performance growth.

2. Overview of Market and Sales

(1) Market analysis

(i) Main product sales area:

Unit: NT\$ thousand; %

Main product	Sales area	2023		2024	
		Amount	%	Amount	%
Connector	Domestic	273,676	11.43	382,698	11.92
Connector	International-Asia	2,121,298	88.57	2,828,548	88.08
Total		2,394,974	100.00	3,211,246	100.00

(ii) Market share:

The sales revenue in 2024 is NT\$ 3,211 million. According to the data from the International Institute of Obstetrics and Sciences of the Industrial Technology Research Institute, the estimated output value of our country's connectors from 2019 to 2021 is 188,288 million. Therefore, the company's market share in 2024 was approximately 1.71%.

(iii) Future market supply and demand situation and growth:

A. On the supply side,

With the thinner and lighter trend of Notebook computers, in the future, PCs will cancel CPU sockets and reduce memory sockets, the I/O connectors will be less and less, and the connectors will also be miniaturized and for Board to Board connector applications. Raw material prices continue to rise, together with rising labor costs and job shortages in mainland China, affected the profitability of suppliers and demand for production capacity. Patent wars

are becoming more and more frequent, and companies must be more cautious in product layout and sales, which also limits the efficiency of supply-side production. All the above difficulties are testing how each connector manufacturer can make a perfect layout in such a market and lay a good foundation in the next few years.

B. On the demand side

Due to the gradual popularity of application such as cloud and smart networking, the shipments of products such as automotive, telecommunications, industry, green energy, and medical care have increased, while the number of units required for connectors for e-sports applications and vehicle systems will continue to increase. In addition, due to the rise of environmental tolerance products, products such as green energy-specific connectors have been developed. In addition to better energy efficiency, these products will bring further replacement demand for industry in term of environmental tolerance indicators such as noise resistance, high temperature resistance, and waterproofing. And the recovery of the CPU and server markets will drive the increase in demand for related connectors, as well as the booming development of automotive electronics, optical fiber communications, Internet of Things, smart homes, green energy, medical and industrial application markets still have significant support for the production and sales for related connector products.

(iv) Competitive niche

The advantages are as follows:

A. Technology development meets market demand, and strong product R&D and design capabilities

With the rapid change of science and technology, the technology and performance of terminal products are constantly being updated. In order to grasp the market dynamics in real time, the Company has strong research and development capabilities and takes the lead in research and development and launches products that meet market demand and stand out from the competition, which is the key niche of the Company. The Company has developed in the industry for many years, has cooperated closely with the upstream and downstream of the industry, and is familiar with the pulse of the connector industry, production technology and market trends, so it has competitive advantages in new product development, production efficiency, product quality, and delivery efficiency. Moreover, the Company has a professional R&D team, and has accumulated a number of R&D achievements and product technology patents so far. Therefore, with the support of internal R&D capabilities, the Company can grasp market trends and immediately launch products that meet market demand.

B. Strict quality control, stable product quality

The quality of electronic connector products will directly affect the performance of end products. The connector is a bridge between all signals, the quality of which not only affects the reliability of current and signal transmission, but also affects the operating quality of the entire electronic machine. In the statistics of product failure causes, the proportion of connectors is not low. Therefore, in the era of high quality, stable quality of electronic connectors will be a must for major manufacturers. The Company has a strict management process for product quality requirements, considers the quality factors of future mass production from the design and development stage of new products, which improves product yield and efficiency and reduces unnecessary costs. In the production process, the Company vertically integrates part of the upstream metal stamping to ensure the stability of the quality of incoming materials, and has strict control in each production process. The production line personnel also follow the quality operation control to promote the concept of overall quality. The Company has passed a number of international quality certifications and has established a good reputation, the product quality has been affirmed by major well-known manufacturers, and as an advantage to expand business on this basis.

C. Having a long-term and stable customer cooperation relationship and providing comprehensive supply and technical services

The Company's primary customer base includes notebook computer OEMs and self-owned brand manufacturers, server and automotive manufacturers, and others. The Company has maintained long-standing cooperative relationships with most of these customers. To provide customers with comprehensive technical support and sales services, the Company has established an operation center in Taiwan and a production and sales base in Suzhou, mainland China. This approach not only allows the Company to serve customers in close proximity, but

also provides the ability to quickly respond to customer needs and issues, and offer solutions that can establish a long-term, stable cooperative relationship with customers.

(v) Favorable and unfavorable factors for development prospect and countermeasures

①Favorable Factors

- A. In terms of industrial development trends, connector is an important component of electronic products such as computers and peripheral products; the connector industry still has considerable room for growth in the future.
- B. In recent years, the demand for portable electronic products has increased greatly, and the Company's product research and development is developing towards fine-pitch, low-profile, high-density, high-frequency transmission and other precision products, can meet market trends in both of technology and product specifications and customized product development and production, and can obtain relatively high profit margins due to the high added value.
- C. All kinds of electronic connector products are widely used, at present, the downstream industries of the Company's electronic connector products include notebook computers, industrial computers, network communication equipment, servers, medical and electric vehicle industries, etc. Because the downstream products of connectors have a wide range of applications, they are less susceptible to fluctuations in a single downstream industry that will affect the overall connector market.

