

ANNUAL REPORT

Spirox Corporation

Publication Date: April 25th, 2025

Spirox Website: <https://www.spirox.com>
Taiwan Securities Exchange Market Observation
Post System: <https://mops.twse.com.tw>

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Title: Special assistant

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Acting spokesperson:

Name: Neil Chen

Title: Senior Manager, Financial Department

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2. Address and contact number of headquarter, branches and factory

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Branchs and Factory: None

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Website: <https://www.capital.com.tw>

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4. Certified public accountants for the current fiscal year

Name: Kuan-Chao Lin, Ming-Yu Wen

Company: PKF Taiwan

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5. Exchange Houses where Overseas Securities are Listed: None

6. Company Website: <https://www.spirox.com.tw>

Spirox Corporation
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I. Letter to Shareholders

Dear ladies and gentlemen,

I. 2024 Business Report

(I) Budget execution status and Business Plan and Result

The Company has not publicly announced its financial forecasts, so there is no disclosure regarding budget execution. In 2025, Spirox(the Company) will continue to monitor developments in trade tariffs, geopolitical conflicts, inflationary pressures, and emerging markets, as these factors influence semiconductor demand and regionalized production trends. In response, we have adjusted our operational strategies to focus on developing innovative optical inspection solutions that deliver both technological and financial value. Looking ahead, Spirox remains committed to creating competitive advantages for our customers, expanding our revenue base, and safeguarding long-term shareholder interests.

(II) Revenue and profitability analysis

17) Revenue and profitability analysis

Item \ Year			Financial analysis of the last three years		
			2022	2023	2024
Financial Structure	Total liabilities to total assets (%)		29.91	28.31	18.06
	Long-term debts to PP&E (%)		530.10	468.52	385.95
Profitability	Return on assets (%)		5.44	(1.22)	(8.73)
	Return on equity, attributable to owners of parent (%)		9.62	(2.03)	(11.68)
	to Paid-in capital ratio (%)	Operating Income	(35.05)	(16.65)	(23.29)
		EBT	26.70	(3.91)	(25.33)
	Net profit margin (%)		13.41	(4.11)	(40.98)
	EPS (NT\$)		2.14	(0.49)	(2.23)

(III) Research and development

The researched and developed in 2024 are as below:

1. Solution Kits

A.The development of new types of RF front-end components(PA/FEM for WiFi and mobile phones, such as PAMiD and PAMiF,etc) on our test platform which shortens the development time for product introduction timeline and provides higher cost performance ratio solutions.

B.Developing RF filter/switch box successfully solved the shortage of RF ports on the machine and met the needs of various harmonic testing.

2. Continuously improve/develop UI integrated software testing environment in order to provide a fully automated production environment.

3. Assist customers in the development, integration and verification of PMIC SLT projects, and successfully introduce test machines into the SLT testing field.

4.TGV (Through Glass Via) Inspection System – Model SP8000G

A.High-precision measurement of laser-drilled via modifications.

B.Evaluation of etched via geometry and visual appearance.

C.Crack and defect detection using advanced optical techniques.

D.3D imaging and modeling for via structure analysis.

5.TSV (Through Silicon Via) Inspection System – Model SP8000S

A.Advanced defect inspection and classification for TSV structures.

B.Assessment of TSV etching process quality and consistency.

C.Evaluation of Redistribution Layer (RDL) alignment, defect mapping, and structural integrity.

6.Silicon Photonics Waveguide Inspection Systems

A.Inspection and characterization of laser-modified regions within silicon photonic waveguides.

B.Evaluation of waveguide geometry, propagation path quality, and fabrication defects to ensure optical performance.

II. Overview of 2025 Business Plan

(I) Operational guidelines

Key operational highlights in 2024 and 2025 include:

1. In Q4 2023, the Company successfully deployed two wafer-level WAT inspection solutions for silicon photonics at foundries, with ongoing expansion to OSATs and other customers in 2024 and 2025.
2. The development and production of 3D stacked chips using TSV and TGV technologies remain immature in terms of design, mass production, and supply chain integration. Our newly launched SP8000G and SP8000S systems employ the proprietary SpiroxLTSTM laser tomography technology for high-precision 3D defect detection. These systems provide crucial insights into via quality and structure, helping customers improve design and manufacturing processes while enhancing CoWoS packaging quality and productivity.
3. In the compound semiconductor sector, the Company pioneered a non-destructive defect inspection system for SiC substrates, integrating internal/external defect detection with innovative laser modification cutting solutions to improve yield and throughput. In 2025, we partnered with National Instruments (NI) to co-establish the first power semiconductor dynamic reliability lab in the Asia-Pacific region, transferring technology from NI's German SET lab to accelerate customer R&D.

(II) Key production and sales policies

Due to the continuous breakthroughs in emerging application markets such as generative AI technology, coupled with strong demand for artificial intelligence, high-performance computing, and cloud data services, the demand for artificial intelligence-related electronic products continues to increase. As semiconductor processes approach their limits and the AI wave advances, CoWoS advanced packaging technology and demand are full of imagination, which will inject momentum into the mid- to long-term production capacity of the semiconductor packaging and testing (OSAT) industry. The company remains cautiously optimistic about the semiconductor market.

III. Future development strategy

Distribution of agency products and the development of own-brand products proceed simultaneously. For distribution agency product, develop niche solutions, components or equipment based on the characteristics of Taiwan and China markets, and develop critical components/products in the system to meet special needs in each market with the focus on the semiconductor supply chain and electronic product key components. Starting from in-house optical inspection solutions, the Company has developed the industry-first Spirox Laser Tomography Scan technology (SpiroxLTS). This innovation targets opportunities arising from the advancement of AI and high-performance computing (HPC), specifically in the field of advanced semiconductor packaging. The Company is focused on creating inspection systems that helps customers overcome technical bottlenecks in Through-Glass Via (TGV) and Through-Silicon Via (TSV) processes, ultimately improving yield rates. At the same time, it is actively expanding its presence in overseas markets and accelerating the commercialization of advanced optical inspection technologies in emerging fields such as MicroLED, metamaterials, and silicon photonics.

IV. The effect of the external competitive, legal, and macroeconomic environment

In 2025, the territorial political conflict will once again reach a stalemate, and the semiconductor supply chain in mainland China will remain sluggish, which will indirectly affect the performance of terminal shipments of electronic products. Looking forward, the Company will continue to adapt to global political and economic dynamics and rapidly evolving semiconductor markets. We are committed to improving operational efficiency, maintaining stable and sustainable profitability, and introducing innovative products that align closely with customer value. Through these efforts, we aim to create higher corporate value and fulfill our responsibilities to all stakeholders who support the Company.

Wish you good health and all the best.

Chairman Peter Chin

II. Corporate Governance Report

2.1 Information of Directors, President, Vice Presidents, Division Directors and the Heads of Branch Units

(1) Information of Directors

April 25, 2025

Job title	Nationality or place of registration	Name	Gender, Age	Date of election 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 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 a spouse or relatives within the second degree of kinship		
							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	Republic of China	Peter Chin	Male 41-50	Jun 19, 2024	3 years	December 13, 2018	12,479,000	10.86%	12,479,000	10.86%	0	0	0	0	Vice Chairman of Spirox Corporation Master of Finance, Yuan Ze University	Chairman of Jetek Technology Corporation Chairman of Beyond Engineering Corporation Chairman of Hibon Investment Corporation Director of Spirox Technology (Shanghai) Co., Ltd. Director of Shanghai Infinet Technology Co., Ltd. Chairman of Hefei Spirox Technology Co., Ltd. Director of Long Bun Brewing Co., Ltd. Director of Southport Corporation Director of Yewan Yeou Enterprise Co., Ltd. Director of Lebledor F&B Co., Ltd. Director of Universe Circular Technology Co. Ltd. Director of Jun Yle Investment Co., Ltd. Director of Ruixin Catering Co., Ltd. Director of Silicon-Based Molecular Sensoring Technology Co., Director of Spirox Cayman Corp. Director of Spirox International Limited Director of Bright Future Cayman Limited Director of Excellent Future Limited Supervisor of Probright Technology Inc.	None	None	None
Director	Republic of China	Jack Chen	Male 71-80	Jun 19, 2024	3 years	December 11, 1987	3,040,193	2.65%	3,040,193	2.65%	0	0	0	0	Chairman of Spirox Corporation 、RDC Semiconductor Co., Ltd. 、Spirox System Corporation Bachelor of Electrical Engineering, National Taiwan University	Director of Beyond Engineering Corporation Director of Hibon Investment Corporation Director of Jetek Technology Corporation Director of Spirox Technology (Shanghai) Co., Ltd. Director of Browave Corporation Director of Oasis Technology Co., Ltd. Director of RDC Semiconductor Co., Ltd. Independent director of Wistron Corporation	None	None	None

Job title	Nationality or place of registration	Name	Gender, Age	Date of election 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 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 a spouse or relatives within the second degree of kinship		
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Job title	Name	Relationship
Director	Republic of China	Jun Yle Investment Co., Ltd.	-	Jun 19, 2024	3 years	December 13, 2018	11,701,000	10.18%	11,701,000	10.18%	0	0	0	0	-	-	-	-	-
		Representative: Vicky Lin (Note 1)	Female 51-60	Jun 19, 2024	3 years	February 10, 2023	3,000	0.01%	3,000	0.01%	6,000	0.01%	0	0	Chairman special assistant of Junfu Logistics Co., Ltd. Master of Commercial Automation and Management, National Taipei University of Technology	Director of RC Education Foundation Supervisor of Shun-Hsin Warehousing Co., Ltd. Supervisor of Wei-Yun Co., Ltd	None	None	None
		Representative: Chia-Chang Tsai (Note 1)	Male 61-70	August 21, 2024	3 years	August 21, 2024	60,000	0.05%	60,000	0.05%	0	0	0	0	General Manager of National Petroleum Co., Ltd. Nihon University Department of Industrial Engineering and Management	Director and President of National Petroleum Co., Ltd.	None	None	None
Director	Republic of China	Hsi-Wei Investment Co., Ltd.	-	Jun 19, 2024	3 years	December 13, 2018	8,330,000	7.25%	8,330,000	7.25%	0	0	0	0	-	-	-	-	-
		Representative: Pei-Cheng Yeh	Male 61-70	Jun 19, 2024	3 years	December 13, 2018	0	0	0	0	0	0	0	0	Chairman of GIGA-BYTE Technology Co., Ltd. Chairman of Giga Computing Technology Co., Ltd. Chairman of Giga Investment Co. Director of G-STYLE LTD. Chairman of Lien-Chia International Investment Co., Ltd. Chairman of PG Union Corporation Director of Walsin Technology Corporation Director of BYTE International Co., Ltd. Director of ALBATRON TECHNOLOGY CO., LTD. Director of SHUN ON ELECTRONIC CO., LIMITED Chairman of Hsi-Wei Investment Co., Ltd.	Chairman and president of GIGA-BYTE Technology Co., Ltd. Chairman of Giga Computing Technology Co., Ltd. Chairman of Giga Investment Co. Director of G-STYLE LTD. Chairman of Lien-Chia International Investment Co., Ltd. Chairman of PG Union Corporation Director of Walsin Technology Corporation Director of BYTE International Co., Ltd. Director of ALBATRON TECHNOLOGY CO., LTD. Director of SHUN ON ELECTRONIC CO., LIMITED Chairman of Hsi-Wei Investment Co., Ltd.	None	None	None
Independent Director	Republic of China	Chia-Jung Wu	Female 41-50	Jun 19, 2024	3 years	June 11, 2018	0	0	0	0	0	0	0	0	Lawyer of C.Chuang Attorneys at Law Bachelor of Law, National Taiwan University	Lawyer of C.Chuang Attorneys at Law Chairman of ATrack Technology Inc. Chairman of Qianzhuang Capital Co., Ltd. Director of Jinglu International Co., Ltd. Independent director of Lebledor F&B Co., Ltd	None	None	None

Job title	Nationality or place of registration	Name	Gender, Age	Date of election 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 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 a spouse or relatives within the second degree of kinship		
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Job title	Name	Relationship
Independent Director	Republic of China	Yi-Ying Wu	Female 41-50	Jun 19, 2024	3 years	December 13, 2018	0	0	0	0	0	0	0	0	Lecturer of International Trade, Chih Lee University of Technology PhD of Economics, National Chengchi University	Independent director of Spirox Corporation; Member of Audit Committee, remuneration committee and Risk Management Committee of Spirox Corporation	None	None	None
Independent Director	Republic of China	Shu-Tzu Chen	Female 51-60	Jun 19, 2024	3 years	November 2, 2021	0	0	0	0	0	0	0	0	Assurance partner of Hsin-Yeh Certified Public Accountants' Firm Department of accounting, National Taiwan University	Assurance partner of Hsin-Yeh Certified Public Accountants' Firm Representative legal director of Big Sunshine Co., Ltd. Independent director of Mayer Steel Pipe Corporation Independent director of MEGA International Development Co., Ltd.	None	None	None

Note 1: Jun Yle Investment Co., Ltd. assigned Chia-Chang Tsai as the juridical Director representative on August 21, 2024 and Vicky Lin was dismissed at the same day.

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<u>Main shareholders of juristic-person shareholder</u>			<u>Main shareholders of juristic-person shareholder who is listed in the left table</u>		
Name of juristic-person shareholder	Main shareholders of juristic-person shareholder	Shareholding ratio	Name of juristic-person shareholder	Main shareholders of juristic-person shareholder	Shareholding ratio
Jun Yle Investment Co., Ltd.	Gold Yu Co., Ltd	41.79%	Gold Yu Co., Ltd	Ming-Chin Chen	22.59%
	Ho-Shin Investment Co., Ltd.	11.10%		Tsang-Hai Tsai	19.44%
	Atlas Corporation	11.10%	Ho-Shin Investment Co., Ltd.	Chi-Kuo Lin	19.85%
Hsi-Wei Investment Co., Ltd.	Yu-Chang Yeh	28.2%		Yu-Luan Fu	19.84%
	Yu-Ting Yeh	28.2%	Ho-Shin Investment Co., Ltd.	Xiu-Qi Co., Ltd.	19.25%
	Yu-Jen Yeh	28.2%		Guang-Xue Co., Ltd.	19.25%
	Pei-Cheng Yeh	7.7%			
	Li-Yun Tsai	7.7%			

(2) Disclosure of information regarding the professional qualifications and experience of Directors and the independence of Independent Directors:

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Director \ Qualification	Professional qualifications and experience	Independence analysis of Independent Directors	No. of other public companies at which the person concurrently serves as an independent director
Peter Chin Chairman	Expertise: Merger and acquisition and investment management, international market and operational management Main position in group: Please refer to page 3 Other main position: Please refer to page 3 Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act	Not applicable	None
Jack Chen Director	Expertise: Semiconductor market experience, leadership and decision-making and operational management, objection handling, and so on Main position in group: Please refer to page 3 Other main position: Please refer to page 3 Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act	Not applicable	1
Jun Yle Investment Co., Ltd. Representative: Chia-Chang Tsai Director	Expertise: Marketing, leadership and business management. Main position in group: none. Other main position: Please refer to page 4 Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act	Not applicable	None
Hsi-Wei Investment Co., Ltd. Representative: Pei-Cheng, Yeh Director	Expertise: International market, leadership, decision-making and operational management Main position in group: none. Other main position: Please refer to page 4 Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act	Not applicable	None
Chia-Jung Wu Independent director	Expertise: Law (with lawyer qualification) and experience of Board of Directors and functional committee Main position in group: Member of Audit Committee, Remuneration Committee and Risk Management Committee of the Company Other main position: Please refer to page 4 Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act	All Independent Directors conform to the below circumstances: 1. The principals, their spouses, and their relatives with second degree of kinship are not the directors, supervisors or employees of the Company and of its subsidiaries. 2. The principals, their spouses, and their relatives with second degree of kinship do not hold (or through nominees) any shares of the Company. 3. The principals do not serve as the Directors, supervisors or employees which have specified relationship with the Company. 4. Acquiring remuneration through providing the Company or its affiliates with commercial, legal, financial, accounting and related service within 2 years. 5. Conform the other independence regulations stated in Article 3 of "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies".	1
Yi-Ying Wu Independent director	Expertise: Lecturer of colleges and universities, economics teaching and international trade and market; member experience of the Board of Directors and functional committee Main position in group: Member of Audit Committee, Remuneration Committee and Risk Management Committee of the Company Other main position: None Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act		None
Shu-Tzu Chen Independent director	Expertise: Accounting and financial analysis capability (with accountant qualification), member experience of the Board of Director and functional committee Main position in group: Member of Audit Committee, Remuneration Committee and Risk Management Committee of the Company Other main position: Please refer to page 5 Note: None of the circumstances in the subparagraphs of Article 30 of the Company Act		2

(3) Diversity and independence of the Board of Directors:

The Company advocates and respects the board diversity policy, and pays attention to gender equality in the composition of the board of directors, and aims to account for one-third (33%) of the seats of male and female directors, to strengthen corporate governance, promote the comprehensive development of the board structure and further elevate the overall corporate performance. The member selection and appointment of the Board of Directors is based on the principle of meritocracy that the members are equipped with diverse and complementary capabilities across the industries, including the basic components (such as age, gender, and so on), various industrial experience and expertise (technology, investment, accounting, law, international trade, and so on), and the abilities such as operational management, business judgment, leadership, crisis management, and so on. To enhance the functions of the Board of Directors so as to achieve the ideal target of corporate governance, Article 20 of the Company's "Corporate Governance Operation" states the Board of Directors shall equip with the below capabilities: 1. Business judgment ability; 2. Accounting and financial analysis ability; 3. Operational management ability; 4. Crisis handling ability; 5. Industrial knowledge; 6. International market perspectives; 7. Leadership; 8. Decision making capacity.

The implementation of the board diversity policy in the current Board of Directors is as below:

Diversity Name of director			Basic component							Industrial experience					Professional expertise		
	Nationality	Gender	Employee	Age				Continuous Seniority of Independent Directors		Corporate business	Finance	Accounting	Commercial	Legal	Accounting	Law	Lecturer of colleges and universities
				41~50 years old	51~60 years old	61~70 years old	Over 71 years old	3~6 years	6~9 years								
Peter Chin	Taiwan	Male		✓						✓	✓		✓				
Jack Chen	Taiwan	Male					✓			✓	✓		✓				
Chia-Chang Tsai	Taiwan	Male				✓				✓			✓				
Pei-Cheng Yeh	Taiwan	Male				✓				✓	✓		✓				
Chia-Jung Wu	Taiwan	Female		✓					✓					✓		✓	
Yi-Ying Wu	Taiwan	Female		✓					✓			✓					✓
Shu-Tzu Chen	Taiwan	Female			✓			✓			✓	✓			✓		

Diverse core expertise items of current individual Directors is as below, and the Company sets the goal of having at least two directors in each item :

Name	Business judgement	Accounting and financial analysis	Operation management	Crisis management	Industrial knowledge	International market perspective	Leadership	Decision making
Peter Chin	✓	✓	✓	✓	✓	✓	✓	✓
Jack Chen	✓	✓	✓	✓	✓	✓	✓	✓
Chia-Chang Tsai	✓		✓	✓			✓	
Pei-Cheng Yeh	✓		✓	✓	✓	✓	✓	✓
Chia-Jung Wu			✓	✓			✓	✓
Yi-Ying Wu			✓	✓		✓		✓
Shu-Tzu Chen		✓	✓	✓			✓	✓

The composition proportions of the Board of Directors of the Company are: 100% Native, 43% of Independent Directors, and 43% of female directors. The age of directors ranges widely that 3 directors are aged between 41-50 years old, 2 directors are aged between 51-60 years old, Two directors are aged between 61 and 70, and one director is over 71 years old. The above current situation is in line with the Company's goals on gender's ratio (33%) and the diversity of core expertise (at least two directors in each item).

The diversification, complementarity and implementation of the Company's directors have included the standards stated in Article 20 of the Company's

Corporate Governance Operation. The diversity policy will be updated timely according to the future needs of the Board of Director's operation and corporate business development, including but not limited to the standards of two directions which are basic conditions and values and professional knowledge and expertise to ensure the board members have the required knowledge, skills and qualities to perform their duty.