② Unfavorable Factors

- A. With the vigorous development of the information industry, related electronic products are changing with each passing day, in order to meet the diversified needs of consumers, products must be continuously introduced. However, the life cycle of information products is short, so if new products are not launched in time, we will not be able to grasp market opportunities, and then lose market competitiveness.

Countermeasures

Continue to develop and improve existing products, maintain good cooperative relations with international professional manufacturers, improve market acuity, fully grasp product trends, follow the growth trends of information, communications, industrial computers, consumer electronics and automotive products, and research and develop related niche products.

- B. High homogeneity of products, fierce price-cutting competition among competitive, and dwindling profits.

Countermeasures

Recently, 3C electronic products are developing towards lightness, thinness, shortness, and smallness. Therefore, the Company's researching and developing of electronic connectors are also towards fine pitch, high frequency, and high speed to meet the needs of future end products. In addition, in view of the recent slight decline in the overall market sales of notebook computers, the Company is actively developing connector products for non-notebook computers, such as industrial computers, network communication equipment, servers, medical and electric vehicle connectors, etc., expanding across markets, reducing the risk of business concentration and enhancing the company's competitiveness.

- C. The rise of the wireless communication industry.

Countermeasures

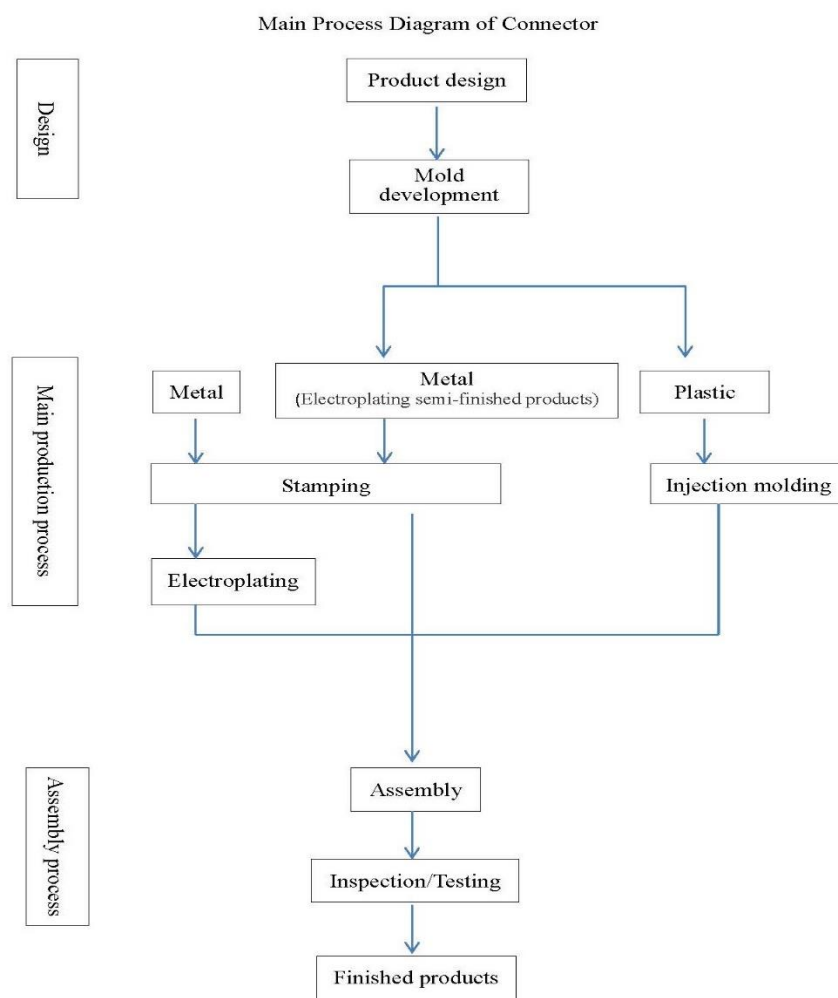
The rise of wireless technology is mainly due to the convenience experience needs of product users, such as wireless Internet access, wireless audio-visual media, and wireless charging. Therefore, the application of these wireless technologies may directly affect I/O connectors, such as Ethernet port, audio input port, power input socket, etc., but the connection requirements for the internal hardware of electronic instruments still cannot be replaced. The Company's product applications include electronic connectors for notebook computers, servers and electric vehicles, with various product items and sufficient research and development capabilities. Therefore, the impact of wireless technology on the Company should be limited.

(2) Important application of the main products and production process

(i) Application of the main products

The main purpose of connector and cable is to provide electric current and signal transmission for various electronic products, and it is a bridge for all signal transmission.