(4) Information on the management team

April 25, 2025

Title	Nationality	Name	Gender	Date of appointment to position	Shares held (Note 2)		Shares currently held by their spouses and minor children (Note 2)		Shares held through nominees (Note 2)		Main working (education) experience	Position(s) held concurrently in the Company and/or in any other company	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree		
					Number	%	Number	%	Number	%			Title	Name	Relationship
President	Republic of China	Paul Yang	Male	July 1, 2022	300,000	0.26%	0	0	0	0	General manager of semiconductor business in China and Korea of Agilent Technologies President of Global Testing Corporation Limited President of ChipMOS TECHNOLOGIES INC. Master of Electrical Engineering, National Cheng Kung University	Director of Hibon Investment Corporation Director of Beyond Engineering Corporation Director of Jetek Technology Corporation Director of Southport Corporation Director of SCube Technologies Co., Ltd. Director of Shanghai Infinet Technology Co., Ltd. Director of Spirox Technology (Shanghai) Co., Ltd. Director of Hefei Spirox Technology Co., Ltd. Director of Spirox International Limited	None	None	None
Vice President	Republic of China	Alex Huang	Male	January 1, 2000	489,139	0.43%	2,297	0.00%	0	0	Industry Junior College Vice president of Spirox Corporation Bachelor of Electrical Engineering, Kun Shan	None	None	None	None
Vice President	Republic of China	Charles Ma (Note 1)	Male	September 13, 2022	113,438	0.10%	2,000	0.00%	0	0	Vice president of Spirox Corporation, Ever Team International Corp., Denmos Technology Inc., and Phytex Corporation Bachelor of Marine Engineering, National Taiwan Ocean University	None	None	None	None
Vice President	Republic of China	Charles Lin	Male	March 13, 2023	0	0	0	0	0	0	Senior project manager of Agilent Technologies, president of Infinet Technology Ltd. and senior manager of Good Will Instrument Co., Ltd. Texas A&M, Bachelor of Electrical Engineering	President of Spirox Technology (Shanghai) Co., Ltd.	None	None	None
Chief Technology Officer	Republic of China	I-Jan Chen (Note 2)	Male	January 1, 2024	0	0	0	0	0	0	Chiao Tung University Master of Science in Electrophysics, National	None	None	None	None
Senior Director	Republic of China	George Hsu (Note 3)	Male	February 13, 2024	0	0	0	0	0	0	Sales Manager of HP Sales Manager of Applied Material Sales Director of Rudolph Technology Master of Computer Science, Syracuse University	None	None	None	None
Director	Republic of China	Daniel Chu	Male	March 18, 2019	0	0	0	0	0	0	E Dot Technology Inc., Pao Chiang Chu Ke Technology Master of Management, Yuan Ze University	None	None	None	None
Director	Republic of China	Bradley Hsu (Note 4)	Male	March 18, 2019	30,618	0.03%	0	0	0	0	FORMOSA ADVANCED TECHNOLOGIES CO., LTD., TAIWAN TELECOMMUNICATION INDUSTRY CO., LTD. Master of Electrical Engineering, National Taiwan University of Science and Technology	None	None	None	None

Title	Nationality	Name	Gender	Date of appointment to position	Shares held (Note 2)		Shares currently held by their spouses and minor children (Note 2)		Shares held through nominees (Note 2)		Main working (education) experience	Position(s) held concurrently in the Company and/or in any other company	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree		
					Number	%	Number	%	Number	%			Title	Name	Relationship
Director	Republic of China	Winson Chen (Note 5)	Male	May 8, 2024	0	0	0	0	0	0	Sales Manager of EPILEDs TECHNOLOGIES, INC.; Project Sales Manager of ILI TECHNOLOGY CORP. University of Southampton MBA	None	None	None	None
Director	Republic of China	Jet Li (Note 6)	Male	March 12, 2025	0	0	0	0	0	0	R&D Manager of Southport Corporation National Taiwan University, Department of Physics, PhD	Chief Technology Officer of Southport Corporation	None	None	None
Special Assistant	Republic of China	Noelle Ni	Female	February 18, 2019	40,600	0.04%	0	0	0	0	UNITED INTERNET INFORMATION INC., Delicacy Integrated Marketing Inc., Ltd Bachelor of English, National Central University	None	None	None	None
Chief HR Officer	Republic of China	Dannise Huang	Female	November 1, 2023	50,000	0.04%	0	0	0	0	Senior Organization Development Manager of Lam Research; HR Sr. Manager of Global Testing Corporation; Global HR Director of WIN Semiconductors Corp.; VP of ProLogium Technology EMBA, National Chiao Tung University MBA, University of Leicester	Independent director of Hsin-Li Chemical Industrial Corporation Independent director of Sun Yad Construction Co., Ltd.	None	None	None
Chief Finance Officer	Republic of China	Neil Chen	Male	March 23, 2022	50,000	0.04%	0	0	0	0	Financial department manager of Chain Logic International Corp. EMBA, National Chung Hsing University	Director of Southport Corporation CFO of Hefei Spirox Technology Co., Ltd.	None	None	None
Chief Accounting Officer	Republic of China	Jasmine Ku	Female	July 1, 2022	30,000	0.03%	0	0	0	0	Assistant manager of EY Taiwan Bachelor of Accounting, Chinese Culture University	None	None	None	None
Chief Corporate Governance Officer	Republic of China	Pinion Cheng	Male	November 9, 2023	20,176	0.02%	0	0	0	0	Internal audit executive of Spirox, chief accounting officer of Spirox Technologies (Shanghai) Corporation, team leader of Diwan & Company Bachelor of Accounting, National Chung Cheng University	Supervisor of Hibon Investment Corporation Supervisor of Beyond Engineering Corporation Supervisor of Jetek Technology Corporation Supervisor of Southport Corporation Supervisor of Spirox Technology (Shanghai) Co., Ltd. Supervisor of Hefei Spirox Technology Co., Ltd.	None	None	None

Note 1: Charles Ma was dismissed on February 29, 2024.

Note 2: I-Jan Chen took office on January 1, 2024 and was dismissed on July 2, 2024.

Note 3: George Hsu Chen took office on February 15, 2024 and was dismissed on December 20, 2024.

Note 4: Bradley Hsu was dismissed on February 27, 2025.

Note 5: Winson Chen took office on May 8, 2024.

Note 6: Jet Li took office on March 12, 2025.

2.2 Remuneration to Directors, President and Vice Presidents in the Most Recent Year

(1) Details of remuneration to Directors

Unit : NTD Thousand

Title	Name	Directors' remuneration								Percent of A ∙ B ∙ C and D to net income after tax (Note 8)		Relevant remuneration of part-time personnel								Percent of A ∙ B ∙ C ∙ D ∙ E ∙ F and G to net profit after tax (%) (Note 8)		Any remuneration from other invested business apart from subsidiaries (Note 9)
		Compensation (A) (Note 2)		Retirement allowance (B)		Remuneration from distribution of earnings (C) (Note 3)		Business execution expenses (D) (Note 4)				Remuneration money award and special expenses etc. (E) (Note 5)		Retirement allowance (F)		Employee profit sharing from earnings distribution (G) (Note 6)						
		The Company	All companies within the consolidation financial statement (Note 7)	The Company	All companies within the consolidation financial statement (Note 7)	The Company	All companies within the consolidation financial statement (Note 7)	The Company	All companies within the consolidation financial statement (Note 7)	The Company	All companies within the consolidation financial statement (Note 7)	The Company	All companies within the consolidation financial statement (Note 7)	The Company		All companies within the consolidation financial statement (Note 7)		The Company	All companies within the consolidation financial statement (Note 7)			
																Cash dividends	Stock dividends	Cash dividends	Stock dividends			
Chairman	Peter Chin	2,400	2,400	0	0	0	0	33	33	2,433/-0.97%	2,433/-0.97%	0	0	0	0	0	0	0	0	2,433/-0.97%	2,433/-0.97%	None
Director	Jack Chen	720	720	0	0	0	0	36	36	756/-0.30%	756/-0.30%	0	0	0	0	0	0	0	0	756/-0.30%	756/-0.30%	None
	Representative of Jun Yle Investment Co., Ltd.: Vicky Lin ∙ Chia-Chang Tsaig (Note 1)	300	300	0	0	0	0	18	18	318/-0.13%	318/-0.13%	0	0	0	0	0	0	0	0	318/-0.13%	318/-0.13%	None
	Representative of Hsi Wei Investment Co., Ltd.: Yeh, Pei-Cheng	300	300	0	0	0	0	18	18	318/-0.13%	318/-0.13%	0	0	0	0	0	0	0	0	318/-0.13%	318/-0.13%	None
Independent Director	Wu, Chia-Jung	504	504	0	0	0	0	21	21	525/-0.21%	525/-0.21%	0	0	0	0	0	0	0	0	525/-0.21%	525/-0.21%	None
	Wu, Yi-Ying	504	504	0	0	0	0	33	33	537/-0.21%	537/-0.21%	0	0	0	0	0	0	0	0	537/-0.21%	537/-0.21%	None
	Chen, Shu-Tzu	504	504	0	0	0	0	30	30	534/-0.21%	534/-0.21%	0	0	0	0	0	0	0	0	534/-0.21%	534/-0.21%	None

1. Please describe the remuneration policy, system, standard and structure for Directors and Independent Directors, and the relation between the factors such as duty, risk, invested time, and so on and the amount of paid remuneration :

- In accordance with Article 17 of the Company's "Articles of Incorporation", the Board of Directors is authorized to determine the directors' remuneration with the reference of the proposal from Remuneration Committee, according to the involvement to the Company's operations as well as value of the contribution of the Directors.
- Pursuant to Article 22 of the Company's "Articles of Incorporation", when the Company is determined to have earnings in the year, no more than 5% of the earnings shall be appropriated as the directors' remuneration. In addition, in accordance with the "Rules for Performance Evaluation of Board of Directors", the individual director's remuneration may be adjusted subject to the performance evaluation results.
- The remuneration structure for directors, as stipulated in the Company's "Rules for Performance Evaluation of Board of Directors", is consistent with the provisions of directors' remuneration, as set forth in the "Regulations Governing Information to be Published in Annual Reports of Public Companies". The policy, system, structure, and standard of the directors' remuneration is established by referred to the industry standard and shall be reviewed regularly according to the long-term and short-term development plans of the Company.

In conclusion, the amount of compensation paid by the Company to directors and independent directors has a positive correlation with the operation performance of the Company and the director's individual performance (including the involvement to the Company's operations and value of contribution).

2. In addition to the preceding disclosed table, the remuneration received by the Directors for providing the service to all companies within the consolidation financial statement (for example: serve as the consultant which is not considered the employee in the parent company/ all companies within the consolidation financial statement/ reinvested business) in the most year : None.

Note 1:Jun Yle Investment Co., Ltd. re-appointed Chia-Chang Tsai as its representative on August 21, 2024; Vicky Lin was dismissed from the representative of director of the Company on August 21, 2024.

Note 2:This refers to director compensation in the most recent year (including salary, allowances, severance pay, rewards and incentives).

Note 3:This refers to directors' remuneration distributed by the board of directors in the most recent year.

Note 4:This refers to director expenses and business execution expenses in the most recent year (including travelling allowances, special allowances, various subsidies, housing, company car, and other benefits in kind provided).

Note 5: This refers to any remuneration, including salary, job allowances, severance pay, various rewards, incentives, travelling allowance, special allowances, various subsidies, housing, company car, and other benefits in kind provided received by a director for concurrent service as an employee in the most recent year (including concurrent service as president, vice president, other officer or non-managerial employee).

Note 6: This refers to employee compensation (including stocks and cash) received by a director for concurrent service as an employee in the most recent year (including concurrent service as president, vice president, other officer or non-managerial employee). To disclose the amount of the proposed amount of compensation from distribution of earnings for the recent year approved by the Board of Directors.

Note 7: To disclose the total amount of remuneration paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: It means the net income after tax in the most recent year.

Note 9: It means relevant remuneration such as compensation, remuneration, employee dividend, and business execution expense, received by directors of the Company who serve as in capacities such as director, supervisor, or managerial officer in reinvested business other than subsidiaries.

(2) Details of remuneration to President and Vice Presidents

Unit : NTD thousand

Title	Name	Compensation (A) (Note 2)		Retirement allowance (B)		Rewards and special allowance (C) (Note 3)		Remuneration from distribution of earnings (D) (Note 4)				Percent of A · B · C and D to net profit after tax (%) (Note 7)		Any remuneration from other invested business apart from subsidiaries (Note 9)
		The Company	All companies within the consolidation financial statement (Note 5)	The Company	All companies within the consolidation financial statement (Note 5)	The Company	All companies within the consolidation financial statement (Note 5)	The Company		All companies within the consolidation financial statement (Note 5)		The Company	All companies within the consolidation financial statement	
								Cash dividends	Stock dividends	Cash dividends	Stock dividends			
President	Paul Yang	11,612	13,412	0	0	26,302	26,602	0	0	0	0	37,914/-15.07%	40,014/-15.91%	None
Vice President	Alex Huang													
Vice President	Charles Ma (Note 1)													
Vice President	Charles Lin													

Range of Remuneration

Range of remunerations paid to president and vice president	Name of president and vice president	
	The Company (Note 6)	All companies within the consolidation financial statement (Note 7)
Under NTD1,000,000	Charles Ma	Charles Ma
NTD1,000,000 (included) ~ NTD2,000,000 (excluded)		
NTD2,000,000 (included) ~ NTD3,500,000 (excluded)	Alex Huang	Charles Lin, Alex Huang
NTD3,500,000 (included) ~ NTD5,000,000 (excluded)	Charles Lin	Charles Lin
NTD5,000,000 (included) ~ NTD10,000,000 (excluded)	Paul Yang	Paul Yang
NTD10,000,000 (included) ~ NTD15,000,000 (excluded)		
NTD15,000,000 (included) ~ NTD30,000,000 (excluded)		
NTD30,000,000 (included) ~ NTD50,000,000 (excluded)	Paul Yang	Paul Yang
NTD50,000,000 (included) ~ NTD100,000,000 (excluded)		
Over NTD100,000,000		
Total	4	4

Note 1 : Charles Ma was dismissed on February 29, 2024.

Note 2 : It implies the salary, job allowance and service pay in the most recent year.

Note 3 : It implies the amounts of all kinds of bonuses, incentives, travelling allowance, special allowance, various subsidies, housing, company cars, and other benefits in kind in the most recent year.

Note 4 : Refers to the amount of employee compensation (including stock and cash) approved by the Board of Directors for managerial officers with the top five remuneration amounts in the most recent year. If the amount of employee compensation cannot be estimated this year, the proposed amount should be calculated based on the actual amount and ratio distributed last year.

Note 5 : Shall disclose the total amount of each remuneration paid to the Company's president and vice president by all companies within the consolidation financial statement (including the Company).

Note 6 : It is for each remuneration paid by the Company, the name of president and vice president shall be disclosed in the corresponding level of range.

Note 7 : For each remuneration paid by all companies within the consolidation financial statement (including the Company), the name of the president and vice president of the Company shall be disclosed in the corresponding level of range.

Note 8 : The net income after tax refers to it in the most recent year.

Note 9: Remuneration refers to the related remuneration such as the compensation, remuneration, employee dividend, and business execution expense received by the Company's president and vice president who serve as Directors, supervisors, or managers of reinvested business in addition to the subsidiaries.

Names and Distributions of Employee Profit-sharing Compensation to Managerial Officers

Unit : NTD thousand

	Title	Name	Title	Name	Shares amount (Note 2)t	Cash amount (Note 2)	Total	Total amount to net profit after tax (%)
Managerial officers	President	Paul Yang	Director	Daniel Chu	0	0	0	0
	Vice President	Alex Huang	Director	Bradley Hsu(Note 1)				
	Vice President	Charles Ma (Note 1)	Director	Winson Chen(Note 1)				
	Vice President	Charles Lin	Special assistant	Noelle Ni				
	CTO	I-Jan Chen (Note 1)	CFO	Neil Chen				
	CHRO	Dannise Huang	Chief Accounting Officer	Jasmine Ku				
	Senior Director	George Hsu (Note 1)	Chief Corporate Governance Officer	Pinion Cheng				

Note 1 : Charles Ma was dismissed on February 29, 2024. I-Jan Chen took office on January 1, 2024 and was dismissed on July 2, 2024. George Hsu Chen took office on February 15, 2024 and was dismissed on December 20, 2024. Bradley Hsu dismissed on February 27, 2025. Winson Chen took office on May 8, 2024.

Note 2 : Refers to the employee's compensation (including stocks and cash) distributed to managers approved by the board of directors in the most recent year. If it cannot be estimated, the proposed distribution amount for this year will be calculated based on the proportion of the actual distribution amount last year.

Note 3 : Net profit after tax refers to the net profit after tax for the most recent year; if IFRS has been adopted, net profit after tax refers to the net profit after tax for individual or individual financial reports in the most recent year.

(3) The detail of the remuneration of Top 5 highest paid managerial officers

Unit : NTD thousand

Title	Name	Compensation (A) (Note 2)		Retirement allowance (B)		Rewards and special allowance (C) (Note 3)		Employees' remuneration(D) (Note 4)				Percent of A ∙ B ∙ C and D to net profit after tax (Note 6)		Any remuneration from other invested businesses apart from subsidiaries (Note 7)
		The Company	All companies within the consolidation financial statement (Note 5)	The Company	All companies within the consolidation financial statement (Note 5)	The Company	All companies within the consolidation financial statement (Note 5)	The Company		All companies within the consolidation financial statement (Note 5)		The Company	All companies within the consolidation financial statement	
								Cash dividends	Stock dividends	Cash dividends	Stock dividends			
President	Paul Yang	4,800	6,600	0	0	25,297	25,597	0	0	0	0	-11.97%	-12.80%	None
Vice President	Charles Lin	3,420	3,420	0	0	440	440	0	0	0	0	-1.53%	-1.53%	None
Vice President	Alex Huang	2,892	2,892	0	0	452	452	0	0	0	0	-1.33%	-1.33%	None
CHRO	Dannise Huang	2,400	2,400	0	0	340	340	0	0	0	0	-1.09%	-1.09%	None
Director	Bradley Hsu(Note 1)	2,142	2,142	0	0	337	337	0	0	0	0	-0.99%	-0.99%	None

Note 1 : Bradley Hsu dismissed on February 27, 2025.

Note 2 : Implies the salaries, job allowance and severance pay in the most recent year.

Note 3 : Implies the amounts of all kinds of bonuses, incentives, travelling allowance, special allowance, various subsidies, housing, company cars, and other benefits in kind and other remuneration provided.

Note 4 : Refers to the amount of employee compensation (including stock and cash) approved by the Board of Directors for managerial officers with the top five remuneration amounts in the most recent year. If the amount of employee compensation cannot be estimated this year, the proposed amount should be calculated based on the actual amount and ratio distributed last year.

Note 5 : It shall disclose the total remuneration amount of each item paid by all companies within the consolidation financial statement (including the Company).

Note 6 : The net profit after tax refers to the net profit after tax for individual or individual financial reports in the most recent year.

Note 7 : a. This column should clearly indicate the amount of remuneration received by the company's top five top executives from remuneration companies invested outside the subsidiary or related to the parent company (if none, please fill in "None").

b. Remuneration refers to the remuneration, remuneration (including remuneration of employees, directors and supervisors) and business execution received by the company's top five executives for serving as directors, supervisors or managers of subsidiaries' external investment enterprises or parent companies. fees and other related remuneration.

(4) Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by the Company and by each other company included in the consolidated financial statements during the past 2 years to Directors, President, and Vice President, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure

1. Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by the Company and by each other company included in the consolidated financial statements during the past 2 years to Directors, President, and Vice President :

Total remuneration, as a percentage of net income stated in the parent company only financial reports, as paid by the Company and by each other company included in the consolidated financial statements during the past 2 years to Directors are -2.16% and -9.78% respectively for 2024 and 2023 according to the remuneration policies, standards, packages, and the procedure for determining remuneration, stipulated in the Company's Rules for Performance Evaluation of Board of Directors.

Total remuneration to President and Vice President individually for 2024 and 2023, paid by the Company as a percentage of net income stated in the parent company only financial reports are -16.91% and 39.23% and paid by each other company included in the consolidated financial statements are -17.74% and 39.23% .

2. Remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure :

Please refer to the page 10 of the Annual Report for the remuneration policies to the Directors.

The remuneration policy for President and Vice President of the Company is based on the "Rules for Performance Evaluation of Managerial officers" of our company, the general salary level of the position in the industry, the scope of responsibilities of the position within the Company, and the contribution to the Company's operational objectives.

The procedure for determining the remuneration conforms to the Company's "Rules for Performance Evaluation of Directors" for the evaluation. In addition to considering the Company's overall operational performance, future business risks and development trends in the industry, the individual performance rates and contributions to the Company's performance shall also be taken into account to provide reasonable compensation. The relevant performance assessments and remuneration rationality are reviewed by the Compensation Committee and the Board of Directors, and the remuneration system is reviewed timely according to the actual business situation and relevant laws and regulations to balance sustainable business and risk management for the Company.

2.3 Implementation of Corporate Governance

(1) Implementation of Board of Directors

Eight (A) meetings were held by the Board of Directors in the most recent year (2024) with their attendance shown as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance rate in person (%) (B/A)	Remarks
Chairman	Peter Chin	6	0	100%	-
Director	Jack Chen	6	0	100%	-
Director	Hsi-Wei Investment Co., Ltd. Representative: Pei-Cheng, Yeh	6	0	100%	-
Director	Jun Yle Investment Co., Ltd. Representative: Pei-Pei, Lin	4	0	80%	The company representative was changed from Pei-Pei, Lin to Chia-Chang Tsai on August 21, 2024.
	Jun Yle Investment Co., Ltd. Representative: Chia-Chang Tsai	1	0	100%	
Independent director	Chia-Jung Wu	6	0	100%	-
Independent director	Yi-Ying Wu	6	0	100%	-
Independent director	Shu-Tzu Chen	5	1	83%	-

Other noteworthy matters:

A. the Board Meeting's date, session, proposal contents, all Independent Directors' opinions and the Company's actions in response to the opinions if any of the following occurred:

(a) Matters specified in Article 14-3 of Taiwan's Securities and Exchange Act: Please refer to the below table.

(b) Other matters apart from the aforementioned where an independent director has a dissenting opinion or qualified opinion: None. Please refer to the below table.

B. The resolutions of Board of Directors in 2023 and up to the publication date of the Annual Report, and the effort made by directors in preventing Conflict of Interests when required: Please refer to the below table.

Date of Board Meeting	Term	Motions	Particulars described in Article 14-3 of the Securities and Exchange Act	All Independent Directors' opinions and the Company's actions in response to the opinions	Effort made by directors in preventing Conflict of Interests when required
January 24, 2024	1 st Meeting in 2024	2024 Business plan.		Approved by all present Independent Directors without objection.	-
		The Company proposed to renew the annual credit with the bank.	✓	Approved by all present Independent Directors without objection.	-
		Subsidiary Spirox Cayman Corporation has newly formulated to the " Operating Procedures of Endorsement/ Guarantees ".	✓	Approved by all present Independent Directors without objection.	-
		The company's subsidiary, Spirox Cayman Corporation, has provided an endorsement guarantee to the company.	✓	Approved by all present Independent Directors without objection.	-
		In dealing with financing matters with Citibank Taiwan Limited (including endorsement guarantee for its subsidiary Spirox Technology (Shanghai) Corporation)	✓	Approved by all present Independent Directors without objection.	-
		The company plans to conduct various foreign currency denominated securities transactions (limited to bonds) and related authorization matters at Citibank Taiwan Limited.	✓	Approved by all present Independent Directors without objection.	-

Date of Board Meeting	Term	Motions	Particulars described in Article 14-3 of the Securities and Exchange Act	All Independent Directors' opinions and the Company's actions in response to the opinions	Effort made by directors in preventing Conflict of Interests when required
January 24, 2024	1 st Meeting in 2024	Amendment made to partial Articles of “Articles of Incorporation”.		Approved by all present Independent Directors without objection.	-
		Amendment made to partial Articles of “Corporate Governance Code of Practice”.	V	Approved by all present Independent Directors without objection.	-
		Reviewed the distribution of year-end bonus for the managers.		Approved by all present Independent Directors without objection.	-
		Reviewed the remuneration of the newly-appointed managers.		Approved by all present Independent Directors without objection.	-
March 11, 2024	2 nd Meeting in 2024	Adoption of the Company's 2023 Business Report, Consolidated Financial Statements and Stand-alone Financial Statements.		Approved by all present Independent Directors without objection.	-
		2023 Earnings distribution.		Approved by all present Independent Directors without objection.	-
		The Company proposed to distribute cash by capital reverse.		Approved by all present Independent Directors without objection.	-
		Stipulated the 2023 remuneration amount for the Directors and employees.		Approved by all present Independent Directors without objection.	-
		Approved the Company's Internal Control System Effectiveness and 2023 Internal Control System Statements.		Approved by all present Independent Directors without objection.	-
		Subsidiary Spirox Technology (Shanghai) Cor. plans to dispose of all of its shares in Hefei Xihuicheng Microelectronics Co., Ltd.		Approved by all present Independent Directors without objection.	-
		The company proposed to handle the first time in the 2024 to repurchase stocks for transferring to the employees.		Approved by all present Independent Directors without objection.	-
		The company plans to renew the endorsement guarantee line for its subsidiary Jetek Technology Corp. with Taiwan Cooperative Bank.		Approved by all present Independent Directors without objection.	-
		Amendment made to partial Articles of “Audit Committee Organizational Rules”.	V	Approved by all present Independent Directors without objection.	-
		Amendment made to partial Articles of “Rules of Procedures for Board of Directors Meetings”.	V	Approved by all present Independent Directors without objection.	-
		Comprehensive re-election of directors of the company.	V	Approved by all present Independent Directors without objection.	-
		Lifting the non-competition of the company's newly elected directors.	V	Approved by all present Independent Directors without objection.	-
		Annual shareholders' meeting accept matters related to shareholders' nomination of directors, independent director candidates and proposal.		Approved by all present Independent Directors without objection.	-
		Stipulated the date, location and convening purpose of the 2024 Shareholders' Meeting.		Approved by all present Independent Directors without objection.	-
		Reviewed the remuneration of the newly-appointed managers.	V	Approved by all present Independent Directors without objection.	-
May 8, 2024	3 rd Meeting in 2024	Review of financial statements for the first quarter of 2024.		Approved by all present Independent Directors without objection.	-
		The company plans to to conduct a cash capital increase in private placement of common shares.	V	Approved by all present Independent Directors without objection.	-
		The Company proposed to apply the credit with MEGA INTERNATIONAL COMMERCIAL BANK CO., LTD.		Approved by all present Independent Directors without objection.	-

Date of Board Meeting	Term	Motions	Particulars described in Article 14-3 of the Securities and Exchange Act	All Independent Directors' opinions and the Company's actions in response to the opinions	Effort made by directors in preventing Conflict of Interests when required
May 8, 2024	3 rd Meeting in 2024	The company's chief internal auditor stops temporary agency duties and transfer to formal duties.	√	Approved by all present Independent Directors without objection.	-
		Whether the Company's receivables which exceed the normal credit period by 3 months and are the significant amount belongs to the loan lending.	√	Approved by all present Independent Directors without objection.	-
		Amendment made to partial Articles of "Articles of Incorporation".	√	Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of "Procedures for Engage in Derivatives Trading".	√	Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of 2023 1 st , 2 nd and 2024 1 st "Regulations Governing Transferring Repurchased Shares to Employees".		Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of "Operating Procedures of Endorsement/ Guarantees" of the subsidiary Spirox Cayman Corporation.	√	Approved by all present Independent Directors without objection.	-
		The company formulates the " Risk Management Operating Procedures ".	√	Approved by all present Independent Directors without objection.	-
		The company formulates the " Preparation and confirmation of Sustainability Reports Procedures ".	√	Approved by all present Independent Directors without objection.	-
		The remuneration for CPAs of the Company.	√	Approved by all present Independent Directors without objection.	-
		Nominate a list of candidates for election of directors (including independent directors) in 2024.		Approved by all present Independent Directors without objection.	-
		The Company proposed to renew the annual credit with the bank.		Approved by all present Independent Directors without objection.	-
		The company plans to renew the endorsement guarantee line for its subsidiary Jetek Technology Corp. with the bank.	√	Approved by all present Independent Directors without objection.	-
		The company plans to renew the endorsement guarantee line for its subsidiary Spirox International Limited with the bank.	√	Approved by all present Independent Directors without objection.	-
		Added the announcement of the convening purpose of 2024 general meeting of shareholders of the Company.		Approved by all present Independent Directors without objection.	-
		To review the special bonus distribution for the managerial officers.		Approved by all present Independent Directors without objection.	-
		Reviewed the remuneration of the newly-appointed managers.		Approved by all present Independent Directors without objection.	-
Jun 19, 2024	4 th Meeting in 2024	Elect the Chairman of the Board of Directors of the Company.		Approved by all present Independent Directors without objection.	-
August 7, 2024	5 th Meeting in 2024	Review of financial statements for the second quarter of 2024.		Approved by all present Independent Directors without objection.	-
		The appointment of the Company's 6 th Remuneration Committee.		Approved by all present Independent Directors without objection.	-
		The appointment of the Company's 2 nd Risk Management Committee.		Approved by all present Independent Directors without objection.	-
		The Company proposed to renew the annual credit with the bank.		Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of "Loaning of Funds Operating Procedures" of the subsidiary Spirox Technology (Shanghai) Co., Ltd.	√	Approved by all present Independent Directors without objection.	-

Date of Board Meeting	Term	Motions	Particulars described in Article 14-3 of the Securities and Exchange Act	All Independent Directors' opinions and the Company's actions in response to the opinions	Effort made by directors in preventing Conflict of Interests when required
August 7, 2024	5 th Meeting in 2024	The company plans to renew the endorsement guarantee line for its subsidiary Spirox International Limited with the bank.	√	Approved by all present Independent Directors without objection.	-
		The company plans to renew the endorsement guarantee line for its subsidiary Spirox Technology (Shanghai) Co., Ltd. with the bank.	√	Approved by all present Independent Directors without objection.	-
		The Company proposed to apply the credit with Cathay United Bank (China), Ltd., Shanghai Branch.		Approved by all present Independent Directors without objection.	-
November 6, 2024	6 th Meeting in 2024	Review of financial statements for the third quarter of 2024.		Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of "Corporate Governance Code of Practice".		Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of "Rules of Procedures for Board of Directors Meetings".		Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of "Audit Committee Organizational Rules".		Approved by all present Independent Directors without objection.	-
		The assessment of independence and eligibility and appointment of the CPAs of the Company.	√	Approved by all present Independent Directors without objection.	-
		Formulate the company's 2024 annual audit plan.		Approved by all present Independent Directors without objection.	-
		Formulate the company's 「Mid- to long-term incentive plan for employees (including managers)」.		Approved by all present Independent Directors without objection.	-
		Amendment made to partial clauses of 2023 1 st , 2 nd and 2024 1 st "Regulations Governing Transferring Repurchased Shares to Employees".		Approved by all present Independent Directors without objection.	-
		The 10 th repurchase of the company's shares was transferred to employees.		Approved by all present Independent Directors without objection.	-
		The 8 th repurchase of the company's shares was transferred to manager.		Approved by all present Independent Directors without objection.	-
		The 9 th repurchase of the company's shares was transferred to manager.		Approved by all present Independent Directors without objection.	-
January 23, 2025	1 st Meeting in 2025	The 10 th repurchase of the company's shares was transferred to manager.		Approved by all present Independent Directors without objection.	-
		2025 Business plan.		Approved by all present Independent Directors without objection.	-
		Terminated the second phase of the acquisition of shares of Southport Corporation as originally decided by the board of directors on September 13, 2023.	√	Approved by all present Independent Directors without objection.	-
		The Company intends to adjust the bank's endorsement guarantee limit for its subsidiary Spirox International Limited.	√	Approved by all present Independent Directors without objection.	-
		The Company intends to increase the bank's endorsement guarantee limit for its subsidiary Spirox Technology (Shanghai) Co., Ltd.	√	Approved by all present Independent Directors without objection.	-
		Revised the company's 「Internal Control Systems」.	√	Approved by all present Independent Directors without objection.	-
		Determine the company's risk appetite (risk tolerance).	√	Approved by all present Independent Directors without objection.	-

Date of Board Meeting	Term	Motions	Particulars described in Article 14-3 of the Securities and Exchange Act	All Independent Directors' opinions and the Company's actions in response to the opinions	Effort made by directors in preventing Conflict of Interests when required
January 23, 2025	1 st Meeting in 2025	Determine the scope of the company's grassroots employees.		Approved by all present Independent Directors without objection.	-
		The 21 th transferring of the 9 th re-purchased treasury stock of the Company to employees.		Approved by all present Independent Directors without objection.	-
		Reviewed the distribution of year-end bonus for the managers.		Approved by all present Independent Directors without objection.	-
		Reviewed the distribution of special bonus to the managers.		Approved by all present Independent Directors without objection.	-
		The 9 th repurchase of the company's shares was transferred to manager.		Approved by all present Independent Directors without objection.	-
March 11, 2025	2 st Meeting in 2025	Adoption of the Company's 2024 Business Report, Consolidated Financial Statements and Stand-alone Financial Statements.		Approved by all present Independent Directors without objection.	-
		Adoption of the Proposal for deficit compensation of 2024.		Approved by all present Independent Directors without objection.	-
		Stipulated the 2024 remuneration amount for the Directors and employees.		Approved by all present Independent Directors without objection.	-
		Approved the Company's Internal Control System Effectiveness and 2024 Internal Control System Statements.		Approved by all present Independent Directors without objection.	-
		Change of the internal auditor.	V	Approved by all present Independent Directors without objection.	-
		The Company proposed to renew the annual credit with the bank.		Approved by all present Independent Directors without objection.	-
		The Company intends to loan NTD48 million to Beyond Engineering Corporation.	V	Approved by all present Independent Directors without objection.	-
		The assessment of independence and eligibility, appointment and remuneration of the CPAs of the Company.	V	Approved by all present Independent Directors without objection.	-
		Stipulated the date, location and convening purpose of the 2025 Shareholders' Meeting.		Approved by all present Independent Directors without objection.	-
		The Shareholders' Meeting accepted the related matters of shareholders' proposals.		Approved by all present Independent Directors without objection.	-
		Revised the company's「Mid- to long-term incentive plan for employees (including managers)」.		Approved by all present Independent Directors without objection.	-
		The 9 th repurchase of the company's shares was transferred to employees.		Approved by all present Independent Directors without objection.	-
		Reviewed the remuneration for the newly-appointed managerial officers' remuneration.		Approved by all present Independent Directors without objection.	-
		Reviewed the distribution of special bonus to the managers.		Approved by all present Independent Directors without objection.	-
April 15, 2025	3 st Meeting in 2025	The company proposed to handle the 1 st time in the 2025 to repurchase stocks for transferring to the employees.		Approved by all present Independent Directors without objection.	-

C. Information of evaluation frequency and period, scope, method and content of self-evaluation (or peers) by the board members, and the implementation of the Board of Directors evaluation:

No.	Evaluation scope	Evaluation method	Evaluation period and frequency	Evaluation content
1	Entire Board of Directors	Internal self-evaluation of the board of directors	From: January 1, 2024 To: December 31, 2024 Frequency: Once a year	Involvement degree of corporate business, decision making quality of Board of Directors, composition and structure of Board of Director, election and continuous advanced studies of directors and internal control.
2	Individual board member	Self-evaluation by director members	From: January 1, 2024 To: December 31, 2024 Frequency: Once a year	Control of corporate targets and missions, directors' duty cognition, involvement degree of corporate business, internal relationship management and communication, profession and continuous advanced studies of directors and internal control.
3	Audit Committee	Members' self-evaluation	From: January 1, 2024 To: December 31, 2024 Frequency: Once a year	Involvement degree of corporate business, functional committee member's duty cognition, enhancement of decision-making quality of functional committee, composition and member election of functional committee and internal control.
4	Remuneration Committee	Members' self-evaluation	From: January 1, 2024 To: December 31, 2024 Frequency: Once a year	

D. An evaluation of targets for strengthening of the functions of the board during the current and immediately preceding fiscal years, and measures taken toward achievement thereof

- (a) The company's current audit committee, remuneration committee and risk management committee members include all independent directors of the company, and independent directors account for 43% of the seats on the board of directors, which has a supervisory effect on the board of directors and strengthens corporate governance.
- (b) The annual training hours in 2024 of each director of the Company, except Jun Yle Investment Co., Ltd. assigned Chia-Chang Tsai as the juridical Director representative on August 21 that can't meet the 12-hours standard required by the competent authority, others met the 6-hour standard required by the competent authority, and two of them exceeded the standard.

(2) Information on operation of Audit Committee

In most recent year (2024), the Audit Committee held 5 (A) meetings, and the attendance of Independent Directors is as follows:

Job title	Name	Attendance in person (B)	Attendance By proxy	Attendance rate in person (%) (B / A)	Remarks
Independent director	Chia-Jung Wu	5	0	100%	-
Independent director	Yi-Ying Wu	5	0	100%	-
Independent director	Shu-Tzu Chen	4	1	80%	-

Other noteworthy matters:

A. When one of the following situations occurred to the operations of the Audit Committee, state the date, period, proposal contents, Independent Directors opinion, opinion with reservations or significant recommendation and resolutions of the Audit Committee, and the Company's actions in response to the opinions of the Audit Committee:

(a) Matters specified in Article 14-5 of the Taiwan's Securities and Exchange Act: Please refer to following table.

(b) In addition to the preceding matters, any matter that has not been passed by the audit committee, but has been adopted with the approval of two-thirds or more of all Board Directors : None

Date of Audit Committee meeting	Term	Proposal content	Independent Directors opinion, opinion with reservations or significant recommendation	Resolutions of the Audit Committee, and the Company's actions in response to the opinions of the Audit Committee
January 24, 2024	1 st Meeting in 2024	Subsidiary Spirox Cayman Corporation has newly formulated to the " Operating Procedures of Endorsement/ Guarantees ".	None	Approved by all present Independent Directors without objection.
		The company's subsidiary, Spirox Cayman Corporation, has provided an endorsement guarantee to the company.	None	Approved by all present Independent Directors without objection.
		In dealing with financing matters with Citibank Taiwan Limited (including endorsement guarantee for its subsidiary Spirox Technology (Shanghai) Corporation)	None	Approved by all present Independent Directors without objection.
		The company plans to conduct various foreign currency denominated securities transactions (limited to bonds) and related authorization matters at Citibank Taiwan Limited.	None	Approved by all present Independent Directors without objection.
		Amendment made to partial Articles of "Corporate Governance Code of Practice".	None	Approved by all present Independent Directors without objection.
March 11, 2024	2 nd Meeting in 2024	Subsidiary Spirox Technology (Shanghai) Cor. plans to dispose of all of its shares in Hefei Xinhuicheng Microelectronics Co., Ltd.	None	Approved by all present Independent Directors without objection.
		The company plans to renew the endorsement guarantee line for its subsidiary Jetek Technology Corp. with Taiwan Cooperative Bank.	None	Approved by all present Independent Directors without objection.
		Amendment made to partial Articles of "Audit Committee Organizational Rules".	None	Approved by all present Independent Directors without objection.
		Amendment made to partial Articles of "Rules of Procedures for Board of Directors Meetings".	None	Approved by all present Independent Directors without objection.
May 8, 2024	3 rd Meeting in 2024	The company plans to to conduct a cash capital increase in private placement of common shares.	None	Approved by all present Independent Directors without objection.
		The company's chief internal auditor stops temporary agency duties and transfer to formal duties.	None	Approved by all present Independent Directors without objection.
		Whether the Company's receivables which exceed the normal credit period by 3 months and are the significant amount belongs to the loan lending.	None	Approved by all present Independent Directors without objection.
		Amendment made to partial Articles of "Articles of Incorporation".	None	Approved by all present Independent Directors without objection.
		Amendment made to partial clauses of "Procedures for Engage in Derivatives Trading".	None	Approved by all present Independent Directors without objection.
		Amendment made to partial clauses of "Operating Procedures of Endorsement/ Guarantees" of the subsidiary Spirox Cayman Corporation.	None	Approved by all present Independent Directors without objection.
		The company formulates the " Preparation and confirmation of Sustainability Reports Procedures "	None	Approved by all present Independent Directors without objection.
		The remuneration for CPAs of the Company.	None	Approved by all present Independent Directors without objection.
		The company plans to renew the endorsement guarantee line for its subsidiary Jetek Technology Corp. with the bank.	None	Approved by all present Independent Directors without objection.
		The company plans to renew the endorsement guarantee line for its subsidiary Spirox International Limited with the bank.	None	Approved by all present Independent Directors without objection.

Date of Audit Committee meeting	Term	Proposal content	Independent Directors opinion, opinion with reservations or significant recommendation	Resolutions of the Audit Committee, and the Company's actions in response to the opinions of the Audit Committee
August 7, 2024	4 th Meeting in 2024	Amendment made to partial clauses of “Loaning of Funds Operating Procedures” of the subsidiary Spirox Technology (Shanghai) Co., Ltd.	None	Approved by all present Independent Directors without objection.
		The company plans to renew the endorsement guarantee line for its subsidiary Spirox International Limited with the bank.	None	Approved by all present Independent Directors without objection.
		The company plans to renew the endorsement guarantee line for its subsidiary Spirox Technology (Shanghai) Co., Ltd. with the bank.	None	Approved by all present Independent Directors without objection.
November 6, 2024	5 th Meeting in 2024	The assessment of independence and eligibility and appointment of the CPAs of the Company.	None	Approved by all present Independent Directors without objection.

B. 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.

C. 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 finance and business and the method(s) and outcomes of the communication):

(a) Communication between Independent Director and Internal Auditor :

The Audit Committee is composed of the entire Independent Directors. In 2024, the internal auditors, attending the Audit Committee Meeting, reported the audit implementation situation, including audit implementation situation, internal control deficiencies and improvement tracking, and corporate governance topics associated to Independent Directors. The communication meeting shall be convened at any time in case encountering significant abnormal matters.

The major matters of the communications between Independent Directors and internal auditor in 2024 :

Date	Communication highlight	Suggestion and corporate execution status
January 24, 2024	1. Audit work inspection, improve plan and reminders of the audit work from October to December 2023. 2. Audit projects planned and conducted from January to March 2024.	No opinion from Independent Directors.
March 11, 2024	1. Audit work inspection from January to February 2024. 2. Audit projects planned and conducted from March to May 2024. 3. Review of the effectiveness of the Company's Internal Control System and the Internal Control System Statement for 2023.	No opinion from Independent Directors. (The 2023 Internal Control System Statement was submitted to the Board of Directors for the resolution after approved.)
May 8, 2024	1. Audit work inspection, remind items, improvement plan, and tracking of last reminder or improvement plan execution thereof from February to April 2024. 2. Audit projects planned and conducted from May to July 2024. 3. The company's chief internal auditor stops temporary agency duties and transfer to formal duties.	No opinion from Independent Directors.
August 7, 2024	1. Audit work inspection, remind items, improvement plan, and tracking of last reminder or improvement plan execution thereof from May to July 2024. 2. Audit projects planned and conducted from August to October 2024.	No opinion from Independent Directors.

Date	Communication highlight	Suggestion and corporate execution status
November 6, 2024	1. Audit work inspection, remind items, improvement plan, and tracking of last reminder or improvement plan execution thereof from August to October 2024. 2. Audit projects planned and conducted from December 2024 to January 2025.	No opinion from Independent Directors. (The “2025 Audit Plan” was submitted to the Board of Directors for the resolution after approved.)

(b) Communication between Independent Directors and CPAs :

The Company's independent directors and accountants mainly communicate through communication meetings or written communications. In addition, the accountant shall report in writing to the independent directors on the quarterly audit or review results or other communication matters required by relevant laws and regulations, and attend at least two pre-board meeting communication meetings each year to discuss the audit matters and results of the accountant's financial report, financial status report, communicate fully on the implementation status of internal controls, other communication matters required by relevant laws and regulations, and whether the amendments to laws will have any impact on the company's accounting processing.