(ii) The production process of the main products



(3) Supply status of major raw materials

In the electronic connector industry chain, the Company specializes in the design and final assembly stages. The main upstream raw materials are metal materials, plastic materials and electroplating materials. The main raw materials are processed by injection molding and stamping (including electroplating) by our suppliers, and then are provided to the Company for assembly as completed products of connectors for shipment. Therefore, the top suppliers in the purchase are all injection molding and stamping manufacturers. The Company regularly adjusts the supplier combination strategy based on the quality of raw materials, prices and supplier evaluation results to avoid concentrating on a few suppliers and strictly control the risk of material outages. At present, most suppliers have cooperated with us for many years, and the quality of supply is good and the source of supply is also very stable.

(4) Names of customers who accounted for more than 10% of the total amount of purchase (sales) in any of the past two years, the amounts and percentages of the purchase (sales), and the reasons for the increase or decrease. However, due to the agreements prohibiting disclosure, the client name or transaction counterparty, if an individual and not a related party, may be identified by a code.

1. Information on Major Suppliers for the Most Recent 2 Years

Unit: NT\$ thousand; %

2023					2024				Up to the preceding quarter of the current fiscal (2025) year (note 1)			
Item	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer
1	D Company	175,917	24.35	none	D Company	239,603	23.50	none				
2	C Company	131,905	18.26	none	C Company	182,156	17.86	none				
3	B Company	100,718	13.94	none	B Company	134,440	13.18	none				
4	Others	313,996	43.45		Others	463,657	45.46					
	Net purchases	722,536	100.00		Net purchases	1,019,856	100.00					

Note 1: As of the publication date of the annual report, April 14, 2025, there is no recent financial information audited or reviewed by certified public accountants available for disclosure.

【Description of changes】:The change in the purchase amount ratio is mainly due to changes in product demand.

2. Information on Major Sales Customers for the Most Recent 2 Years

Unit: NT\$ thousand

2023					2024				Up to the preceding quarter of the current fiscal (2025) year (note 1)			
Item	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer
1					F Company	346,131	10.78	none				
2	Others	2,394,974	100		Others	2,865,115	89.22					
	Net sales	2,394,974	100		Net purchases	3,211,246	100					

Note 1: As of the publication date of the annual report, April 14, 2025, there is no recent financial information audited or reviewed by certified public accountants available for disclosure.

【Description of changes】:The change in sales amount is mainly due to the increase in product demand and sales.

3. Employee Statistics for the Most Recent 2 Fiscal Years up to the Annual Report Publication Date

April 14, 2025

Fiscal year		2023	2024	As of April 14, 2025 of the current fiscal year
Number of employees	Managers	9	9	9
	Direct Staffs	0	0	0
	Indirect Staffs	72	71	71
	Total	81	80	80
Average age		43.2	44.2	45.3
Average years of service		11.58	12.52	12.92
Education distribution percentage (%)	Ph.D.	0	0	0
	Master's degree	5	5	5
	College	89	89	89
	Senior high school	6	6	6
	Below senior high school	0	0	0

4. Environmental Expenditure Information

In the past year and as of to the date of publication of the annual report, any losses suffered due to environmental pollution including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the content of law violated, and the content of the dispositions), and disclose the estimated amount and countermeasures that may occur at present and in the future. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated should be explained: The Company has no suffered losses due to environmental pollution incidents or environmental protection agencies.

5. Labor Relations

- (1) List any employee welfare measures, continuing education, training, retirement systems, the status of their implementation, and the status of labor agreements and measures for preserving employees' rights and interests: Please see the explanation of "Corporate Governance – Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons" 8.
- (2) Any losses suffered by the Company in the past year and as of the date of publication of the annual report due to labor disputes (including labor inspection results found in violation of the Labor Standards Act, specifying the disposition dates, disposition reference numbers, the articles of law violated, the content of law violated, and the content of the dispositions), and disclose the estimated amount and countermeasures that may occur at present and in the future. If it cannot be reasonably estimated, it shall explain the fact that it cannot be reasonably estimated: Since the establishment of the Company, the labor relationship has always been harmonious, and the work rules are handled in accordance with relevant laws and regulations. There are no losses caused by labor disputes, and it is estimated that the possibility of losses caused by labor disputes in the coming years is extremely low.