(3) The state of the Company's implementation of corporate governance, any deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such deviation

Item	Implementation status			Difference from corporate governance practice principles for TWSE/GTSM Listed companies and reasons
	Yes	No	Description	
1. Does the Company set and disclose corporate governance code of practice according to corporate governance practice principles for TWSE/GTSM-Listed companies?	✓		The stipulated “Corporate Governance Best Practice Principles” has been published on the Company’s website and uploaded to MOPS.	Not applicable.
2. Equity structure and shareholder right				
(1)Has the Company set internal operating procedures to deal with shareholder proposals, doubts, disputes and litigation matters, and does it implement these in accordance with its procedures?	✓		The Company has stipulated “Rules of Procedure for Shareholders’ meetings” and “Corporate Governance Best Practice Principles” and the spokesperson is responsible for properly handling shareholders’ doubts, etc.	Not applicable.
(2)Does the Company have a list of those who ultimately control the major shareholders of the Company?	✓		The Company controls the major shareholders and the ultimate controlling parties thereof through the register of shareholders provided by stock registration agent.	Not applicable.
(3)How does the Company establish its risk management mechanism and firewalls involving related enterprises?	✓		The relevant regulations are stated in “Corporate Governance Best Practice Principles”, “Rules of Procedure for the Supervision on the Subsidiaries”, “Rules Governing Financial and Business Matters Between this Corporation, Group Corporation, and Particular Corporation”, “Regulations Governing the Acquisition and Disposal of Assets”, “Operational Procedures for Loaning Funds to Others” and “Operating Procedures of Endorsement/ Guarantees”.	Not applicable.
(4)Has the Company set internal standards to prohibit the use of undisclosed insider information to trade securities on the market?	✓		The relevant regulations are stated in “Procedures for Ethical Management and Guidelines for Conduct”, “Codes of Ethical Conduct” and “Procedures for Handling Material Inside Information and Prevention of Insider Trading Management”.	Not applicable.

Item	Implementation status			Difference from corporate governance practice principles for TWSE/GTSM Listed companies and reasons
	Yes	No	Description	
3. Organization and responsibilities of the Board of Directors				
(1)Has the Company established a diversification policy or specific goal for the composition of its Board of Directors and has it been implemented accordingly?	✓		Please refer to page 7.	Not applicable.
(2)Has the Company established other Functional Committee besides the Remuneration Committee and Audit Committee?	✓		The Risk Management Committee was established on August 9, 2023.	Not applicable.
(3)Has the Company set performance assessment rules and methods for the Board of Directors and does it perform this evaluation every year?	✓		In January 2020, The Company established the "Rules for Performance Evaluation of Board of Directors", evaluations are conducted annually, which stipulated that an external evaluation shall be conducted at least once every three years. In February 2023, the Company commissioned the Taiwan Investor Relations Institute to conduct a performance evaluation of the Board of Directors and submitted the results to the Board of Directors on March 23, 2023.	Not applicable.
(4)Does the Company regularly evaluate the independence of the CPAs?	✓		The Audit Committee evaluates the independence of the CPAs in the fourth quarter every year and proposes the evaluation results to the Board of Directors for discussion. The evaluation process includes verifying whether the CPA has served the Company for seven years consecutively, whether the CPA receives any punishment, and whether there are any matters that may affect the independence in relation to the interaction with the Company.	Not applicable.
4. Does the Company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by Directors, assisting Directors' compliance of law, handling matters related to Board meetings and Shareholders' Meetings according to law, and recording minutes of Board meetings and Shareholders' Meetings?	✓		On November 8, 2023, the Board of Directors resolved to appoint the handling staff of Board of Directors, as the chief corporate governance officer to be responsible for corporate governance-related matters.	Not applicable.

Item	Implementation status			Difference from corporate governance practice principles for TWSE/GTSM Listed companies and reasons												
	Yes	No	Description													
5. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and set up a stakeholder section on the company's website to properly respond to important corporate social responsibility issues raised by stakeholders?	✓		<div>The operation of communication channels with different stakeholders of the Company is as follows:</div> <table><tr><th>Stakeholder</th><th>Concern issues</th><th>Communication channel and reply methods and frequency</th></tr><tr><td>Competent authority</td><td>Regulation compliance, corporate governance, shareholders' rights</td><td>Regular promotional meetings, occasional Taiwan Stock Exchange questionnaire surveys. A dedicated contact person at the Stock Exchange with Mr. Cheng at extension 1062.</td></tr><tr><td>Shareholders and investors</td><td>Corporate governance, sustainable development, risk management, shareholders involvement, operation performance</td><td>Regular and irregular announcements on MOPS, media news, Shareholders' Meetings, and routine institutional investors' conference. Contact person: spokesperson Ms. Ni at extension 1079 and deputy spokesperson Mr. Chen at extension 7106.</td></tr><tr><td>Employees</td><td>Operation performance, career development, learning development, working environment, evaluation system, employee welfare, labor relations</td><td>Regular monthly meetings and department meetings: operational directions and updates; Email announcements every six months: performance management procedures; irregular email announcements: employee benefits, event information, educational training activities, and various management systems. Employee feedback is collected through department representatives on the Welfare Committee. Contact person: Director General of Welfare Committee Ms. Chen at extension 6502.</td></tr></table>	Stakeholder	Concern issues	Communication channel and reply methods and frequency	Competent authority	Regulation compliance, corporate governance, shareholders' rights	Regular promotional meetings, occasional Taiwan Stock Exchange questionnaire surveys. A dedicated contact person at the Stock Exchange with Mr. Cheng at extension 1062.	Shareholders and investors	Corporate governance, sustainable development, risk management, shareholders involvement, operation performance	Regular and irregular announcements on MOPS, media news, Shareholders' Meetings, and routine institutional investors' conference. Contact person: spokesperson Ms. Ni at extension 1079 and deputy spokesperson Mr. Chen at extension 7106.	Employees	Operation performance, career development, learning development, working environment, evaluation system, employee welfare, labor relations	Regular monthly meetings and department meetings: operational directions and updates; Email announcements every six months: performance management procedures; irregular email announcements: employee benefits, event information, educational training activities, and various management systems. Employee feedback is collected through department representatives on the Welfare Committee. Contact person: Director General of Welfare Committee Ms. Chen at extension 6502.	Not applicable.
Stakeholder	Concern issues	Communication channel and reply methods and frequency														
Competent authority	Regulation compliance, corporate governance, shareholders' rights	Regular promotional meetings, occasional Taiwan Stock Exchange questionnaire surveys. A dedicated contact person at the Stock Exchange with Mr. Cheng at extension 1062.														
Shareholders and investors	Corporate governance, sustainable development, risk management, shareholders involvement, operation performance	Regular and irregular announcements on MOPS, media news, Shareholders' Meetings, and routine institutional investors' conference. Contact person: spokesperson Ms. Ni at extension 1079 and deputy spokesperson Mr. Chen at extension 7106.														
Employees	Operation performance, career development, learning development, working environment, evaluation system, employee welfare, labor relations	Regular monthly meetings and department meetings: operational directions and updates; Email announcements every six months: performance management procedures; irregular email announcements: employee benefits, event information, educational training activities, and various management systems. Employee feedback is collected through department representatives on the Welfare Committee. Contact person: Director General of Welfare Committee Ms. Chen at extension 6502.														

Item	Implementation status			Difference from corporate governance practice principles for TWSE/GTSM Listed companies and reasons									
	Yes	No	Description										
5. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and set up a stakeholder section on the company's website to properly respond to important corporate social responsibility issues raised by stakeholders?	✓		<div>The operation of communication channels with different stakeholders of the Company is as follows:</div> <table><tr><th>Stakeholder</th><th>Concern issues</th><th>Communication channel and reply methods and frequency</th></tr><tr><td>Customer</td><td>Service quality, product quality, cyber security</td><td>The website regularly updates information on products and services. The Company participates in trade shows and conferences to collaborate with manufacturers to showcase new product information and service offerings every year. Provide a customer service hotline and a call center email account. Set up advanced equipment display and training centers to provide the most efficient local services. Regularly visit customers to understand their needs and integrates the best solutions by discussing with manufacturers via email/phone/meetings. Sign the confidentiality agreements with customers. Contact person is Ms. Chen of business department at extension 2901.</td></tr><tr><td>Supplier</td><td>Corporate image, supplier management, supplier environment evaluation, information transparency</td><td>Sign the honest commitment clause with suppliers and follow the corporate self-discipline norms; evaluation of suppliers leads time, service, and quality; hold periodic communication and review meetings. Contact person: engineering service department Mr. Huang for the manufacturer at extension 2201, and purchasing department Ms. Weng for non-manufacturer suppliers at extension 7564.</td></tr></table>	Stakeholder	Concern issues	Communication channel and reply methods and frequency	Customer	Service quality, product quality, cyber security	The website regularly updates information on products and services. The Company participates in trade shows and conferences to collaborate with manufacturers to showcase new product information and service offerings every year. Provide a customer service hotline and a call center email account. Set up advanced equipment display and training centers to provide the most efficient local services. Regularly visit customers to understand their needs and integrates the best solutions by discussing with manufacturers via email/phone/meetings. Sign the confidentiality agreements with customers. Contact person is Ms. Chen of business department at extension 2901.	Supplier	Corporate image, supplier management, supplier environment evaluation, information transparency	Sign the honest commitment clause with suppliers and follow the corporate self-discipline norms; evaluation of suppliers leads time, service, and quality; hold periodic communication and review meetings. Contact person: engineering service department Mr. Huang for the manufacturer at extension 2201, and purchasing department Ms. Weng for non-manufacturer suppliers at extension 7564.	Not applicable.
Stakeholder	Concern issues	Communication channel and reply methods and frequency											
Customer	Service quality, product quality, cyber security	The website regularly updates information on products and services. The Company participates in trade shows and conferences to collaborate with manufacturers to showcase new product information and service offerings every year. Provide a customer service hotline and a call center email account. Set up advanced equipment display and training centers to provide the most efficient local services. Regularly visit customers to understand their needs and integrates the best solutions by discussing with manufacturers via email/phone/meetings. Sign the confidentiality agreements with customers. Contact person is Ms. Chen of business department at extension 2901.											
Supplier	Corporate image, supplier management, supplier environment evaluation, information transparency	Sign the honest commitment clause with suppliers and follow the corporate self-discipline norms; evaluation of suppliers leads time, service, and quality; hold periodic communication and review meetings. Contact person: engineering service department Mr. Huang for the manufacturer at extension 2201, and purchasing department Ms. Weng for non-manufacturer suppliers at extension 7564.											
6. Has the Company appointed a professional stock affairs agency for shareholders affairs?	✓		The Company appoints Capital Securities Corporation stock agency department for shareholders affairs.	Not applicable.									

Item	Implementation status			Difference from corporate governance practice principles for TWSE/GTSM Listed companies and reasons
	Yes	No	Description	
7. Disclosure of information				
(1) Does the Company set up website to disclose financial operations and corporate governance information?	✓		The Company has a website that introduces various business activities. In addition, the disclosure of financial and corporate governance information has been carried out in accordance with relevant laws and regulations."	Not applicable.
(2) Has the Company adopted other measures (such as English website, a designated person responsible for the collection and disclosure of information, implementation of the spokesman system, the legal entities announcements uploaded to website, etc.) to disclose information?	✓		The Company has established an English website to introduce various business activities, and has assigned a dedicated person to collect and disclose company information, established and implemented a spokesperson system.	Not applicable.
(3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?		✓	Not applicable.	Considering the operational practice, the Company has no plan of announcement and report in advance.
8. Does the Company have other important information for better understanding the Company's corporate governance system (including but not limited to interests and rights of employees, care for employees, relation with investors, relation with suppliers, relation with interested parties, continuing education of directors and supervisors, execution of risk management policies and risk measuring standards, execution of customer policies, liability insurance for the Company's directors and supervisors)?	✓		<p>1. Employee Rights and Care: The Company has established an Employee Welfare Committee in accordance with the law and allocates employee welfare funds to implement various welfare initiatives. In addition to contributing to the pension fund as required by the Labor Standards Act, the Company also provides group insurance and annual health checkups for employees. Furthermore, the Company continuously listens to employees' voices to understand the perspectives of both labor and management, thereby promoting a win-win relationship.</p> <p>2. Investor relations: The Company holds Shareholders' Meetings annually in accordance with the Company Law and allows reasonable discussion time for each agenda item with appropriate opportunities for shareholders to speak or propose suggestions. The Company also establishes a spokesperson system to handle shareholder proposals, doubts, or disputes, handles the announcement and report of relevant information with compliance of regulations of competent authority, and timely provides information that may affect investors' decisions.</p> <p>3. Rights of stakeholders: The Company maintains smooth communication channels with shareholders, customers, suppliers, employees, and banks, and respects and protects their legal rights and interests.</p> <p>4. Matters regarding the advanced study of Directors and the purchase of liability insurance are publicly disclosed on the MOPS according to the regulations.</p> <p>5. Risk management:</p> <p>(1) The Company has established measures such as the "Customer Credit Management Regulations", "Rules of Procedure for the Supervision on the Subsidiaries", "Procedures for Ethical Management and Guidelines for Conduct", "Code of</p>	Not applicable.

Item	Implementation status			Difference from corporate governance practice principles for TWSE/GTSM Listed companies and reasons
	Yes	No	Description	
			Ethical Conduct", "Risk Management Policies and Procedures" and "Risk Management Operating Procedures" to ensure proper risk control. (2)The Risk Management Committee was established on August 9, 2023, and the Risk Management Group was established on October 20, 2023.	
<p>9. Please specify the measures adopted by the Company to improve the items listed in the corporate governance review result from Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items yet to be improved:</p> <p>(1) Partial items which were not scored, and improvement measures according to the evaluation result of 2023 are as follows :</p> <p>A.More than half of the directors and the convener of the audit committee shall attend the regular shareholders' meeting in person, and the attendance list shall be disclosed in the minutes : Completed.</p> <p>B. Disclose in the annual report the composition of the company's risk management committee, the members' professional abilities, responsibilities and operations required by the committee : Completed.</p> <p>C.The company conducts internal performance evaluations of the audit committee and salary and remuneration committee on a regular basis every year, and discloses the implementation status and evaluation results on the company's website and annual report : Completed.</p> <p>D.The Annual Report shall disclose a specific and clear dividend policy, including the percentage (which can be a fixed amount, fixed rate, or a reasonable range) of distributable profits (or annual earnings), as well as the distribution ratio of cash dividends and stock dividends : Completed.</p> <p>E.The company has set up a full-time (part-time) unit to promote sustainable development. Based on the principle of materiality, it conducts risk assessments on environmental, social or corporate governance issues related to the company's operations, formulates relevant risk management policies or strategies, and is supervised by the board of directors. The promotion of sustainable development is disclosed on the company's website and annual report : Completed.</p> <p>F.Develop workplace diversity or gender equality policies and disclose their implementation status on the website or annual report : Completed.</p> <p>G.Assess risks or opportunities to the community and take corresponding measures, and disclose the specific measures and implementation results on the company website or annual report : Completed.</p> <p>H.Develop an intellectual property management plan that is linked to operational objectives, disclose the implementation status on the company website or in the annual report, and report to the board of directors at least once a year : Completed.</p> <p>I.At least two corporate briefings were held upon invitation (or on their own initiative), and the interval between the first and last corporate briefings in the evaluated year should be more than three months : Completed.</p> <p>J.Regularly disclose specific ESG promotion plans and implementation results on the company website, annual report or sustainability report : Completed.</p> <p>(2) Partial items which were not scored shall be improved preferentially according to the evaluation result of 2024 are as follows :</p> <p>A.In accordance with the GRI standards issued by the Global Reporting Initiative (GRI), we prepare and upload a sustainability report to the Market Observation Post System (MOPS) and the company website.</p> <p>B.Disclose the supplier management policy that has been formulated, requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor human rights.</p> <p>C.The prepared sustainability report is submitted to the board of directors for approval.</p>				

(4) Organization, responsibilities, and operation status of the Remuneration Committee :

1. Information on members of the Remuneration Committee

April 25, 2025

Identity	Condition Name	Professional qualification and experience	Status of independence	Concurrently serve as the member of Remuneration Committee in other public company
Independent Director (Convener)	Yi-Ying Wu	The Remuneration Committee is composed of all Independent Directors. Please refer to pages 4~5 of the Annual Report for the “professional qualifications and experience” of the committee members.	<ul style="list-style-type: none"> The Independent Director themselves, their spouse, and relatives within the second degree of kinship do not serve as Directors, supervisors, or employees of the Company or any other affiliated companies, do not hold any shares of the Company, and do not serve as Directors, supervisors, or employees of any companies which have specific relationships to the Company. They have not provided any compensation for business, legal, financial, accounting, or other services to the Company or its affiliated companies in the most recent 2 years. 	None
Independent Director	Chia-Jung Wu			1
Independent Director	Shu-Tzu Chen			2

2. Operation of the Remuneration Committee

(1) There are 3 members in the Company’s Remuneration Committee.

(2) Current tenor : The re-election was held on August 7, 2024, and the new term was from August 7, 2024 to June 18, 2027. The Remuneration Committee held 4 (A) meetings in the recent year (2024) and attendance of the members is shown as below :

Title	Name	Attendance in person (B)	Attendance By proxy	Attendance rate in person (%) (B / A)	Remark
Convenor	Yi-Ying Wu	4	0	100%	Continuous appointment
Member	Chia-Jung Wu	4	0	100%	
Member	Shu-Tzu Chen	3	1	75%	

Other noteworthy matters :

- 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) : None.
- 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 : None.
- The Remuneration Committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company in last year : Please refer to the below table.

Date	Times	Major matters	Resolution result	The Company’s action regarding the opinion of Remuneration Committee
January 24, 2024	1 st	1. To Review of new managers' fixed salary compensation. 2. To review the year-end bonus distribution for the managerial officers.	Approved by all committee members	Submitted to Board of Directors and passed by all attending Directors
March 11, 2024	2 nd	1. To Review of new managers' fixed salary compensation.	Approved by all committee members	Submitted to Board of Directors and passed by all attending Directors
May 8, 2024	3 rd	1. To review the special bonus distribution for the managerial officers. 2. To Review of new managers' fixed salary compensation.	Approved by all committee members	Submitted to Board of Directors and passed by all attending Directors

Date	Times	Major matters	Resolution result	The Company's action regarding the opinion of Remuneration Committee
November 6, 2024	4 th	1. Formulate a "medium- and long-term incentive plan for employees (including managers)" 2. To Transfer the re-purchased stock of the Company to the managerial officers.(2023-1). 3. To Transfer the re-purchased stock of the Company to the managerial officers.(2023-2). 4. To Transfer the re-purchased stock of the Company to the managerial officers.(2024-1).	Approved by all committee members	Submitted to Board of Directors and passed by all attending Directors

(3)Regular review of remuneration

The purpose of establishing the Remuneration Committee is to assist the Board of Directors in formulating policies, systems, standards, and structures for performance evaluation and compensation of Directors, supervisors, and managerial officers in accordance with the Company's corporate culture, in order to achieve the objective of sustainable operation. The Remuneration Committee shall convene at least two meetings each year and may convene meetings as necessary to make suggestions to the Board of Directors for its decision-making reference.

The responsibilities and duties of the Company's Remuneration Committee are as follows :

- A. To establish and periodically review policies, systems, standards, and structures for the performance evaluation and compensation of Directors and managerial officers.
- B. Regularly evaluate and determine the compensation of Directors and managerial officers.
- C. In case the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it shall be implemented by the present of more than two-thirds of all Directors with the consent of majority of attending Directors, and shall specifically explain whether the approved compensation is better than the recommendation of the Remuneration Committee.
- D. If the compensation approved by the Board of Directors is better than the recommendation of the Remuneration Committee, in addition to the differences and reasons which shall be recorded in the minutes of the Board Meeting, the information shall be disclosed in accordance with the regulations from the date of occurrence.

The Committee shall execute the preceding responsibilities and duties in accordance with the below principles :

- A.The performance evaluation and compensation of Directors, supervisors, and managerial officers shall refer to the general level of industry and take the rationality of the relationship with individual performance, company performance, and future risks.
- B. Directors and managerial officers shall not be guided to engage in risk-taking behavior to pursue compensation.
- C. The proportion of short-term performance-based bonuses and the distribution timing of variable compensation payments for Directors and senior managerial officers shall be determined in consideration of industry characteristics and the nature of the Company's business.

(5) Organization, responsibilities, and operation status of the Risk Management Committee :

1. Information on members of the Remuneration Committee

April 25, 2025

Identity	Condition Name	Professional qualification and experience
Independent Director (Convener)	Chia-Jung Wu	The Risk Management Committee is composed of all Independent Directors and chairman. Please refer to pages 4~5 of the Annual Report for the "professional qualifications and experience" of the committee members.
Independent Director	Yi-Ying Wu	
Independent Director	Shu-Tzu Chen	
Chairman	Peter Chin	

2.Operation of the Risk Management Committee

- (1) There are 4 members in the Company's Risk Management Committee established on August 9, 2023.
- (2) Current tenor : The re-election was held on August 7, 2024, and the new term was from August 7, 2024 to June 18, 2027. The Risk Management Committee held 2 (A) meetings in the recent year (2024) and attendance of the members is shown as below :

Title	Name	Attendance in person (B)	Attendance By proxy	Attendance rate in person (%) (B/A)	Remark
Convenor	Chia-Jung Wu	2	0	100%	None
Member	Yi-Ying Wu	2	0	100%	None
Member	Shu-Tzu Chen	2	0	100%	None
Member	Peter Chin	2	0	100%	None

Other noteworthy matters :

1. If the Board of Directors does not accept, or amends, any recommendation of the Risk Management 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 Risk Management Committee : None.
2. With respect to any matter for resolution by the Risk Management Committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the Risk Management 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 : None.
3. The Risk Management Committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company in last year : Please refer to the below table.

Date	Times	Major matters	Resolution result	The Company's action regarding the opinion of Remuneration Committee
May 8, 2024	1 st	The company formulates the " Risk Management Operating Procedures "	Approved by all committee members	Submitted to Board of Directors and passed by all attending Directors
November 6, 2024	2 nd	No discussion	NA	NA

(3)Regular review

The purpose of establishing the Company's Risk Management Committee is to improve and strengthen the Company's risk management function, in order to achieve the objective of sustainable operation. The Risk Management Committee shall convene at least one meetings each year and may convene meetings as necessary to make suggestions to the Board of Directors for its decision-making reference.

The responsibilities and duties of the Company's Remuneration Committee are as follows :

- A. Review risk management policies, procedures and structures, and regularly review their suitability and implementation effectiveness.
- B. Determine risk appetite (risk tolerance) and guide resource allocation.
- C. Ensure that the risk management mechanism can adequately handle the risks faced by the company and be integrated into daily operating procedures.
- D. Determine the priority and risk level of risk control.
- E. Review the implementation of risk management, make necessary improvement suggestions, and report to the board of directors regularly (at least once a year).
- F. To executive Board's risk management decisions.

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

Item	Implement status			Difference from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
1. Does the Company establish a governance structure to achieve sustainable development, and set up a dedicated (part-time) unit to promoted sustainable development, which is authorized by the Board of Directors to handle senior management, and supervised by the Board of Directors?	✓		The company reported, on January 24th, 2024, the board of directors, the establishment of the “Sustainable Development Promotion Team” across units (Business, Human Resources, Operations, Finance, Corporate Governance), with the CEO appointed as the convener.	Not applicable.
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to company operations according to the principle of materiality, and formulate relevant risk management policies or strategies ?	✓		The risk evaluation of the Company includes the subsidiaries in the consolidated financial statements. On August 9, 2023, the "Organizational Rules of the Risk Management Committee" were newly formulated and the Risk Management Committee was established. The Risk Management Team was established on October 20, 2023. The "Risk Management Policies and Procedures" were newly formulated on November 8, 2023. The "Risk Management Operating Procedures" were newly formulated on May 8, 2024. The company has established a "Risk Management Responsibility Table" (risk assessment of environmental, social and corporate governance issues related to the company's operations) for its affiliated units in November 2024 to carry out rolling management of risk projects and control mechanisms; on January 23, 2025, the "Risk Appetite (Risk Tolerance)" was established. In the future, the company will continue to promote the assessment and policy formulation of environmental, social and corporate governance issues related to the company's operations.	Not applicable.
3. Environmental issues				
(1) Does the Company established an appropriate environmental management system based on the characteristics of its industry?	✓		As an electronic components distribution company, we have established relevant guidelines through the "Greenhouse Gas Inventory Management Procedures" implemented by our Environmental, Safety, and Facility Management Department. We conduct all related operations in compliance with applicable environmental protection regulations.	Not applicable.
(2) Does the Company made efforts to improve energy efficiency and utilize renewable materials with lower environmental impact?	✓		To promote energy conservation and emissions reduction, we have completed the company-wide replacement of lighting with high-efficiency LED fixtures. Additionally, we actively implement waste separation and recycling programs to minimize environmental pollution.	Not applicable.
(3) Does the Company assessed the potential risks and opportunities that climate change may pose to its current and future operations, and taken measures to address climate-related issues?	✓		Our core business focuses on the distribution and agency of semiconductor equipment. The primary risks and opportunities brought by climate change are related to transportation and logistics. To mitigate these risks, our import and export teams take into account potential climate-related disruptions—such as flight delays caused by typhoons or heavy rainfall—when planning shipments.	Not applicable.

Item	Implement status			Difference from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies														
	Yes	No	Description															
(4)Does the Company conduct assessment on greenhouse gas, water consumption and waste for the last two years, and establish company strategies for energy conservation and carbon reduction, greenhouse gas reduction, water saving and waste management ?	✓		<p>The greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans are detailed in the table below, "Climate-related Information Implementation Status: Item 9."</p> <p>The Company continues to monitor water resource information provided by the Water Resources Agency and complies with government water conservation policies. We review the official water alert levels and implement corresponding response measures. For 2024, the Company set a target to reduce water consumption by 3% compared to 2023. The actual performance is summarized as follows:</p> <table><tr><th>Year</th><th>Water consumption (ton/year)</th><th>Reduction target and accomplishment situation</th></tr><tr><td>2024</td><td>12,648</td><td rowspan="2">Targeted a 3% reduction from 2023 levels; however, consumption increased by 10.27%.</td></tr><tr><td>2023</td><td>11,470</td></tr></table> <p>The main business of Spirox is machinery agency, and it does not involve any production processes or manufacturing lines. The hazardous waste statistics for the past two years are as follows :</p> <table><tr><th>Year</th><th>Hazardous waste (ton)</th></tr><tr><td>2024</td><td>0</td></tr><tr><td>2023</td><td>0</td></tr></table> <p>The Company will continue to promote energy-saving policies, encouraging employees to take concrete actions in their daily work to implement energy conservation and carbon reduction, thereby indirectly reducing greenhouse gas emissions and water usage to minimize environmental impact. The following measures have been adopted :</p> <ol style="list-style-type: none">1. Install centralized switches for lights and air conditioning to allow employees to easily turn off power when leaving work, thereby saving energy.2. Select nationally certified energy-efficient appliances such as ice makers, air conditioners, refrigerators, and water dispensers to reduce electricity consumption.3. Set air conditioning temperature to 26°C to lower power usage.4. Use energy-saving and environmentally friendly lighting fixtures that provide stable illumination without flickering, protecting employees’ vision.5. Encourage employees to develop habits such as turning off lights and unplugging computers when not in use, and to take stairs instead of elevators when possible.6. Install curtains to reduce indoor temperatures.7. Reduce faucet water flow at washbasins by one-third to conserve water.8. Implementing waste separation and recycling, promoting digitalization to reduce paper usage, and improving resource utilization through initiatives such as reusing packaging materials and using double-sided printing for office documents.	Year	Water consumption (ton/year)	Reduction target and accomplishment situation	2024	12,648	Targeted a 3% reduction from 2023 levels; however, consumption increased by 10.27%.	2023	11,470	Year	Hazardous waste (ton)	2024	0	2023	0	Not applicable.
Year	Water consumption (ton/year)	Reduction target and accomplishment situation																
2024	12,648	Targeted a 3% reduction from 2023 levels; however, consumption increased by 10.27%.																
2023	11,470																	
Year	Hazardous waste (ton)																	
2024	0																	
2023	0																	

Item	Implement status			Difference from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
4. Social issues				
(1) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights ?	✓		The Company follows the local regulations of each operational location, obeying the internationally recognized human right standard such as “International. Bill of Rights”, “International Labor Organization-Declaration of Fundamental Principles and Rights at Work”, “Universal Declaration of Human Rights”, “International Labor Convention”, etc., adopts the action which conforms to “Responsible Business Alliance Code of Conduct”, stipulates the human rights policy and regularly assesses human rights risks, treating all employees, contractors, temporary workers, and interns, etc. with dignity and respect. The human rights policy covers all employees, affiliated companies, suppliers/outsourcers/distributors/agents/contractors, and other contractual partners, customers, and communities. In terms of policies, Spirox has the internal regulations for “attendance management”, “prevention of sexual harassment”, “recruitment and employment management”, etc., clearly stating the protection of employees' rights in terms of age, working hours, leave, gender, and other aspects to ensure that the colleagues receive proper care. The Company has established mitigating measures and supervision mechanisms in various evaluation aspects through a human rights risk framework to safeguard employees' human rights.	Not applicable.
(2) Does the Company formulate and implement reasonable employee benefits measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect operating performance or results in employee remuneration ?	✓		The Company is committed to creating a safe, high-quality, healthy, and vibrant working environment, providing comprehensive and high-quality welfare measures, and taking good care of all employees. The measures are as the following: a vacation system that is better than the requirements of the Labor Standards Act; comprehensive insurance plans (including labor insurance, health insurance, group insurance, and automobile and motorcycle insurance); a complete salary system (including employee bonuses, job grading system, and performance management system), annual health inspection and on-site health services; sports programs and professional coaches, etc. To make up the accumulated losses with the annual after-tax net profit, at least 2% of surplus reserve and operating performance results after the adjustment for special reserve as the employee compensation according to the laws and regulations.	Not applicable.

Item	Implement status			Difference from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
(3) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis ?	✓		<p>Occupational Safety and Health Policy</p> <p>The Company stipulates the policies with the compliance of the core concept of disaster prevention and disaster mitigation, the regulations of the Occupational Safety and Health Act and the regulations of the customers and relevant parties. The Company continuously strives to promote a culture of occupational safety and strengthen the protection management of operational personnel to create a safe working environment and build a healthy and happy workplace with respects of the requirements of stakeholders for occupational safety and health.</p> <p>Labor Work Environment Monitoring</p> <p>To ensure that workers are protected from the hazards of harmful substances in the workplace and to provide a healthy and comfortable working environment, the Company conducts two environmental monitoring sessions per year to understand the exposure status of employees. The Company provides on-site health services at least once a month, regularly holds seminars on physical and mental health, and conducts health inspection for all employees by every year . Furthermore, the Company holds firefighting protection emergency response training to maintain the safety of employees and assets in June and December of each year. A firefighting safety education and training session for the building was conducted, with a total of 11 representatives from various units participating in November of 2024.</p> <p>Company certification : healthy workplace certification.</p>	Not applicable.
(4) Does the Company provide its employees with career development and training sessions ?	✓		The Company has designed a dual-track promotion system to assist colleagues in planning their career development and provide internal and external training for deepening expertise in professional fields or enhancing management capabilities.	Not applicable.
(5) Does the Company comply with relevant regulations and international standards on the health and safety of customers, customer privacy, marketing and labeling of products and services, and formulates relevant policies and procedures to protect consumer rights and handling complaints ?	✓		The Company's business model is business-to-business (B2B), and the buying and selling activities adhere to relevant laws and international standards with the basis of international trade customs for the mutually agreed contracts.	Not applicable.
(6) Does the Company formulate and implement supplier management policy, requiring suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health or labor rights ?		✓	The Company has not formulated the supplier management policy for the practical operation situation.	The Company has not stipulated the supplier management policies.

Item	Implement status			Difference from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
5. Does the Company compile corporate social responsibility reports or reports that disclose the Company's non-financial information based on international CSR compiling standard or guidelines? Is the report accredited from accreditation agency or third-party verification organization ?		✓	The company plans to prepare the 2024 annual sustainability report in 2025.	It is planned to be compiled starting in 2025.
6. If the Company makes its own corporate social responsibilities principles according to the "Rules of Corporate Social Responsibility Best Practice Principles for TWSE/GTSM-Listed Companies", please state the differences : The company has clearly formulated a code of practice for sustainable development, and its operations are consistent with the spirit and principles stipulated in the "Code of Practice for Corporate Sustainability of Listed Companies".				
7. Any other important information that helps to understand the conduct of corporate social responsibility : None.				

Implementation of climate-related information

Items	Status			
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	To address Taiwan's high climate uncertainty and the rapid changes in policies and markets, and to promptly assess and estimate the potential impacts of climate change, the Board of Directors oversees quarterly greenhouse gas inventories and discusses progress on the inspection schedule. Climate change response and response plans are developed based on ISO14064-1.			
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Type	Impact Projects	Response strategies	Annual Action
	Physical Risk	Water shortage	Water-saving measures	Water Resources Protection Action Plan
		Heavy rain caused flooding	Establish a typhoon contingency plan	Typhoon Contingency Plan
	Transformati on risks	Environmental regulations and carbon footprint regulations	Waste management measures, increased recycling and reuse rates, and energy-saving action plans	Waste Reduction Measures and Energy Conservation Action Plan
	Opportunity	Use more efficient production and distribution processes	Energy-saving plan to reduce electricity consumption	Replace traditional lamps with LED energy-saving lamps
			Increase the inlet temperature of air-conditioning ice water	Air conditioning energy saving
			Turn off always-on standby devices	Equipment Energy Saving Action Plan

Items	Status
3. Describe the financial impact of extreme weather events and transformative actions.	Our core business focuses on the distribution and agency of semiconductor equipment. The primary risks and opportunities brought by climate change are related to transportation and logistics. To mitigate these risks, our import and export teams take into account potential climate-related disruptions—such as flight delays caused by typhoons or heavy rainfall—when planning shipments.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	The Board of Directors is the highest decision-making body for risk management and directly oversees the risk governance structures of all companies within the Group. To enhance risk assessment and management capabilities, since 2023, the Risk Management Team, led by the General Manager, has been required to report regularly to the Board of Directors. This team is responsible for identifying and managing corporate sustainability risks, including physical and transitional risks arising from climate change, and spearheading the planning of relevant response measures.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The company has no plans yet
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	The company has no plans yet
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The company has no plans yet
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	The company has no plans yet

9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.

(1) Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

(1-1)Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years :

The Facility Management Department has established the Greenhouse Gas Inventory Management Procedures, which outline relevant management guidelines. The Company discloses its energy-saving, carbon reduction, water conservation, and greenhouse gas reduction policies on its official website. As the Company's primary operations are conducted in office buildings, there is no significant generation of air pollutants or wastewater. The majority of the Company's carbon emissions come from electricity consumption. According to the Company's self-managed greenhouse gas inventory, emissions classified under **Scope 1** are negligible and therefore disclosed as **zero**. For **Scope 2** emissions, the Company set a target to reduce emissions in **2024** by **3%** compared to **2023**. The actual performance is detailed as follows:

Year	Greenhouse gas emission (ton/CO ₂ e/year)	Intensity (metric tons CO ₂ e/NT\$ million)	Reduction target and accomplishment situation
2024	2,147	3.187	Targeted a 3% reduction from 2023 levels; however, emissions increased by 14.99%.
2023	1,867	1.391	

(1-2)Greenhouse Gas Assurance Information : None

(2)Greenhouse gas reduction targets, strategy, and concrete action plan :

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets :

There is no greenhouse gas verification plan for 2023-2024. In 2026, the parent company's greenhouse gas report will be reviewed and verified by a third-party verification company.

(7) The implementation of the Company's performance in the area of ethical corporate management, any deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such deviation :

Item	Implementation status			Difference from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
1. Establishment of ethical corporate management policies and program (1) Does the Company formulate ethical corporate management policy that approved by the Board of Directors, and declare its policies and procedures in its guidelines and external documents, as well as the commitment from its Board and top executives to implement the policies ?	✓		The Company has established the "Procedures for Ethical Management and Guidelines for Conduct " which have been approved by the Board of Directors. The ethical code of conduct policies is disclosed in the Annual Report, company website, and other promotional materials. The Directors and senior managerial level are requested to issue a statement of declaration with the compliance of the ethical code of conduct policies. Additionally, the employees are requested to abide by the ethical code of conduct policies as a condition of employment as well.	Not applicable.
(2) Has the Company established an evaluation mechanism to assess the unethical conducts risk, and regularly analyzes and evaluates business activities with high potential unethical conducts, and formulates a precaution plan which at least covered listed activities stated in Paragraph 7, Article 2 of the “ Ethical Corporate Management Best Proactive Principles for TWSE/TPEX Listed Company” ?	✓		The Company, in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and relevant government letter, has updated the "Procedures for Ethical Management and Guidelines for Conduct" and appointed the back office of the Group as the responsible unit for regularly analyzing and assessing business activities within the scope of operations that have a higher risk of unethical behavior. Based on this analysis, the unethical behaviors prevention scheme will be stipulated, and the standard operating procedures and guidelines for each scheme will be established.	Not applicable.
(3) Does the Company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, the commitment to implement the policies, and review the policy regularly ?	✓		During the engagement of business operations, in addition to the conformity of the laws and regulations, the Company includes criteria for identifying unjust enrichment, procedures for handling relevant situations, and disciplinary measures for violators in the "Procedures for Ethical Management and Guidelines for Conduct". The communication with relevant units and personnel shall not involve unethical behaviors and the effectiveness of each control points shall be inspected through the internal audit.	Not applicable.
2. Fulfill operations integrity policy (1) Does the Company evaluate business partners' ethical records and include ethics-related clauses in business contracts ?	✓		The Company's personnel explains the corporate ethical code of conduct policies and related regulations to relevant parties, evaluates the integrity of business partners during the engagement of business operations, requests suppliers to sign “Supplier Anti-Corruption Commitment”, and submits the contracts and related documents to legal specialist for review.	Not applicable.

Item	Implementation status			Difference from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies										
	Yes	No	Description											
(2) Does the Company establish an exclusively dedicated unit supervised by the Board to be in charge of corporate integrity, and regularly (at least once a year) report to the Board about the implementation of ethical corporate management policy and the plan against unethical conducts ?	✓		<p>The Company has designated “Operation Office” of the back office of the Group as a dedicated unit, which is subordinate to the Board of Directors. The main responsibilities of the unit include the following: reported the latest relations and implementation status to the Board of Directors respectively on January 24, 2024, and supersized the implementation status through the auditing by the internal audit units ; The dedicated unit was adjusted to the "Human Resources Office" upon approval by the Board of Directors on May 7, 2025. :</p> <p>1. Assist in integrating integrity and moral values into the corporate business strategy, and cooperate with legal and regulatory requirements to establish anti-fraud measures to ensure integrity in business operations.</p> <p>2. Regularly analyze and evaluate the risks of unethical behavior within the scope of business operations and develop unethical behaviors prevention scheme accordingly. Establish standard operating procedures and guidelines for each scheme will be established</p> <p>3. Plan the internal organization, structure, and responsibilities, and establish mutual supervision and balance mechanisms for business activities with higher risks of dishonest behavior within the scope of business operations.</p> <p>4. Promote and coordinate the advocacy and training of ethical policies</p> <p>5. Plan a reporting system to ensure the effectiveness of its execution</p> <p>6. Assist the Board of Directors and managerial level in verifying and evaluating the effectiveness of established preventive measures for implementing ethical code of conduct policies, and regularly evaluate the adherence to relevant business processes and create reports accordingly</p> <p>7. Prepare and properly store documents related to ethical code of conduct policies, compliance statements, implementation commitments, execution status, etc. thereof.</p> <table><tr><th>Item</th><th>Implementation status</th></tr><tr><td>Legal compliance</td><td>The Board of Directors resolved to amend the "Corporate Governance Best Practice Principles" on November 6, 2024.</td></tr><tr><td>Propaganda and training</td><td><ul style="list-style-type: none">• Advocated the significance of ethical code of conduct (including important transaction) based on the agenda content in the regular (including executive meetings and monthly meetings). 51 meetings were held in 2024 at a total of 576 people.• Conduct internal personnel shareholding declaration thematic promotion training; the training session was conducted 6 times, reaching a total of 95 people.• Promote that directors are not allowed to trade Spirox stocks during the closed period before the financial report announcement (thirty days before the annual financial report announcement, and fifteen days before each quarterly financial report announcement); this promotion was conducted 4 times, reaching a total of 35 people.• Promote that insiders are prohibited from selling company stocks during the period of share repurchase (treasury stocks); this promotion was conducted 1 times, reaching a total of 23 people.• Promote the ethical code of conduct (including prohibition of insider trading) in the training sessions for the new employees this was conducted 14 times, reaching a total of 23 people.• 2 persons participated in the "2025 Annual Prevention of Insider Trading Promotion Conference" organized by the Securities and Futures Institute.</td></tr><tr><td>Reporting system</td><td>Did not receive any relevant report in 2024.</td></tr><tr><td>Commitment</td><td>Requested Directors and senior managerial level to issue a statement of compliance with the ethical code of conduct policies, and to required employees to abide by the policy as a condition of employment.</td></tr></table>	Item	Implementation status	Legal compliance	The Board of Directors resolved to amend the "Corporate Governance Best Practice Principles" on November 6, 2024.	Propaganda and training	<ul style="list-style-type: none">• Advocated the significance of ethical code of conduct (including important transaction) based on the agenda content in the regular (including executive meetings and monthly meetings). 51 meetings were held in 2024 at a total of 576 people.• Conduct internal personnel shareholding declaration thematic promotion training; the training session was conducted 6 times, reaching a total of 95 people.• Promote that directors are not allowed to trade Spirox stocks during the closed period before the financial report announcement (thirty days before the annual financial report announcement, and fifteen days before each quarterly financial report announcement); this promotion was conducted 4 times, reaching a total of 35 people.• Promote that insiders are prohibited from selling company stocks during the period of share repurchase (treasury stocks); this promotion was conducted 1 times, reaching a total of 23 people.• Promote the ethical code of conduct (including prohibition of insider trading) in the training sessions for the new employees this was conducted 14 times, reaching a total of 23 people.• 2 persons participated in the "2025 Annual Prevention of Insider Trading Promotion Conference" organized by the Securities and Futures Institute.	Reporting system	Did not receive any relevant report in 2024.	Commitment	Requested Directors and senior managerial level to issue a statement of compliance with the ethical code of conduct policies, and to required employees to abide by the policy as a condition of employment.	Not applicable.
Item	Implementation status													
Legal compliance	The Board of Directors resolved to amend the "Corporate Governance Best Practice Principles" on November 6, 2024.													
Propaganda and training	<ul style="list-style-type: none">• Advocated the significance of ethical code of conduct (including important transaction) based on the agenda content in the regular (including executive meetings and monthly meetings). 51 meetings were held in 2024 at a total of 576 people.• Conduct internal personnel shareholding declaration thematic promotion training; the training session was conducted 6 times, reaching a total of 95 people.• Promote that directors are not allowed to trade Spirox stocks during the closed period before the financial report announcement (thirty days before the annual financial report announcement, and fifteen days before each quarterly financial report announcement); this promotion was conducted 4 times, reaching a total of 35 people.• Promote that insiders are prohibited from selling company stocks during the period of share repurchase (treasury stocks); this promotion was conducted 1 times, reaching a total of 23 people.• Promote the ethical code of conduct (including prohibition of insider trading) in the training sessions for the new employees this was conducted 14 times, reaching a total of 23 people.• 2 persons participated in the "2025 Annual Prevention of Insider Trading Promotion Conference" organized by the Securities and Futures Institute.													
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Item	Implementation status			Difference from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description	
(3) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it ?	✓		The Company's "Procedures for Ethical Management and Guidelines for Conduct" and "Code of Ethics Conduct" both include policies to prevent conflicts of interest. In case any conflict-of-interest situation is discovered, employees can report it to their direct supervisor and dedicated unit, or the relevant stakeholders contact person and the supervisor or dedicated unit will handle the situation appropriately.	Not applicable.
(4) Has the Company established effective systems for both accounting and internal control to facilitate ethical corporate management, and audit the implementation of policies of preventing unethical conduct, either by internal auditors or CPAs on a regular basis ?	✓		The Company's accounting system must not have any off-the-books or undisclosed accounts and shall be reviewed regularly. The audit unit shall design the audit tasks with an overall consideration when planning, and reports to the Board of Directors after execution to ensure the effectiveness of the internal control system	Not applicable.
(5) Does the Company regularly hold internal and external educational trainings on operational integrity ?	✓		Advocated the significance of ethical code of conduct (including important transaction) based on the agenda content in the regular (including executive meetings and monthly meetings). 51 meetings were held in 2024 at a total of 576 people. Promote the ethical code of conduct (including prohibition of insider trading) in the training sessions for the new employees this was conducted 14 times, reaching a total of 23 people.	Not applicable.
3. Report system operating status				
(1) Has the Company set specific report and reward system to facilitate the report channel and assign appropriate specialist accepting to spot the reported object ?	✓		The Company encourages both internal and external personnel to report any dishonest or inappropriate behavior, and rewards them with bonuses based on the severity of the reported situation. Any internal personnel who make false reports or malicious accusations will face disciplinary action, and those with severe circumstances shall be dismissed. The Company has established a reporting mailbox (Spirox-legal@spirox.com) for both internal and external personnel to report incidents, and the legal department of the Group back office is responsible for receiving these reports.	Not applicable.
(2) Does the Company establish standard operating procedures for confidential reporting on investigating accusation cases and measures for follow-up ?	✓		The Company's "Procedures for Ethical Management and Guidelines for Conduct" clearly specifies the standard operating procedures, follow-up measures, and confidentiality mechanisms that the dedicated unit must follow when receiving reports.	Not applicable.
(3) Has the Company set measures to protect whistleblowers do not suffer for which he or she reported ?	✓		The Company's "Procedures for Ethical Management and Guidelines for Conduct" clearly states that the Company is committed to protecting whistleblowers from any improper treatment as a result of reporting incidents, and also requires that individuals involved in handling the reported incidents maintain confidentiality regarding the identity of the whistleblower and the content of the report	Not applicable.
4. Enhance information disclosure				
Does the Company disclose the information of implementation and results of integrity management on its website and the Market Observation Post System ?	✓		The Company discloses the stipulated "Procedures for Ethical Management and Guidelines for Conduct" on the corporate website and MOPS.	Not applicable.