6. Information and communication security management

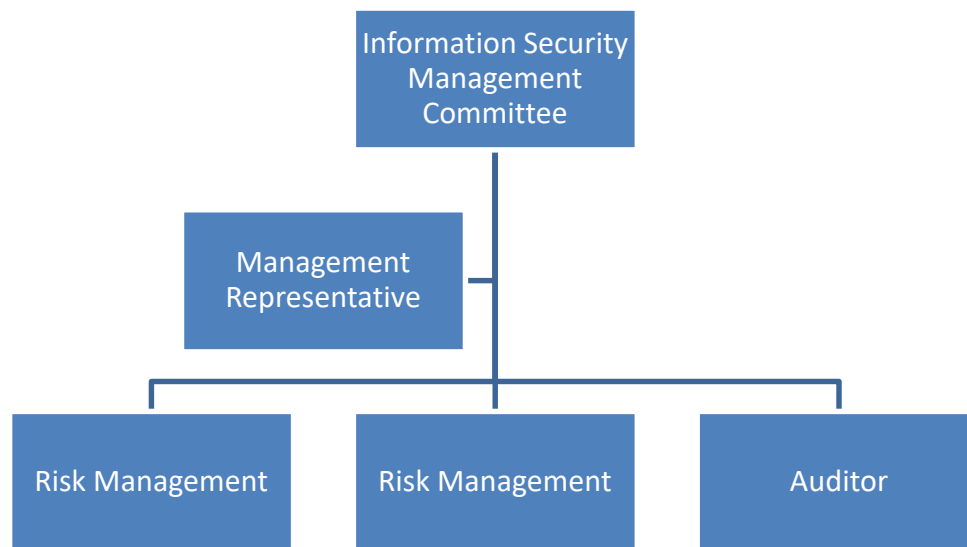
- (1) Describe the framework of the information and communication security risk management, the information and communication security policies, concrete management plans, and resources invested in information and communication security management, etc.:

The structure of information security risk management

The company has established an "Information Security Management Committee" to be responsible for implementing information operation security management plans, establishing and maintaining information security management systems, and coordinating the formulation, implementation and risk management of information security and related policies.

The Information Security Management Committee is convened by the general manager and headed by a management representative. Directors of all units within the company (including legal affairs, human resources, materials, management, etc.) are members of the committee; the management representative

is responsible for assisting the company's information security planning, Coordinate related audit matters and supervise the operation of this committee.



Information Security Policy

The company's information security policy is guided by: 1. Maintaining the continuous operation of the system; 2. Preventing intrusion and destruction by hackers, viruses, etc.; 3. Preventing improper and illegal use with human intentions; 4. Maintaining the safety of the physical operating environment. With the goal of anti-virus, anti-hacking and anti-leakage, firewalls, intrusion detection, anti-virus systems and many internal control systems are established to enhance the company's ability to defend against external attacks and ensure the protection of internal confidential information. In order to strengthen information security, our company has introduced ISO27001 information security management system certification so that all information systems can operate under standard management specifications and reduce security loopholes and abnormalities caused by human negligence. To build a multi-layer information security protection mechanism and strengthen information security and network security protection processes to protect the company's important assets. In addition, the effectiveness of information security management is regularly monitored to ensure continuous improvement of information security management and defense capabilities, and information security education and training are reviewed and continuously improved to enhance information security awareness.

Specific management plan

In order to achieve information security policies and goals and establish comprehensive information security protection, the management matters and specific management plans implemented are as follows:

- Improve information security defense capabilities: Conduct regular drills and tests of information security systems, and strengthen and repair them to reduce information security risks.
- Improve network, endpoint and application security: Optimization of the overall information system network security area and protection of important host account authentication.
- Legal compliance, risk management and education and training: legal promotion, anti-virus, information security protection measures and risk management information security education and training for employees to enhance information security awareness so that information security operations can be implemented for every employee.

Invest resources in information security management

- Dedicated manpower: A dedicated information security management organization is established to be responsible for the company's information security planning, technology introduction and

related audit matters in order to maintain and continuously strengthen information security.

- Certification: Passed ISO27001 information security certification, and there are no major deficiencies in relevant information security audits.
- Customer satisfaction: There are no major information security incidents and no complaints about breach of customer data and loss.
- Education and training: All employees (including new employees) have completed information security education and training courses: Annual information security education and training sessions totaled 11 classes and 190 participants in 2024; Conducted 2 social engineering phishing email tests and 6 operational scenario drills in 2024.
- Information security announcements and promotions: We produce information security announcements from time to time, with a total of more than 10 information security announcements produced to convey important information security protection regulations and precautions.

(2) List any losses suffered by the Company, the possible impacts, and countermeasures in the past year and as of the date of publication of the annual report, due to significant information and communication security incidents. If it cannot be reasonably estimated, it shall explain the fact that it cannot be reasonably estimated: As of to the date of the publication of annual report, the Company has no significant information and communication security incidents suffered and impacted.

7.Important Contracts

Nature of contract	Parties	Beginning and end dates of contract	Major content	Restrictive clauses
Loan agreement	Bank SinoPac	2023/03/01-2025/03/31	credit	None
	Taipei Fubon Bank	2021/06/07-2025/06/08	credit	None
	Yuanta Bank	2022/06/28-2025/06/28	credit	None
	Chang Hwa Bank	2022/05/01-2025/04/30	credit	None
	Cathay United Bank	2021/06/01-2024/06/21	credit	None
	Shin Kong Bank	2021/12/02-2024/06/20	credit	None
Sales agreement	F Company	2013/11/26-Present	Sales Products	Privacy Policy
Purchase agreement	B Company	2014/2/7-Present	Raw material procurement	Privacy Policy
	C Company	2018/11/7-Present	Raw material procurement	Privacy Policy
	D Company	2014/2/27-Present	Raw material procurement	Privacy Policy
Technical cooperation agreement	E Company	2013/01/01-2025/12/31	Assist the company's product development and technology improvement	Privacy Policy

V. Review and Analysis of Financial Status and Business Results, and Risk Issues

1. Financial status

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Difference		Description(note)
			Amount	%	
Current Assets	3,139,706	4,810,422	1,670,716	53.21	Due to to revenue growth and increased cash inflow in 2024.
Property, Plant and Equipment	802,767	839,580	36,813	4.59	
Intangible Assets	12,548	9,355	(3,193)	(25.45)	
Other Assets	436,025	596,487	160,462	36.80	Due to the increase in financial assets in 2024.
Total Assets	4,391,046	6,255,844	1,864,798	42.47	Due to the above changes.
Current Liabilities	961,604	1,585,262	623,658	64.86	The increase in inventory in 2024 led to an increase in accounts payable and an increase in corporate bonds payable due within one year.
Non-current Liabilities	819,589	861,450	41,861	5.11	
Total Liabilities	1,781,193	2,446,712	665,519	37.36	Due to the above changes.
Interests Attributable to Stockholders of the Parent Company	2,609,853	3,809,132	1,199,279	45.95	due to the revenue growth in 2024, the increase in current period profit and capital reserve from corporate bond conversion.
Share Capital	590,909	628,785	37,876	6.41	
Capital Reserve	652,028	1,178,111	526,083	80.68	Due to the increase in corporate bond conversion in 2024.
Retained Earnings	1,505,771	1,974,080	468,309	31.10	Due to revenue growth and profit increase in 2024.
Other Interests	(139,327)	16,828	156,155	(112.08)	Due to changes in exchange rates, resulting in changes in accumulated conversion adjustments.
Treasury Stock	-	-	-	-	
Non-controlling Interests	-	-	-	-	
Total Equity	2,609,853	3,809,132	1,199,279	45.95	Due to the above changes.

Note: Describe the main reasons and impacts for the changes of more than 20% in the previous and later period, and the changes with an amount of NT\$ 10 million.

2. Financial performance

Unit: NT\$ thousand

Item \ Year	2023	2024	Difference		Description(note)
			Amount	%	
Operating Revenue	2,394,974	3,211,246	816,272	34.08	Due to the increase in market demand in 2024.
Operating Margin	1,228,891	1,688,829	459,938	37.43	Due to revenue growth and profit increase in 2024.
Operating Income	734,260	1,057,088	322,828	43.97	Due to revenue growth and profit increase in 2024.
Non-operating Income and Expenses	75,183	163,822	88,639	117.90	Due to the increase in interest income and exchange gains in 2024.
Net Profit before Tax	809,443	1,220,910	411,467	50.83	Due to revenue growth and profit increase in 2024.
Net Profit of Continuing Business Unit	689,697	1,020,753	331,056	48.00	Due to revenue growth and profit increase.
Loss of Suspended Business Unit	-	-	-	-	
Net Income (loss)	689,697	1,020,753	331,056	48.00	Due to revenue growth and profit increase.
Other Comprehensive Income (Net of tax)	(51,747)	156,653	208,400	(402.73)	Due to the changes in exchange differences in the translation of financial statements of foreign operating institutions, which are caused by the changes in exchange rates.
Total Comprehensive Income	637,950	1,177,406	539,456	84.56	Due to the above changes.
Net Income Attributable to the Stockholders of the Parent	689,697	1,020,753	331,056	48.00	Due to revenue growth and profit increase.
Net Income Attributable to Non-controlling Interests	-	-	-	-	
Total Comprehensive Income Attributable to the Stockholders of the Parent Company	637,950	1,177,406	539,456	84.56	Due to the above changes.
Total Comprehensive Income Attributable to Non-controlling Interests	-	-	-	-	
Earnings Per Share	11.68	16.80	5.12	43.84	Due to revenue growth and profit increase.

Note: Describe the main reasons and impacts for the changes of more than 20% in the previous and later period, and the changes with an amount of NT\$ 10 million.

(1)The expected sales amount and its basis for financial performance: NA

(2)Possible impact on the Company's future financial performance and countermeasures: No major impact.

3. Cash flow

(1) Cash flow analysis for the current year

Unit: %

Item \ Year	2023	2024	Increase (Decrease) Ratio %
Cash Flow Ratio (%)	70.20	71.81	2.29
Cash Flow Adequacy Ratio (%)	92.52	97.02	4.86
Cash Reinvestment Ratio (%)	2.91	6.34	117.87
The analysis of the changes in the ratio of increase and decrease: The increase in cash reinvestment ratio is mainly due to revenue growth and profit increase in 2024.			