Item	Implementation status			Difference from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Description	
5. If the Company develops its own integrity operation rules according to the “Integrity Operation Best Practice Principles for TWSE/GTSM-Listed Companies”, please state the differences : The Company has formulated the Procedures for Ethical Management and Guidelines for Conduct in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” and practically operated accordingly.				
6. Other important information for better understanding of the integrity operation : None.				

(8) Other significant information that will provide a better understanding of the implementation of the Company's corporate governance : None.

(9) The implementation of internal control system

1. Statement of internal control system : Information search index “Public Information Observatory > Single Company > Corporate Governance > Company Rules/Internal Control > Internal Control Statement Announcement” (<https://mops.twse.com.tw/mops/#/web/t06sg20>)

2. The audit report of internal control system made by CPA : Not applicable.

(10) Important resolutions made by the Shareholders’ Meeting and Board of Directors in 2024 and up to the publication date of this Annual Report

A. The resolutions at 2024 Annual Shareholders’ Meeting and its implementation:

Proposal	Resolutions	Implementation
2023 Business Report and Financial Statements	Approved by the result of voting	Complete announcement and report
2022 Distribution of earnings	Approved by the result of voting	Paid on August 6, 2024
The Company planned to distribute the cash by capital reserves.	Approved by the result of voting	Paid on August 6, 2024
Amendment made to partial Articles of “Articles of Incorporation”.	Approved by the result of voting	Implemented after resolution by the Shareholders’ Meeting
The company plans to to conduct a cash capital increase in private placement of common shares.	Approved by the result of voting	The board of directors held on 2025/5/7 decided to stop processing.
Amendment made to partial clauses of “Procedures for Engage in Derivatives Trading”.	Approved by the result of voting	Implemented after resolution by the Shareholders’ Meeting
Comprehensive re-election of directors of the company.	The re-election was completed through voting	Effectuated after the regular shareholders meeting.
Lifting the non-competition of the company’s newly elected directors.	Approved by the result of voting	Effectuated after the regular shareholders meeting.

B. Important resolutions made by Board of Directors in 2023 and up to the publication date of this Annual Report: Please refer to page 23~28.

(11) Directors have expressed opposition or qualified opinions that have been noted in the record or declared in writing in connection with the important resolutions passed by the Board of Directors in the most current year and up to the publication date of this Annual Report: None

2.4 Information Regarding the Company's Independent Auditors' Fees

Unit : NTD thousand

Name of accounting firm	Name of CPAs	Auditing Period	Audit fees	Non-audit fees	Total	Remark
PKF Taiwan	Kuan-Chao Lin	January 1, 2024~December 31, 2024	3,300	600 (Note)	3,900	None
	Ming-Yu Wen					

Note : The non-audit fee implies the remuneration information audit of full-time employees who do not hold managerial positions is NTD 50 thousand, and the tax compliance audit is NTD 550 thousand.

- (1) When the Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed : None.
- (2) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed : None.

2.5 Information Regarding Change of Independent Auditors: None.

2.6 The Chairman, President, Chief Financial or Accounting Officers of the Company who Holds Position in the Business under the Commissioned CPA Firm or Its Affiliates in the Most Recent Year : None.

2.7 Change of Transfer and Pledge in Shareholding of Directors, Managerial Officers and Shareholders Holding than 10% of the Shares Up to the Date of Publication of the Annual Report

- (1) Change of Transfer and Pledge in Shareholding of Directors, Managerial Officers and Shareholders holding than 10% of The Shares: Information search index as below
- Equity transfer: Public Information Observatory > Single Company > Equity Change/Securities Issuance > Equity Transfer Information Query > Post-event Report Form for Insider Shareholding Change
(https://mops.twse.com.tw/mops/#/web/query6_1)
 - Changes in equity pledge: Public Information Observatory > Single Company > Equity Change/Securities Issuance > Internal Pledge Dissolution > Announcement of Internal Pledge Dissolution
(https://mopsov.twse.com.tw/mops/web/STAMAK03_1)
- (2) Where the counterparty in any such transfer or pledge of shares is a related party, disclose the counterparty's name, its relationship between that party and the Company as well as the Company's directors, managerial officers, and shareholders holding than 10% of the shares, and the number of shares transferred or pledged: None.

2.8 Information on Shareholders Among the Top 10 by Proportion of Shareholding Who Are Related Parties to One Another or Spouse, Kindred within 2nd Degree of Kinship

Name	Shareholding		Shareholding by spouse and minor children		Shareholding by nominees		Relationship		Note
	Number	%	Number	%	Number	%	Name	Relationship	
Peter Chin	12,479,000	10.86%	-	-	-	-	-	-	—
Jun Yle Investment Co., Ltd. Responsible Person: Rong-Quan Chen	11,701,000 0	10.18% 0%	- -	- -	- -	- -	- -	- -	- -
Hsi-Wei Investment Co., Ltd. Responsible Person:Pei-Cheng Yeh	8,330,000 0	7.25% 0%	- -	- -	- -	- -	Hsi-Wei Investment Co., Ltd. Responsible Person:Pei-Cheng Yeh	- The same person	- -
Chi Pin Investment Co., Ltd. Responsible person: Zhilan Li	7,766,000 0	6.76% 0%	- -	- -	- -	- -	- -	- -	- -
MPI Corporation Chairman:Brian Green	7,000,000 0	6.09% 0%	- -	- -	- -	- -	- -	- -	- -
Sciencetech Corporation Chairman:Hong Liang Hsieh	4,000,000 0	3.48% 0%	- -	- -	- -	- -	- -	- -	- -
Jack Chen	3,040,193	2.65%	-	-	-	-	-	-	-
Ling-Jie, Ye	2,838,000	2.47%	-	-	-	-	-	-	-
Tang Su	2,679,000	2.33%	-	-	-	-	-	-	-
Giga Investment Co. Responsible person: Pei-Cheng Yeh	2,000,000 0	1.74% 0%	- -	- -	- -	- -	Hsi-Wei Investment Co., Ltd. Responsible Person:Pei-Cheng Yeh	- The same person	- -

2.9 Quantity of Shareholdings of the Same Investee by the Company and Directors, Managerial Officers, and Direct or Indirect Subsidiaries in Proportion to the Combined Holdings of All, and Combined to Calculate the Proportion of Overall Shareholding : None.

III. Capital Overview

3.1 Capital and Shares

(1) Sources of capital

A. Type of shares

April 25, 2025

Type of stock	Authorized capital			Remarks
	Outstanding shares (shares)	Unissued shares (shares)	Total (shares)	
Common stock	114,974,918	185,025,082	300,000,000	The outstanding shares are the listed.

B. Source of capital stock

Month/Year	Issued price (NTD)	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount (NTD thousand)	Shares	Amount (NTD thousand)	Sources of capital (NTD thousand)	Capital paid in by assets other than cash	Others
January 2015	10	220,000,000	2,200,000	131,863,755	1,318,637	Issue restricted stock award 30,000	-	Ching-Shou-Shang-Tzu No. 10401008810 on January 15, 2015.
March 2015	10	220,000,000	2,200,000	131,938,755	1,319,387	New shares of exercising employee stock options 750	-	Ching-Shou-Shang-Tzu No. 10401028390 on March 5, 2015
May 2015	10	220,000,000	2,200,000	132,104,755	1,321,047	New shares of exercising employee stock options 1,660	-	Ching-Shou-Shang-Tzu No. 10401093980 on May 26, 2015
September 2015	10	220,000,000	2,200,000	132,099,755	1,320,997	Cancel restricted stock awards (150) New shares of exercising employee stock options 100	-	Ching-Shou-Shang-Tzu No. 10401205200 on September 25, 2015
December 2015	10	220,000,000	2,200,000	131,903,755	1,319,037	Cancel restricted stock awards (2,140) New shares of exercising employee stock options 180	-	Ching-Shou-Shang-Tzu No. 10401258870 on December 21, 2015
March 2016	10	220,000,000	2,200,000	132,480,155	1,324,801	Cancel restricted stock awards (626) New shares of exercising employee stock options 6,390	-	Ching-Shou-Shang-Tzu No. 10501046160 on March 10, 2016
May 2016	10	220,000,000	2,200,000	132,804,255	1,328,042	Cancel restricted stock awards (259) New shares of exercising employee stock options 3,500	-	Ching-Shou-Shang-Tzu No. 10501100950 on May 20, 2016
August 2016	10	220,000,000	2,200,000	106,464,724	1,064,647	Shares repayment of capital reduction (265,545.31) New shares of exercising employee stock options 2,150	-	Ching-Shou-Shang-Tzu No. 10501187980 on August 10, 2016
February 2017	10	220,000,000	2,200,000	103,511,816	1,035,118	Cancel treasury stock (28,330) Cancel restricted stock awards (1,479.08) New shares of exercising employee stock options 280	-	Ching-Shou-Shang-Tzu No. 10601014670 on February 9, 2017
June 2017	10	220,000,000	2,200,000	103,484,924	1,034,849	Cancel restricted stock awards (268.92)	-	Ching-Shou-Shang-Tzu No. 10601073070 on June 8, 2017
September 2017	10	220,000,000	2,200,000	103,519,924	1,035,199	New shares of exercising employee stock options 350	-	Ching-Shou-Shang-Tzu No. 10601128350 on September 6, 2017
December 2017	10	220,000,000	2,200,000	103,507,918	1,035,079	Cancel restricted stock awards (120)	-	Ching-Shou-Shang-Tzu No. 10601166470 on December 15, 2017
June 2019	10	220,000,000	2,200,000	102,441,918	1,024,419	Cancel treasury stock (10,660)	-	Ching-Shou-Shang-Tzu No. 10801066060 on June 19, 2019
December 2021	10	300,000,000	3,000,000	118,741,918	1,187,419	Private placement of common stock 16,300	-	Ching-Shou-Shang-Tzu No. 11001230120 on December 17, 2021
January 2024	10	300,000,000	3,000,000	114,974,918	1,149,749	Cancel treasury stock (37,670)	-	Ching-Shou-Shang-Tzu No. 11330002680 on January 22, 2024

(2) List of major shareholders

April 25, 2025

Shares		
Name of major shareholder	Shares held	Shareholdings (%)
Peter Chin	12, 479, 000	10. 86
Jun Yle Investment Co., Ltd.	11, 701, 000	10. 18
Hsi-Wei Investment Co., Ltd.	8, 330, 000	7. 25
Chi-Pin Investment Co., Ltd.	7, 766, 000	6. 76
MPI Corporation	7, 000, 000	6. 09
Sciencetech Corporation	4, 000, 000	3. 48
Jack Chen	3, 040, 193	2. 65
Ling-Jie, Ye	2, 838, 000	2. 47
Tang Su	2, 679, 000	2. 33
Giga Investment Co.	2, 000, 000	1. 74

(3) Dividend policy and implementation status**1. The dividend policy :**

When it is determined that the Company has net income for a fiscal year, the earnings shall first be appropriated to make up the losses of previous years and then provide 10% of the remaining earnings as the legal reserve. However, in case the legal reserve has reached the actual paid-up capital, this limit does not apply that the legal reserve shall be allocated or the special reserve shall be reversed according to the law. Any remaining amount should be added to the cumulative undistributed earnings at the beginning of the period. The company's shareholder dividends are based on the principle of distributing cash dividends, which shall not be less than 20% of the cumulative distributable earnings for the year. The Company distributes cash dividends with the calculation based on the distribution ratio, which any amount less than one dollar is rounded down. The total of the rounded down amounts will be allocated to the Company's employee Welfare Committee.

2. Proposed dividend distribution this time : None.**(4) Impact on business performance and EPS resulting from the proposal of stock dividend distribution at this Shareholders' Meeting : Not applicable due to no this kind of proposal.****(5) Remuneration for employees and directors****A. The percentage or scope of remuneration for the employees and directors are stated in the Articles of Incorporation:**

- (a) Directors' remuneration shall not be higher than 5%.
- (b) Employee's remuneration shall not be less than 2%.

B. The current year's estimation basis for employees' and directors' remuneration, the calculation basis for number of shares distributed as employees' compensation, and the accounting treatment adopted when the actual distribution amount is different from the estimated amount:

The Company estimates the employee and directors' remuneration, recognized as the business expense of the current period, based on the percentages outlined in the Articles of Incorporation. The calculation basis for the number of shares of employee's compensation which is distributed by stock is based on the preceding estimation amount and the closing price of the day before the resolution of next year's shareholders' meeting with the consideration of the impact of the ex-rights and ex-dividend. However, if there is a discrepancy which is not significant between the actual distributed amount, after the resolution of Board of Directors, and estimation amount and there is a discrepancy between the actual distributed amount resolved by the shareholders' meeting and

estimation amount, it shall be regarded as the change in accounting estimates and be recognized as the profit or loss of next fiscal year.

C. Information on any approval by the Board of Directors of distribution of profit-sharing compensation

(a) The employee compensation and the Directors remuneration amount distributed by cash or stock :

There was no profit in the 2024, so no remuneration for directors and employees was allocated, and the actual distribution amount was NTD0.

(b) The amount of any employee profit-sharing compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for the current period and total employee profit-sharing compensation : There is no employee compensation distributed by the stock in the current period; therefore, it is not applicable.

D. The actual distribution of employee and director profit-sharing compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee and director profit-sharing compensation, additionally the discrepancy, cause, and how it is treated : None.

(6) Imolementation of Share Buyback

April 25, 2025

Times of Buy back	11th
Purpose of buyback	Transfer to employees
Types of shares bought back	Common stock
Total booking limit amount of shares bought back	NTD106,500,000
Buy back plan period	2025/04/16~2025/06/15
Plan quantity bought back	1,500,000 shares
Predetermined range buy back price	35~71
Cumulative type and number of shares held in the company	Common stock 313,000 shares
Total amount of shares bought back	NTD 15,108,544
The ratio of the repurchased quantity to the plan quantity (%)	20.87%

Note: As of the date of publication, still under implementation.

3.2 Bonds : None.

3.3 Preferred Stock : None.

3.4 Global Gepositary Receipts : None.

3.5 Employee Stock Options : None.

3.6 Restricted Employee Awards : None.

3.7 New Shares Issuance in Connection with Mergers and Acquisitions : None.

3.8 Financing Plans and Implementation : None.

IV. Operational Highlights

4.1 Business Activities

(1) Business scope

1. Major business

The Company was established on December 11, 1987. The main sources of revenue for the Company and its subsidiaries come from the agency sales and maintenance services of semiconductor and integrated circuit design equipment, import and export trading of related products, and the agency, quotation, bidding, and distribution businesses for relevant products and raw materials of domestic and foreign manufacturers.

2. Revenue breakdown by category

Unit : NTD thousand

2024 Sales breakdown	Amount	%
Semiconductor equipment	642,590	95.44%
Service	11,098	1.65%
Maintenance	18,609	2.76%
Others	976	0.15%
Total	673,273	100.00%

3. Primary products and services

The Company is committed to the concept of sustainable management, constantly seeking the most effective and industry-demanding solutions for the semiconductor supply chain and the key components industry of 3C electronic products. From manufacturing by foreign manufacturers to developing the own product technology and providing customized products and services, the Company has abundant resources and capabilities to integrate related products and continuously bring more valuable competitive advantages to customers and partners. The Company deeply understands that every problem has a more efficient and cost-effective solution, dedicated to finding the smartest solutions from design, manufacturing, packaging to testing, forming three core businesses: "Professional Distribution," "Integrated Service," and "Own Products & Manufacturing" and delivering the smarter solutions to the demanders in the supply chain. The Company also integrates customer testing needs and services, and provides one-stop integrated total solutions for semiconductors. The primary products and services are described as follows:

I. Professional distribution and service

With the globalization of industry competition, in addition to strict cost control over manufacturing, various manufacturers are actively improving their technology to maintain their business advantages. To provide the customers with the most advanced technology and equipment, the Company cooperates closely with world-class manufacturers. The main product items and services include:

(1) Sales, maintenance, and integration services for semiconductor and integrated circuit packaging, testing, and analysis equipment :

- A. Fully automated prober and the special chuck
- B. Integrated circuit tester
- C. MEMS Ultimate test handler
- D. Wafer reflow oven and eWLB de-bonder
- E. Thermal compression type of flip chip bonder, chip on wafer and chip on Film flip chip bonder
- F. Plasma Cleaner, flip chip packaging dispenser and pressure de-void oven
- G. Electrical failure analysis tool
- H. Wafer defect automatic optical inspection
- I. Semiconductor ESD Tester
- J. Semiconductor EFA and PFA
- K. Integrated circuit packaging device AVI/PVI

- L. IGBT/MOSFET/SiP dispenser, solder paste and B-stage DAP printing machine, mount system and tunnel air reflow oven and vacuum reflow oven.
- M. Equipment and solution for AGV smart chip or wafer transferring robot and automation of production line
- (2) Sales and maintenance services for semiconductor and integrated circuit testing and packaging equipment-related components and consumables :
 - A. Wafer test probe cards
 - B. High-performance multi-layer printed circuit boards for IC testing
 - C. Docking interfaces and test head robotic arms
 - D. Dummy wafer and prime wafer
 - E. Others: test sockets, relays, test printed circuit boards, etc.