(2) Cash flow changes analysis for the recent years

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Difference	
			Amount	%
Operating Activities	675,005	1,033,046	358,041	53.04
Investment Activities	196,504	(386,144)	(582,648)	(296.51)
Financing Activities	(427,256)	183,108	610,364	(142.86)
Net cash flow	428,543	926,081	497,538	116.10
The analysis of the changes in the ratio of increase and decrease: 1. The increase in cash inflow from operating activities was due to the increase in net profit before tax in 2024. 2. The increase in cash outflow from investment activities was due to the increase in disposal of bank financial products in 2024. 3. The increase in cash outflow from financing activities was due to the issuance of corporate bonds in 2024.				

(3) Cash flow forecast analysis for the coming year

Unit: NT\$ thousand

Beginning cash balance	Estimated cash flow from operating activities throughout the year	Estimated cash outflow throughout the year	Cash remaining amount forecast	Remedial for cash deficit	
				Investment plans	Financing plans
1,969,578	2,900,000	2,830,000	2,039,578	None.	

Description: i. Analysis of cash flow changes for the coming year

(i) Operating activities: Strengthen the management of accounts receivable, control and management the inventory turnover rate to control the purchase volume and reduce the inventory amount.

(ii) Investment activities: Purchase the production equipment and expansion factories. °

(iii) Financing activities: Cash dividend.

ii. Remedial measures and liquidity analysis for anticipated cash deficiency: None.

4. The impact of major capital expenditures in the most recent year on financial status

None.

5. Reinvestment policy for the past year, the main reason for the profits or losses, the improvement plans and investment plan for the coming Year

i. Reinvestment policy

- (i) Expand overseas production lines to reduce manufacturing costs; focus on research and development in Taiwan.
- (ii) Set up overseas sales bases and expand sales territory, and improve the efficiency of serving customers locally.

ii. Profit or loss status of reinvestment

Unit: NT\$ thousand

Reinvestment business	2024		
	Investment cost (USD)	Book value (NTD)	Profit (loss) (NTD)
A-LIST International Ltd.	21,141	4,402,019	697,456
Alltop Technology (Vietnam) Co., Ltd.	2,000	43,827	(15,762)
Topwise Technology Ltd.	2,756	115,741	3,930
Alltop Holding Ltd.	16,861	4,293,015	693,560
Mettle Enterprise Co., Ltd.	3,879	161,951	11,210
ALLTOP ELECTRONICS (Suzhou) CO., LTD.	23,250	4,221,700	688,905
Liquan Technology (Taicang) Co., Ltd.	3,843	157,800	5,605

iii. Investment plan for the coming year: None

6. Risk Issues

- (1) The impact on the Company's profits (losses) of interest rate, exchange rate changes and inflation, and future countermeasures

i. The impact of interest rate changes on the Company's profit and loss and future countermeasures:

The risk of interest rate changes arises because the consolidated company's bank deposits, financial assets carried at amortized cost, bank loans, corporate bonds payable and lease liabilities are calculated interest at fixed and floating rates.

On the balance sheet date, the carrying amounts of the financial assets and financial liabilities of the consolidated company subject to interest rate exposure are as follows:

	2024/12/31	2023/12/31
Fair value interest rate risk		
— Financial assets	\$3,274,980	\$1,928,937
— financial liabilities	1,248,606	1,071,903
Cash flow interest rate risk		
— Financial assets	285,797	259,839

Sensitivity Analysis

The Company has conducted a sensitivity analysis to determine the potential impact of interest rate changes on the non-derivative financial instruments as of the balance sheet date. For floating rate assets, the analysis assumes that the outstanding amount remained unchanged during the reporting period. The analysis used a range of 1% increase or decrease in interest rates, which represents the management's assessment of the reasonably possible range of interest rate fluctuations. This information is also reported to the key management within the consolidated company for internal decision-making purposes.

If the annual interest rate increases/decreases by 1%, and all other variables remain unchanged, the net profit before tax of the consolidated company in 2024 and 2023 will increase/decrease by NT\$ 2,858 thousand and NT\$ 2,598 thousand, mainly due to the risk exposure of the interest rate changes caused by the consolidated company's bank deposits which were calculated interest with floating rate.

The consolidated company's sensitivity to interest rates increased in current period, mainly due to the increase in net assets which were calculated interest with floating rates.

- ii. The impact of exchange rate changes on the Company's profit and loss and future countermeasures:

The consolidated company engages in foreign currency-denominated sales and purchase transactions, thus put it at the risk exposure of exchange rate fluctuations.

On the balance sheet date of the consolidated company, the carrying amount of monetary assets and monetary liabilities denominated in non-functional currency (including the written-off monetary items denominated in non-functional currency in the consolidated financial statements).

Sensitivity Analysis

Consolidated company is mainly affected by fluctuations in the exchange rate of the US dollar.

The following table details the sensitivity analysis of the consolidated company when the exchange rate of each entity's functional currency increases and decreases by 1% against each relevant foreign currency. 1% is the sensitivity rate used when reporting exchange rate risk to key management within the consolidated company, and it also represents management's assessment of the range of reasonably possible changes in foreign currency exchange rates. Sensitivity analysis includes the outstanding foreign currency monetary items and forward foreign exchange contracts, and the conversion at the end of the year is adjusted by 1% exchange rate change.

The positive numbers in the table below represent the amount of increase in net profit before tax or equity when the functional currency of each entity depreciates by 1% against each relevant foreign currency; when the functional currency of each entity appreciates by 1% against each relevant foreign currency, its impact on net profit before tax or equity will be a negative number of the same amount.

US dollar Impact		
Item	2024	2023
Profit (loss)	\$20,264	\$12,963

It is mainly derived from the USD-denominated receivables and payables, foreign currency bank deposits which are still outstanding and have not been hedged in cash flow.

The combined company's sensitivity to the U.S. dollar exchange rate increased during the year, mainly due to the increase in net assets denominated in U.S. dollars.

- iii. The impact of inflation on the Company's profit and loss and future countermeasures:

Inflation has not had any significant impact on the Company's operating conditions in the past year and as of to the date of publication of the annual report.

- (2) Policies and main reasons for profit or loss with respect to high-risk and high-leverage investments, loans to others, endorsements and guarantees and derivative trading, and future countermeasures:

- i. Engage in high-risk and highly leveraged investments

The main business of the Company are research and development, manufacturing and sales, and does not engage in high-risk, high-leverage investment.

- ii. Loans to others, endorsements and guarantees

In accordance with the " Operation Procedures of Loaning Funds to Others" and " Operation Procedures of Endorsements and Guarantees " stipulated by the Company.

- iii. Derivative trading

In accordance with the "Procedures for Acquisition or Disposal of Assets" and "Procedures for Dealing with Derivative Trading" stipulated by the Company, the derivative trading that the Company engages in mainly focus on financial hedging. The transaction of forward foreign exchange contracts is to avoid the impact of exchange rate changes on the held balance sheet, and the calculation of its fair value is based on the evaluation information provided by the bank. Assuming that the Company terminates the contract on the report date as agreed, the estimated amount that can be obtained or must be paid generally includes the unrealized profit or loss of the open contract in the current period.

(3) Future R&D plans and estimated R&D expenses

i. Future R&D plans

In terms of new product development, in addition to the NB PC input/output connectors that have been the main focus since the establishment of the factory, in the future, we will selectively enter the narrow-pitch, high-frequency on-board connectors with barriers to entry, considering the connector manufacturers of the United States and Japan as competitors and avoid products with increasing price competition. Furthermore, the Company will also actively invest in the development of connectors that are not used in computers and peripheral products, such as connectors for servers and industrial equipment, connectors for medical equipment, automotive connectors and high-speed line products, etc., to expand the development of connector products in different application product fields.

In terms of innovative technology, in view of the fact that the price of the main metal material of the connector will continue to rise in the future, and the future labor salary may rise, using the accumulated experience in product development for many years, the Company adopts modular molding method to save products materials, and combines with the technology of process improvement, developed a supporting assembly process to shorten the production process and reduce material costs. In addition, the Company plans to introduce a high-level automatic assembly project, in addition to reducing the defect rate of human factors, it can reduce labor costs, improve production yield rate and efficiency, increase output, make products more price-competitive, and create a win-win situation with customers.

ii. The estimated R&D expenses

The Company's future research and development expenses are expected to maintain at least NT\$ 60 million per year, and will increase year by year depending on the operating conditions.

(4) The impact of important changes of policies and laws domestic and overseas on the Company's financial status and countermeasures:

- i. Changes of policies and laws domestic and overseas have not had a significant impact on the Company's financial status. In addition to the daily operation of the company in accordance with relevant laws and regulations domestic and overseas, it also pays attention to the development trend of domestic and foreign policies and changes in laws and regulations, so as to fully grasp and respond to changes in the market environment.
- ii. The company's group did not have any risk events that caused operational interruption due to information security incidents, and there was no actual information security incident that resulted in financial losses or loss of shareholders' equity.

(5) The impact of technological and industrial changes on the Company's financial status, and countermeasures:

- i. Technological changes and technological development evolve rapidly, and applications for patents for various innovative concepts and designs and development affect the Company's financial business.
- ii. The Company always pays attention to the technological changes, development and evolution related to the industry and quickly grasps the industrial trends. In addition, we continuously strengthen and improve own research and development capabilities, apply for patents for various innovative concepts and design development for protection, and actively expand future market applications. Therefore, technological changes and industrial changes have a positive impact on the Company.

(6) The impact of corporate image change on corporate crisis management and countermeasures:

Since the establishment, the Company has actively strengthened internal management, improved the performance of management quality, and is committed to maintaining the corporate image and complying with relevant laws and regulations; so far, there has been no incident that affect the negative image of the company.

(7) Expected benefits from, possible risks of and countermeasures for mergers and acquisitions: The Company has no mergers and acquisitions as of to the date of publication of the annual report.

(8) Expected benefits from and possible risks of plant expansion: The Company has no mergers and acquisitions as of to the date of publication of the annual report.