II. Integrated service

The Company offers the following high-value-added integrated services with the accumulated extensive experience in equipment distribution based on market trends and customer needs :

- (1) Customized hardware solutions: Assist customers in designing and producing probe cards, bearing boards, and docking interfaces according to their individual needs.
- (2) Product testing kit modules: Provide customized software solutions for customers to test various application products, such as RF ICs, network communication, LCDs, digital audio and video, power management, and various types of memory.
- (3) High-end packaging integration solutions: Customize high-end packaging production lines for customers, including plasma cleaning, flip chip, flip chip packaging dispensing, wafer-level reflow oven, and wafer-level packaging de-bonding, etc.
- (4) Spirox Technology Center: Introduce the latest market trends and production technologies to reduce customers' overseas training costs and provide professional technical training courses to customers.

III. To develop and manufacture the own products

In addition to providing comprehensive aforementioned “one-stop” integrated solutions for the semiconductor supply chain and 3C electronic product critical component industry, the Company also places great emphasis on the cultivation of proprietary technology and development in different market segments. In July 2024, the Company established “Optical Technology Research and Development Center” and developed the industry-first patented technology known as “Spirox Laser Tomography Scan (SpiroxLTS).” This innovative non-contact, non-destructive technique utilizes advanced nonlinear optical inspection and can be applied to diverse manufacturing processes. The Company’s independently developed products include a non-destructive TGV laser modification inspection system for evaluating laser modification effects in the early stage of Through-Glass Via (TGV) processing, a non-destructive TSV inspection system capable of examining the inner walls of TSVs and assisting AI in defect identification compound semiconductor material defect inspection equipment, 3D stress analysis detection system effectively reveals the inherent characteristics of WBG materials, SoC tester, wafer macro inspection AOI equipment, and packaging device appearance inspection (Lead scan) equipment, etc.

4. Products and services planned for development

The Company will continuously develop agency and own products that meet the needs of the business operations to strengthen the total solution service capabilities.

- (1) Process-related equipment and components for the flat panel display industry
- (2) Process-related equipment and components for the semiconductor industry
- (3) Process-related inspection instrument equipment and components related to the electronic industry process
- (4) Relevant equipment and components related to the 5G and automotive electronics industries.
- (5) Relevant equipment and components related to the compound semiconductor industry.

(2) Industry overview

1. Current industry status and future development

According to the World Fab Forecast report of the latest quarter from the Semiconductor Equipment and Materials International (SEMI), global semiconductor capacity is expected to accelerate further in 2025, driven by the continued rise in adoption of generative AI in edge devices and advanced front-end logic technologies in high-performance computing (HPC) applications. Semiconductor capacity is projected to grow by 6.6% to reach 33.6 million wafers per month (wpm) in 2025. Looking ahead, to meet the increasing computational demands of large language models (LLMs), the semiconductor industry is intensifying efforts to build advanced computing capabilities. Major chip manufacturers are actively expanding production capacity for advanced nodes (7nm and below), with a forecasted annual growth rate of 16%. By 2025, monthly capacity is expected to increase by 300,000 wafers, reaching 2.2 million wafers. In 2025, global wafer fab equipment spending for front-end facilities is projected to rise for the sixth consecutive year since 2020, growing 2% year-on-year to reach USD 110 billion. Terry Tsao, SEMI's Global CMO and Taiwan Region President, stated that the semiconductor industry is at a pivotal moment. Capacity expansion investments are driving the development of both advanced and mainstream technologies to meet the evolving needs of global industries. Generative AI and HPC are propelling advancements in logic and memory technologies, while mainstream process technologies continue to support key applications such as automotive, IoT, and power electronics. Furthermore, 18 new semiconductor fabs are set to begin construction in 2025—comprising three 8-inch and fifteen 12-inch fabs. Most of these facilities are expected to begin operations and mass production between 2026 and 2027, reaffirming the industry's commitment to innovation and its role in driving significant economic growth.

During the forecast period from 2023 to 2025, the global semiconductor industry plans to bring as many as 97 high-capacity wafer fabs into operation, including 48 fabs starting up in 2024 and another 32 in 2025. These facilities will produce wafers ranging in size from 12 inches to 2 inches. China, driven by government subsidies and supportive policies, continues to ramp up semiconductor investments. Its production capacity is projected to grow by 14% in 2025, reaching 10.1 million wafers per month. Despite maintaining the largest global share in equipment investment with a total of USD 38 billion, this figure represents a significant 24% decrease compared to 2024. Taiwan, focusing on advanced processes and high-performance computing (HPC) needs, is expected to retain its position as the world's second-largest in semiconductor capacity. Its monthly capacity is projected to grow by 4% to 5.8 million wafers in 2025, with two new fabs set to begin construction and equipment investment reaching USD 21 billion. South Korea, ranked third globally in semiconductor capacity, is projected to see a 7% increase, raising monthly output to 5.4 million wafers. One new fab is expected to begin construction in 2025, with an equipment investment of USD 21.5 billion. Japan, holding the fourth spot globally, will see a 2% growth in capacity to 4.7 million wafers per month. Four new fabs—tied with North America for the highest number—are expected to begin construction in 2025, with equipment investments totaling USD 14 billion. According to the World Fab Forecast report, the Americas will begin construction of four new fabs in 2025, with a 6% year-over-year increase in capacity to reach 3.1 million wafers per month. Europe and the Middle East are expected to launch three new fabs, increasing capacity by 3.6% to 2.7 million wafers per month, with equipment spending estimated at USD 9 billion. Southeast Asia will see the start of construction on one new fab in 2025, with a projected 4% increase in capacity to reach 1.7 million wafers per month.

The Wi-Fi Alliance launched Wi-Fi 7 product certification in 2024. According to market research firms, driven by this certification and the gradual global rollout of the 6GHz frequency band, the global penetration rate of Wi-Fi 7 products is expected to reach 15% in 2025 and surpass 50% between 2026 and 2027. Smartphones will be the first devices to adopt Wi-Fi 7, with penetration projected to reach 25% to 30%. As the cost of Wi-Fi 7 chipsets decreases, an increasing number of mid- to high-end laptops and PCs are expected to incorporate the technology in 2025. In terms of application areas, smartphones, laptops, and tablets will serve as the primary drivers of Wi-Fi 7 adoption. Meanwhile, sectors such as industrial, medical, and automotive—due to longer certification timelines—are expected to become the key medium- to long-term application areas for Wi-Fi 7.

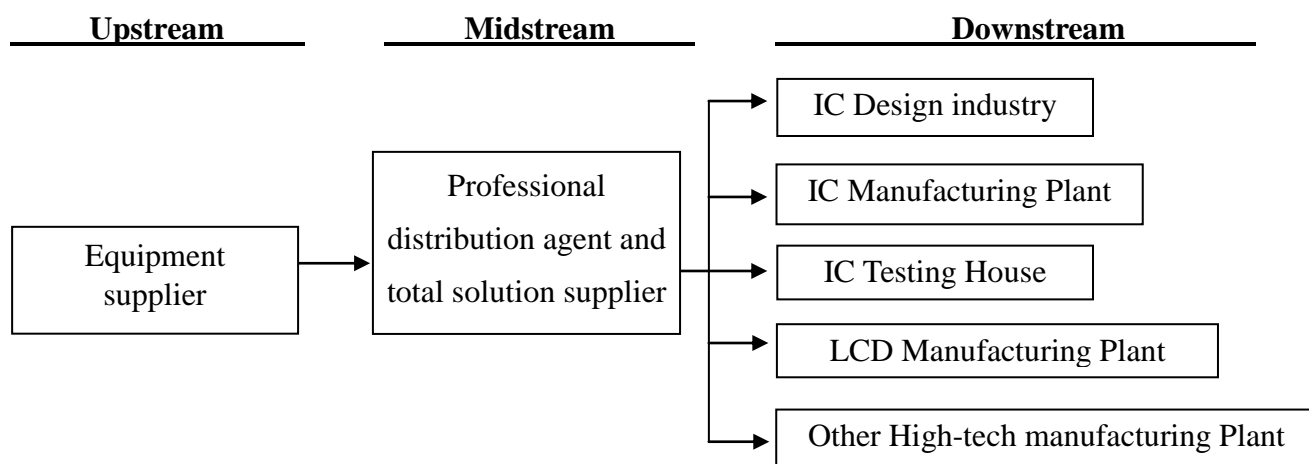
According to preliminary data from IDC's Worldwide Quarterly Mobile Phone Tracker, global smartphone shipments reached 1.239 billion units in 2024, marking a 6.4% increase from 1.164 billion units in 2023 and ending two consecutive years of decline, indicating a clear market recovery. However, based on Counterpoint Research's latest report, although global smartphone shipments grew 3% year-on-year in Q1 2025, overall shipments for the full year are expected to slightly decline due to economic uncertainties and tariff impacts.

In the global wave of environmental sustainability, the applications of AI, energy, and electric vehicles continue to gain momentum. Compound semiconductor devices with characteristics such as wide bandgap, high voltage and current endurance, high electron mobility, high heat dissipation efficiency, and the ability to operate at high frequencies are exerting transformative influence in various industries such as automotive, consumer electronics, green energy, 5G, telecommunications, and photonics. According to market research firm Yole Intelligence, the global compound semiconductor substrate market is projected to grow from \$1.28 billion in 2023 to \$3.3 billion in 2029, with a compound annual growth rate (CAGR) of 17% during the period from 2023 to 2029. Among them, the market sizes in applications such as power, photonics, displays and LEDs, and RF are expected to grow at CAGRs of 21%, 12.6%, 7.9%, and 6% respectively, reaching \$2.519 billion, \$0.183 billion, \$0.192 billion, and \$0.391 billion by 2029. Compound semiconductor substrate manufacturers are continuously investing and formulating new strategies to increase wafer production, expand material capacity, strengthen technological and material innovation, and broaden their product portfolios to drive revenue growth and seize leadership positions in the future. China views compound semiconductors as a strategic industry for achieving a leapfrog advantage, with silicon carbide (SiC) substrates already accounting for 50% of the global market share as of 2024. In May 2024, China established the third phase of its National Integrated Circuit Industry Investment Fund, with a registered capital of RMB 344 billion (approximately USD 47.5 billion). The fund focuses on investments in semiconductor manufacturing, equipment, and materials, aiming to actively promote the development of the compound semiconductor industry and steadily expand China's influence in the global market. However, despite notable progress in capacity expansion, China continues to face challenges related to international certification, product quality, and price competition. Securing a competitive edge in the global market remains a work in progress.

Furthermore, the semiconductor equipment industry, which is supported by semiconductor industry, is closely related to the yield rate of the manufacturers due to the stability and precision of equipment quality. The practicalization of the new technology development also plays a key role in the introduction of emerging processes into mass production, making the development of the semiconductor equipment industry in line with the growth trend of the semiconductor industry. The capital expense of the industry is closely associated with the business cycle fluctuation that the capital expense of the industry can be divided into "capacity buy" and "technology buy". The former is driven by the demand of the semiconductor application market, while the latter is necessary to maintain competitiveness. Therefore, the capacity buy will increase or decrease depending on the prosperity of the demand of end-use market, while the technology buy will usually maintain a certain level of proportion.

To sum up, despite economic uncertainties and the impact of tariffs, the trend toward commercialization of emerging AI applications remains strong. The demand for high-speed transmission, high computational power, efficiency, and low energy consumption will bring enormous business opportunities. Technologically competitive production and testing equipment will play a crucial role in the period of explosive growth.

2. Links between the upstream, midstream and down stream segments of the supply chain



As a professional semiconductor equipment distribution agent, the Company provides system integration and technical support services, covering from front-end IC design, wafer manufacturing to back-end packaging and testing. Spirox offers the best total solution of cost-effective hardware and software and provides customer equipment maintenance services, customized application software development, and engineering services. As a bridge between upstream equipment suppliers and downstream equipment users in the semiconductor equipment industry value chain, the Company is committed to a harmonious relationship for triple-win growth (WIN-WIN-WIN).

For upstream equipment suppliers, regarding the market demand and technology development, the Company provides timely market feedback to the equipment suppliers to optimize their product strategies. In addition, in terms of business strength, the Company has been cultivating in Taiwan and China for many years, and has been highly recognized and trusted by customers, with excellent channel performance records, making the upstream equipment suppliers more confident in entrusting their equipment to the Company for agency and distribution.

For downstream equipment users, the Company can provide the best equipment and application solutions based on their production needs, reducing time to market, increasing throughput, and offering professional and high-quality customized services to establish stable and long-term partnerships with the customers.

3. Development trends for Spirox products

The development trends of the main products are as below :

(1) Testing equipment of the integrated circuit

With the development of smartphones, wearable devices, and the Internet of Things (IoT), "smart terminals" will be the future direction of product applications. The demand for display technology, camera modules, processing chips, touch ICs, power management, wireless communication, voice input, and motion sensing has become a common trend in various smart terminal application products, further influencing the continuous enhancement in the development of system-in-package (SiP), system-on-chip (SoC), micro-electromechanical systems (MEMS), radio frequency (RF) chips, and power management chips by the upstream manufacturers. As a result, the system-on-chip testing equipment, micro-electromechanical testing equipment, radio frequency chip testing equipment, and analog IC testing equipment are subsequently introduced or improved.

(2) Testing, measuring, and monitoring instruments

With the application requirements of "smart terminals," it is necessary to satisfy system monitoring and control needs quickly and accurately. Additionally, data must be captured from the interaction between experiments or measurements and the affairs to provide reliable measurement solutions and enhance the credibility of measurement results.

(3) Laser Tomography Scan System

Driven by strong market demand in AI and high-performance computing (HPC), advanced semiconductor packaging technologies such as CoWoS are becoming central to the industry's technological evolution. Non-destructive tomography inspection systems are capable of analyzing material quality and detecting defects across various substrates. These systems play a crucial role in overcoming technical bottlenecks by identifying optimal manufacturing parameters, thereby enhancing production yield and reducing overall manufacturing costs. The quality and cost of substrates are critical factors in determining the performance and reliability of component manufacturing and module production. They are also key driving forces behind industry advancement. As such, continued R&D efforts will be dedicated to refining equipment related to laser tomography scanning technology.

4. Competition of Spirox products

Only the integrated circuit testing equipment with a higher proportion of revenue from distribution and agency products will be described. The competition is as follows:

The major suppliers of testing equipment are from Europe, America, Japan, and South Korea. European and American products mainly focus on system-on-chip (SoC) and mixed-signal, radio frequency (RF) testing machines, while Japanese and South Korean manufacturers specialize in the memory and flat panel display markets. The testing equipment, IC test handler, prober, flip chip bonder, wafer separator, wafer inspection equipment, and packaging device appearance inspection equipment that the Company distributes and represents cover products in power management, analog components, linear and mixed signals, SoC, RF, microprocessors, wireless communication baseband components, and display controllers. Because the market coverage is broader, sales and product strategies can be adjusted flexibly in response to changes in industry trends at any time.

(3) Overview of technologies and R&D work

1. Research and development expense in the most recent year and up to the publication date of the Annual Report :

Unit : NTD thousand		
Item \ Period	2024	Up to March 31, 2025
R&D expense	54,847	20,510

2. Research and development achievement

The technologies and products which are successively upgraded and developed in 2024 are as below:

(1) Solution Kits

A. The development of new types of RF front-end components (PA/FEM for WiFi and mobile phones, such as PAMiD and PAMiF, etc) on our test platform which shortens the development time for product introduction timeline and provides higher cost performance ratio solutions.

B. Developing RF filter/switch box successfully solved the shortage of RF ports on the machine and met the needs of various harmonic testing.

(2) Continuously improve/develop UI integrated software testing environment in order to provide a fully automated production environment.

(3) Assist customers in the development, integration and verification of PMIC SLT projects, and successfully introduce test machines into the SLT testing field.

(4) Development of defect optical inspection equipment for third-generation semiconductor materials (SiC/GaN, etc.).

A. SiC/GaN substrate : Non-destructive various defect detection (SF, MPD, BPD, TSD, TED) equipment

B. SiC/GaN substrate : Stress (SA) testing equipment

C. SiC/GaN epitaxy : Non-destructive defect detection equipment

- (5) Developing Micro LED wafer massive PL and non-contact massive leakage detection equipment.
- (6) TGV (Through Glass Via) Inspection System – Model SP8000G
 - A. High-precision measurement of laser-drilled via modifications.
 - B. Evaluation of etched via geometry and visual appearance.
 - C. Crack and defect detection using advanced optical techniques.
 - D. 3D imaging and modeling for via structure analysis.
- (7) TSV (Through Silicon Via) Inspection System – Model SP8000S
 - A. Advanced defect inspection and classification for TSV structures.
 - B. Assessment of TSV etching process quality and consistency.
 - C. Evaluation of Redistribution Layer (RDL) alignment, defect mapping, and structural integrity.
- (8) Silicon Photonics Waveguide Inspection Systems
 - A. Inspection and characterization of laser-modified regions within silicon photonic waveguides.
 - B. Evaluation of waveguide geometry, propagation path quality, and fabrication defects to ensure optical performance.
- (9) SiC Wafer Dicing Process Quality Measurement

(4) Long-and short-term business development plan

1. Short-term development plan

(1) Marketing and product strategy

- ① To increase the integrity of the product line and actively enter emerging industries.
The Company expands its agency product line and the depth and width of professional services by extending from the long-established semiconductor production equipment distribution field to upstream IC design, silicon intellectual property (IP) development and verification fields, etc., and introduces emerging products in response to changes in market trends. In addition, the Company actively enters the market of production equipment for other high-tech industries and the production solution such as flat panel displays, MEMS sensors, wireless network communication, and so on. By leveraging its core competencies and expertise in system integration, Spirox provides complete and the most appropriate solution and customized services.
- ② To strengthen the application of the agency equipment and increase its added value
The Company develops its own application software solution kits and provides customized applications for equipment to enhance added value.
- ③ To enhance the sales and agency of related products and raw materials
In case the raw materials have a large volume and high unit price, it can not only improve the integrity of the total solution but also stabilize revenue and profit. The Company is actively introducing high-priced and high-profit consumable components such as special IC sockets and special product probes and will further integrate the distribution of consumer products to expand sales and establish stable and sustainable sources of income, thus strengthening its operational capabilities.
- ④ To strengthen the production and sales of proprietary products
The Company has accumulated considerable experience and strength in the production and development of proprietary software and hardware products. In the future, it will focus on cooperation with foreign well-known manufacturers of existing distributor product lines for manufacturing based on joint venture, investing in mergers and acquisitions of companies with competitive product technology, or producing them under authorization from the manufacturer.
- ⑤ To expand marketing areas
The Company will establish an international operation command system and strengthen the functions of sales, technical support, finance, and logistics management operation matrix to establish technical service bases and support systems in overseas regions and develop international markets. Currently, in addition to maintaining operations in the mainland China market, The Company is also expanding into Southeast Asia, Europe and

America through the development of its own-brand product.

(2)Product research and development direction

- ① To strengthen cooperation with foreign equipment suppliers and deepen core technology
The Company expands the R&D team and actively cooperates with equipment suppliers to gradually increase the production of self-made or domestically produced components and establish proprietary technology
- ②To develop software and hardware equipment, products, components, or IP that can support existing system equipment and total solutions, with the primary goal of increasing the sales of existing distributor system products and enhancing their functions
- ③Employing nonlinear optical technology, the Company is actively developing own-brand products focuses on inspection and analysis of Through-Glass Via (TGV) and Through-Silicon Via (TSV) on glass and silicon substrates to develop actively the relevant proprietary products.

(3)Operations management, human resources, and IT

- ① To strengthen the Company's network system security mechanisms and update information system platforms to enhance the Company's electronic and network-based rapid operational system.
- ② To strengthen the management of the Company's intellectual property for its own products (including IP design and software).
- ③ To cultivate professional capabilities in marketing and communication of technical support talent to keep up with internationalization.

2. Long-term development plan

(1)Marketing and product strategy

Closely monitor market information and customer needs, actively seek exclusive agency from equipment suppliers to adapt to the industrial changes, continuously introduce new product agencies, and actively seek emerging industries.

(2)Product and R&D direction

Distribution of agency products and the development of own-brand products proceed simultaneously. For distribution agency product, develop niche solutions, components or equipment based on the characteristics of Taiwan and China markets, and develop critical components/products in the system to meet special needs in each market with the focus on the semiconductor supply chain and electronic product key components. Starting from in-house optical inspection solutions, the Company has developed the industry-first Spirox Laser Tomography Scan technology (SpiroxLTS). This innovation targets opportunities arising from the advancement of AI and high-performance computing (HPC), specifically in the field of advanced semiconductor packaging. The Company is focused on creating inspection systems that helps customers overcome technical bottlenecks in Through-Glass Via (TGV) and Through-Silicon Via (TSV) processes, ultimately improving yield rates. At the same time, it is actively expanding its presence in overseas markets and accelerating the commercialization of advanced optical inspection technologies in emerging fields such as MicroLED, metamaterials, and silicon photonics.

4.2 Market and Sales & Production Overview

(1) Market analysis

1. Analysis of the geographic areas where the main products (services) of the Company are provided (supplied)

Unit : NTD thousand

Region \ Year	2024	
	Sales amount	%
Domestic	224,251	33.31%
Oversea (Note)	449,022	66.69%
Total	673,273	100.00%

Note: The overseas sales area is mainly China.

2. The Company's market share, demand and supply conditions and growth potential of the market

(1)Market share

The Company's three core businesses are "Professional Distribution," "Integrated Service," and "Own Products & Manufacturing," providing one-stop integrated total solutions for semiconductor along the supply chain. Facing the fierce industry competition, the Company is committed to replacing competition with cooperation and developing mutually beneficial cooperation models.