- (9) The impact of concentration of purchase or sales, and countermeasures:
The main raw materials of the Company's connector products are metal materials, plastic materials, electroplating materials and other materials with many suppliers, and an efficient and convenient production and supply system has been constructed based on quality, price, delivery date and other conditions; in addition, there are at least two suppliers for important components. In summary, there should be no risks arising from the concentration of purchases. The electronic connectors or raw materials sold by the Company are widely used in connectors and high-speed cables for servers, automotive, notebook computers, industrial computers, network communication equipment, medical equipment, etc. In addition to existing customers, we are also actively developing new customers, so that the source of orders will not be excessively concentrated, and there should be no risk of sales concentration.
- (10) The impact and risks of large share transfers or change in shareholdings by directors, supervisors or shareholders with shareholdings of over 10%, and countermeasures: In the past year and as of the date of publication of the annual report, there has been no substantial transfer of equity among directors or major shareholders holding more than 10% of the company's shares.
- (11) The impact and risks of the change of management right on the Company, and countermeasures: As of the date of publication of the annual report, the Company has no change of management right.
- (12) For litigation or non-litigation events, please list the major litigation, non-litigation or administrative litigation that have been determined or are still pending, which is related to the Company, the Company's directors, supervisors, general Manager, actual person in charge, major shareholders with a shareholding of over 10%, and subsidiaries. If the result may have a significant impact on the shareholders' equity or the price of the Company's stocks, the fact of the dispute, the target amount, the date of commencement of the litigation, the main parties involved in the litigants and the handling status as of the date of publication of the annual report: None.
- (13) Other important risks and countermeasures: None.

7. Other important matters

None.

VI. Special Notes

1. Information about the Company's Affiliates

- (1) The consolidated operation report of the affiliated companies
Please refer to the MOPS> Single Company >Document Download> Company's Affiliates
Website : https://mopsov.twse.com.tw/mops/web/t57sb01_q10

(2) Consolidated financial statements with the affiliated companies: None.

(3) Relationship report: None.

2. Processing Status about the Private Placement of Securities in the Past Year and as of the Date of Publication of the Annual Report

(Disclosure shall be made regarding the date and amount approved by the shareholders meeting or the board of directors, the basis and rationality of the pricing, the manner of selecting specific individuals, the necessary reasons for conducting a private placement, private placement objects, qualification and conditions, the subscription quantities, the relationship with the company, participation in the Company's operation, the actual subscription (or conversion) price, the difference between the actual subscription (or conversion) price and the reference price, the impact of the private placement on shareholders' equity, the utilization of funds for the private placement securities from the time the stock or price is fully collected until the completion of the capital utilization plan, the progress of plan execution and plan benefit manifestation) :

None.

3. Other Matters that Require additional description

- (1) Disclose unfulfilled OTC commitments: Continuously follow-up and implement on a quarterly basis.
- Promise that before listing on the OTC market, each subsidiary of the Company in Mainland China should appoint full-time auditors, effectively execute the annual audit plan, and continue to maintain after listing on the OTC market. (The implementation has been tracked.)
 - Promise that in the future if the financial reports of an overseas subsidiaries are audited and certified by other accountants, and based on which the company recognizes investment profits and losses or prepares consolidated financial statements, the CPAs of the Company should issue an audit report for financial statements without any reference to the opinions of other accountants. (The implementation has been tracked.)
 - Promise that TPEX may, when necessary, request the Company to entrust an accountant designated by TPEX to conduct an external professional inspection within the scope designated by TPEX, and the inspection results shall be submitted to TPEX with the relevant expenses bore by the Company. (No such situation occurred in current year.)
 - Promise that the Company will add the following items in the "Procedures for Acquisition or Disposition of Assets", and any revisions to the procedure shall be disclosed as significant information on Market Observation Post System (MOPS) and reported to TPEX for future reference. (The implementation has been tracked.)
 - The Company shall not abandon the capital increase of A-LIST International Ltd. in future years. In the event that the Company abandons the capital increase or disposition of the aforementioned company in the future, it must be approved by a special resolution of the Company's board of directors.
 - A-LIST International Ltd. shall not abandon the capital increase of Topwise Technology Ltd. and Alltop Holding Ltd. (Hong Kong) in future years. In the event that A-LIST International Ltd. abandons the of capital increase or disposition of aforementioned company in the future, it must be approved by a special resolution of the Company's board of directors.
 - Alltop Holding Ltd. (Hong Kong) shall not abandon the capital increase of ALLTOP Tech. (Suzhou) in future years. In the event that Alltop Holding Ltd. (Hong Kong) abandons the capital increase or disposition of aforementioned company in the future, it must be approved by a special

resolution of the Company's board of directors.

- v. Promise that the Company shall evaluate the impairment status of asset for the mold equipment that has not been used for production for more than three months in each quarterly financial report. (The implementation has been tracked.)

4. In the Past Year and as of the Date of Publication of the Annual Report, Any of the Situations Listed in Subparagraph 2, Paragraph 3 of Article 36 of the Securities and Exchange Law Which May Materially Impact on Shareholder Equity or Securities Prices Has Occurred

None.