(2)Demand and supply conditions and growth potential of the market

①Supply

Since the equipment is a critical tool for the semiconductor and flat panel display manufacturers, the precision and stability of equipment are the primary considerations for them. There are no appropriate equipment manufacturers in Taiwan and China, which means that manufacturers still need to purchase the necessary process or testing equipment from foreign suppliers through the professional distribution agents with providing timely and comprehensive technical services to help improve the manufacturing process continuously.

②Demand and growth potential

From the aspect of industry and technology, the capital investments in wafer foundries are increasing significantly, and the development of AI applications, and the integration of vehicle-to-everything, wearable devices, and the Internet of Things will be the driving force behind demand and growth.

The development of advanced manufacturing processes is a high threshold capital competition, and the high investment cost of advanced manufacturing processes will reflect in the increasing mask costs of fabless IC design companies. In the future, the benefits of advanced manufacturing processes will mainly focus on power consumption and performance. IC design companies will no longer rely on process miniaturization to reduce costs. Therefore, whether testing equipment suppliers can help IC design companies reduce testing costs, strengthen testing equipment performance and reliability will be the opportunity for future growth.

From a regional perspective, the U.S.-China trade war has led to rapid and significant changes in China's semiconductor market. Local governments and high-tech zones are actively attracting investment and encouraging the development of self-production, continuously investing lots of resources. Hence, the demand of building factories and capital expenditures on equipment is still considerably strong, promoting the rapid development of domestic chip manufacturers in China.

3. Competitive niche

As a semiconductor equipment and integrated solution service provider, the Company has the following competitive niche :

(1)Integrated Solutions Provider :

The Company acts as a distributor for equipment and equipment control platforms needed for IC design, IC wafer manufacturing, IC packaging, and testing, providing customers with "one purchase with service for whole plant" services.

(2)The Company adheres to the principle of “customer focus” and adjusts our product strategies flexibly to meet the needs of our customers, providing them with the most suitable equipment.

(3)The Company's elite team has years of professional industry technology and experience, is familiar with industry development and technology trends, and has established a high level of loyalty among customers and a rich network in the industry, making itself a highly efficient and internationally-oriented service team.

(4)The Company continuously deepens and refine the proprietary technology, researching and developing system-on-chip (SoC) and mixed-signal built-in self-test and diagnostic silicon intellectual property (DFT IP).

4. Positive and negative factors for development prospects, and the response to such factors

(1) Positive factors

Compared to the competitors, the Company can provide a complete solution from IC design and failure analysis to final production testing from the supply chain of design to mass production testing in the semiconductor industry.

(2) Negative factors

- ① The Company's main focus is on equipment sales, which is greatly affected by the economic cycle.

Response strategy: Develop the own brand or find agents for consumables used in production lines; expand the existing product line to Asian countries with the basis in Taiwan, and proactively promote own-brand products to European and American markets.

- ② Shortage of professionals in the high-tech industry.

Response strategy: Strengthen employee training to improve their technical skills.

- ③ Industry competition is increasingly fierce, and new competitors are seizing the low-end market with low prices

Response strategy: Provide a one-stop integrated total solution for semiconductor testing on the supply chain to create more value and face industry competition.

- ④ China has a vast territory, making it difficult to provide timely customer service

Response strategy: Develop a marketing and service network in Shanghai and Suzhou as China bases, and arrange service personnel near suppliers and customers to provide the fastest service and ensure customer support.

- ⑤ With the evolution of technology and manufacturing processes, the ability to provide integrated solutions may be weakened in the future.

Response strategy: Strengthen the understanding of advanced technology and establish relationships with high-tech companies for the objective of expanding the product line to continuously build an "integrated solution for semiconductor design to production testing".

(2) Applications and manufacturing process of the Company's primary products

1. Applications of primary products

Product category	Application
Integrated circuit tester	This is primarily used to test and verify the functions, DC/AC characteristics, and parameters of various types of integrated circuits, and classify them according to product speed or characteristics. The product testing range includes domestically produced items (manufactured by wafer foundries or design companies) and outsourced products such as digital ICs, mixed-signal ICs, LCD drivers, linear ICs, high-frequency ICs, and memory ICs. Testing is generally conducted on production equipment.
Fully automated prober	The function is to enable wafers to move very precisely to the correct position on the prober, allowing the needle tip to make contact with the chip bonding bearing plate and perform wafer sort and WAT testing functions.
Special chuck	For special applications such as high temperature, low temperature, ultra-high voltage/current, and ultra-low noise, special chuck configurations are installed on the wafer-level prober.

Product category	Application
Handler	In conjunction with IC testing, a classification equipment is used to send the test objects to the testing area, and then classify them according to the test results. The main focus is on WLCSP, MEMS, IGBT, and CIS, and provides automated classification machines for three temperature ranges (high temperature, room temperature, and low temperature). It can also be combined with back-end packaging and appearance inspection equipment.
Wafer reflows oven	Make wafer-level packaging enter into one or multiple sealed chambers with negative pressure method to perform high-temperature reflow processes, which is different from the traditional open-tunnel reflow method.
eWLB De-bonder	After wafer-level packaging in plastic encapsulation, the dummy wafer or supporting wafer is removed and separated, and a process is carried out to control wafer warpage through temperature and negative pressure
Thermal compression type of flip chip bonder, chip on wafer and chip on film flip chip bonder	Flip chip bonder is a key equipment in the semiconductor backend packaging process, automatically picking up dies from wafers and places them on IC substrates, wafer substrates, or tape substrates to bond the solder balls or copper pillars or gold bumps on the die to the substrate material by thermocompression and forming a flip-chip interconnect.
Plasma cleaner	This is the process of using a microwave or RF power source to generate an electron beam in a sealed chamber to remove oxides or dirt on the surface of an object by electron collision.
Printed dispenser, die-bonder, vacuum reflow oven	The process involves applying silver paste or brushing tin paste/DAP on the substrate/lead frame, followed by die bonding, and then passing through a complete In-Line SMT production line of reflow process. It is suitable for IGBT, power devices, and SiP packaging lines.
Flip chip packaging dispenser	Regarding the process of filling the bottom adhesive for the flip chip package, the adhesive is applied to the outer edge of the chip by a piezoelectric valve or screw-feeder valve, drawn into the gap at the bottom of the flip chip package by capillary action.
Pressure de-void oven	During IC packaging, all polymer films used (DAP, DAF, CUF, NCP, NCF, etc.) need to be baked and cured. Physical phenomena such as dissolution and diffusion are generated through high-temperature positive and negative pressure to remove bubbles and cure the film at the same time.
Flip chip bonder	Flip chip bonder is a key equipment in the semiconductor backend packaging process, enabling automatic picking and placing of die from the wafer onto the IC substrate.
Wafer defect automatic optical inspection	Due to its high-resolution and high-speed detection capabilities, it is suitable for use in semiconductor front-end processes, OQA, bumping, and WLCSP wafer defect inspection.
Semiconductor electrical failure analysis	The equipment provides high resolution and sensitivity for semiconductor electrical failure analysis (EFA), enabling quick identification and localization of circuit failures.

Product category	Application
Semiconductor ESD tester	Performing HBM, MM, CDM, and TLP tests on semiconductor packaging devices or wafers for electrostatic discharge (ESD) testing in accordance with international standards.
Semiconductor packaging and testing device appearance inspection equipment (AVI/PVI)	It provides fully automated 2D and 3D optical inspection for the semiconductor packaging devices, including Tray to Tray, Tray to Tape & Reel, and Pick & Place methods, etc.
Physical failure analysis	It provides scanning electron microscopy (SEM) and focused ion beam (FIB) analytical tools with nanometer-level precision for efficient physical localization of semiconductor defects and material processing.
Laser Tomography Scan System	Utilizing advanced nonlinear optical inspection technologies, the Company provides non-destructive inspection and analysis for a wide range of modification and cutting applications, including laser modification, Through-Glass Vias (TGV), Through-Silicon Vias (TSV), and dicing lanes. These solutions assist customers in fine-tuning manufacturing parameters to improve process yield.
Compound semiconductor material (SiC) defect inspection equipment	Based on the principle of nonlinear optics of crystal materials, inspection and analysis are performed for the internal defect on the substrates and epi-layers of compound semiconductor devices (SiC)
Probe card for IC testing	It is an important interface for testing wafer quality, and it can help avoid packaging costs for defective wafers through a probe card.
High-performance multi-layer printed circuit boards for IC testing	It is an auxiliary interface between the testing equipment and the testing subject.
Docking interfaces and test head robotic arms	It provides high-performance docking interface jig and operation arms for semiconductor CP and FT testing to ensure the reliability and stability of test connections.
AGV smart chip or wafer transferring robot and automation of production line	Intelligent robots are used to transfer the wafers or chips, and the automated software packages for production line automation, suitable for wafer plants, packaging plants, and testing plants.
Relevant components and consumable such as test sockets, relays, test printed circuit boards.	Relevant components and consumable of semiconductor and integrated circuit testing equipment.

2. Manufacturing processes for the Company's primary products

It is not applicable, description is as follows:

- (1) The Company mainly engages in the distribution and agency of semiconductor testing equipment and the relevant components; therefore.
- (2) Own-brand products will be designed by The Company and manufactured through outsourcing.

(3) Supply status for the Company's major raw materials

The Company mainly engages in the distribution and agency of semiconductor testing equipment and the relevant components; therefore, it is not applicable.

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

1.Key suppliers in the most recent 2 years

No.	2023				2024				Up to the first quarter in 2025 (Note)			
	Name	Amount (NTD thousand)	Percentage of total net purchases [%]	Relationship with the issuer	Name	Amount (NTD thousand)	Percentage of total net purchases [%]	Relationship with the issuer	Name	Amount (NTD thousand)	Percentage of total net purchases [%]	Relationship with the issuer
1	Supplier B	339,573	37.61	-	Supplier B	163,736	33.12	-	Supplier C	18,694	52	-
2	Supplier A	132,016	14.62	-	Supplier C	54,669	11.06	-	Supplier D	2,789	8	-
3	Others	431,342	47.77	-	Others	276,009	55.82	-	Others	14,444	40	-
	Total net purchases	902,931	100	-	Total net purchases	494,414	100	-	Total net purchases	35,927	100	-

Note : The financial numbers of the first quarter in 2025 have been reviewed by CPA.

Reasons for changes: The main reason is the change in sales mix of agency lines, which affects the proportion of suppliers; Supplier A and C have remained the top ten suppliers in the past two years.

2. Key clients in the most recent 2 years

No.	2023				2024				Up to the first quarter in 2025 (Note)			
	Name	Amount (NTD thousand)	Percentage of total net sales (%)	Relationship with the issuer	Name	Amount (NTD thousand)	Percentage of total net sales (%)	Relationship with the issuer	Name	Amount (NTD thousand)	Percentage of total net sales (%)	Relationship with the issuer
1	Client A	165,702	12.34	-	Client B	62,921	9.35	-	Client C	26,387	39.68	-
2	-	-	-	-	-	-	-	-	Client D	8,557	12.87	-
3	Others	1,177,013	87.66	-	Others	610,352	90.65	-	Others	31,554	47.45	-
	Total net sales	1,342,715	100	-	Total net sales	673,273	100	-	Total net sales	66,498	100	-

Note : The financial numbers of the first quarter in 2025 have been reviewed by CPA.

Reasons for changes: Client A remained the largest sales customer in 2024, but its share of total sales fell below 10%, and therefore was not disclosed.

4.3 Employee Profile Over the Past Two Years and as of the Date of this Annual Report

Year		2023	2024	March 31, 2025
Number of Employees	Managerial Personnel	11	11	11
	Administrative Staff	49	50	41
	Technical engineer	60	58	56
	R&D Personnel	43	37	39
	Sales Personnel	15	13	10
	Total	178	169	157
Average age		41.2 years old	42.0 years old	42.1 years old
Average seniority		7.23 years	6.98 years	7.07 years
Education distribution	PhD	1.12%	1.78%	1.91%
	Master	21.91%	24.85%	24.84%
	Bachelor	76.40%	72.78%	72.61%
	High school graduate	0.56%	0.59%	0.64%

4.4 Environmental Protection Expenditure

Any losses suffered by the Company in the most recent year and up to the annual report publication date due to environmental pollution incidents (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, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken : None.

4.5 Labor-management Relations

(1) The implementation of employee benefit plans, continuing education, training and retirement system; the status of labor-management agreements; and the measures for preserving employees' rights and interests :

The Company regards talent as its most valuable asset and is committed to providing employees with a work environment where they can apply their strengths and achieve a sense of accomplishment. The relevant measures and systems are described as follows:

1. Employee benefit plans

- (1) The Company provides competitive salaries and upholds the philosophy of profit-sharing with colleagues. In addition to the annual holiday bonus and employee profit-sharing, the Company offers various incentive plans to attract, retain, develop and motivate outstanding talent. The incentive plans are as below :

(A) **Retention Bonus**

(B) **Performance Bonus**

(C) **Employee Stock Purchase Program through Treasury Shares and Trust Holding**

(D) **Recognition and Rewards for Exemplary Conduct in Compliance with Company Policies**

(E) **Recognition and Rewards for Exemplary Behavior Aligned with Company Core Values and Culture**

(F) **Recognition for Long-Service Employees.**

- (2) In addition to the insurance-related regulations under Labor Standards Act, the Company has planned group insurance and travel insurance for colleagues and their dependents to increase their overall protection.

- (3) The Company has established a Welfare Committee responsible for planning and implementing various welfare programs and holding regular, diverse and interesting activities. These activities allow colleagues and their families to have more opportunities for communication, to build camaraderie, to accumulate emotional deposits, and to become the driving force of mutual assistance and trust. Examples of these activities include :

(A) Employee birthday celebrations.

(B) Year-End or Spring Banquet Activities.

(C) Various sports and club activities.

(D) Travel subsidy

(E) Public welfare activities : In response to the 2024 Hsinchu City Government's " Delivering Love and Sharing Happiness " activity, underprivileged children wrote down wish cards, and the company accepted their wishes. According to statistics, a total of 20 colleagues participated in this grand event that year, helping 20 children in need to realize their dreams.

- (4) The Company provides a high-quality working environment where employees can enjoy their work in a comfortable setting. The available facilities include the following :

(A) Professional training classrooms.

(B) Fitness rooms (equipped with changing rooms, lockers, and showers).

(C) Sports facilities (bikes and yoga classroom, and Professional Weight Training Equipment) .

(D) Comfortable dining areas, cafes, and reading areas.

(E) Relaxation rooms, nursing rooms, and physical recovery rooms.

(F) Employee parking space.

- (5) The Company is dedicated to safeguarding the overall well-being of its employees. In addition to encouraging employees to engage in regular exercise to maintain their physical and mental health, the Company also integrates relevant policies and organizes activities to promote a healthy workplace environment. The activities include the following :

(A) Weekly exercise class (including spinning and power yoga **and Weight Training Courses**) .

- (B) Annual health inspection (with advanced health check packages) .
- (C) Flu vaccine subsidies.
- (D) Professional massage by visually impaired massage therapist.
- (E) On-site medical personnel services.
- (F) Colleague health management, including follow-up after abnormal health check results, prevention of occupational hazards, maternal health protection for female workers, prevention of illegal attacks in the workplace, prevention of disease caused by abnormal workloads, and regular health lectures.
- (G) The company has "Sexual Harassment Prevention and Handling Measures", and there were no complaints in 2024.

2. Education and Training System

- (1) The Company supports employees in planning their career development by implementing a dual-track promotion system. Tailored professional learning and development programs are designed for different career stages, covering both technical expertise and managerial competencies.
- (2) The Company provides an environment that supports continuous employee development through the implementation of an **internal instructor system**. Regular training programs are planned for different positions to strengthen role-specific competencies. The courses include the following :
 - (A) **New Employee Orientation.**
 - (B) **Core Competency Training.**
 - (C) **Managerial Competency Training.**
 - (D) **Professional Skill Training.**

3. Retirement system

The Company has established an employee retirement policy and a labor retirement reserve fund supervisory committee to take care of the retirement life of the employees and promote labor-management relations. The retirement reserve funds will be regularly allocated to the Taiwan Bank labor retirement reserve fund account at a ratio of 2% of the total monthly salary to safeguard the rights and interests of the employees. Since July 1, 2005, the Company has also adopted a new labor retirement system in which 6% of the contribution is allocated to the individual retirement fund account according to the insured level of the employee. The recent allocation status of the old and new retirement systems is shown in the following table :

Pension system	Old system	New system
Applicable law	Labor Standards Act	Enforcement Rules of the Labor Pension Act
Contribution Method	2% of the total salary amount of the employees with old system will be deposited in a Taiwan Bank account under the name of the Company. The Labor Retirement Reserve Supervisory Committee is also established to regularly monitor the allocation status of the reserve funds and their usage.	6% of the contribution is allocated to the individual retirement fund account according to the insured level of the employee.
Contribution Amount	As of January 1, 2025, the accumulated balance of the Labor Pension Fund reached NT\$19,263,000.	In 2024 (Year 113), the Company contributed NT\$5,143,000 to the Labor Pension Fund.

Qualifications for applying for the Company's old retirement system are as follows :

- (1) Employees who meet any of the following conditions may apply for retirement :
 - A. Having served the Company for **15 years or more** and **reached the age of 55**.
 - B. Having served the Company for **25 years or more**, regardless of age.
 - C. Having served the Company for **10 years or more** and **reached the age of 60**.
- (2) Employees shall not be forced to retire unless they meet one of the following conditions:
 - A. Those who are over 65 years old
 - B. Those who are physically or mentally disabled and unable to perform their duties.

(3) Calculation of seniority :

- A. Years of service are calculated from the employee's start date (the date of employment) to the day before transferring to the new pension system.
- B. Periods of unpaid leave are **not** counted toward years of service.
- C. For employees who resign voluntarily or whose employment is involuntarily terminated resulting in a service interruption, their previous years of service will be recognized based on the conditions of re-employment.

(4) Regulations for providing pension to employees :

- A. Based on the preceding seniority calculation, two base salaries shall be given for every year of service. However, for working years exceeding 15 years, one base salary shall be given for every year of service, with a maximum total limit of 45 base salaries. For less than six months of service, it shall be calculated as half a year, and for six months or more of service, it shall be calculated as one year.
- B. For employees who are forced to retire and whose physical or mental disabilities are caused by the performance of their duties, an additional 20% shall be added in accordance with the provisions of the preceding paragraph.
- C. The standard for the pension base salary refers to the average monthly salary when the retirement is approved.

Qualifications for applying for the Company's new retirement system are as follows :

- (1) Employees who meet any of the following conditions may apply for voluntary retirement:
 - A. Reaching the age of 60.
 - B. Employees under the age of 60 who have lost their ability to work may apply for early retirement.
- (2) The employer contributes **6% of the employee's monthly total salary** to the employee's **individual pension account**, in accordance with the contribution rates specified in the monthly contribution schedule.

4. Labor-management agreements

- (1) Department meetings: The meetings can establish appropriate communication with employees, identify problems and promote the Company policies, enabling employees to fully understand and timely respond to production techniques, safety and health, and quality control and achieving a consensus.
- (2) Labor-Management Meetings and Welfare Committee Meetings:
Through these meetings, both labor and management can engage in mutual discussions on various employee welfare programs, thereby strengthening their relationship and providing a valuable reference for administrative management.

- (2) **Any losses suffered by the Company in the most recent year and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided :**

The Company has reviewed the working hour management practices of its subsidiary (prior to the acquisition). As of the date of this report, no penalties have been imposed. However, if a penalty is issued, the estimated amount is approximately NT\$20,000, and the Company intends to file an administrative appeal in accordance with applicable laws.

Additionally, regarding individual personnel management practices of the subsidiary, the Company has followed the instructions of the competent authority as stated in Letter No. 1140601423 dated April 7, 2025, issued by the New Taipei City Labor Affairs Department. According to Article 8 and Article 62, Paragraph 1 of the Act for Settlement of Labor-Management Disputes, during the mediation period, the employer is prohibited from

taking any action detrimental to the employee. In compliance with the authority's directive, the Company has temporarily paid NT\$200,000 and will proceed with filing an administrative appeal as provided by law.

The aforementioned matters have not had a material impact on the Company's operations or financial condition.

4.6 Information Security Management

(1) The information security risk management framework, information security policies, concrete management programs, and resources for information security management :

1. Information security risk management framework

The Company (in accordance with the spirit of ISO 27001 and the Company's Information Security Management Regulations) established the "Information Security Processing Team" in 2020 to coordinate the stipulation, implementation, risk management, and compliance auditing of information security and protection-related policies. The team reports annually to the Board of Directors on the effectiveness of information security management, as well as on relevant issues and directions.

2. Information security policies

The Information Security Management Regulations set in 2020 also follow the management framework of ISO 27001 and include the following:

- (1) A new information security organization led by the president is established for the information security risk management framework, which is responsible for promoting, coordinating, and supervising information security management matters. The internal auditor audits information security matters on a regular basis every year.
- (2) The information security policy and specific management plan include evaluation cycle, evaluation implementation methods, the roles and responsibilities of relevant personnel, and preventive measures, including:
 - A. Establish an information security organization.
 - B. Define responsibility allocation, division of labor principles, and decision-making procedures.
 - C. Evaluate the appointment of information personnel.
 - D. Information security education and training.
 - E. User management.
 - F. Equipment management.
 - G. Environmental security management.
 - H. Use and backup management.
 - I. Incident handling procedures.
 - J. Enhance the principle of user password selection.
- (3) The Company established an information security team in 2020 and implemented various information security operations, regularly reviewing information security policies and reporting to the Board of Directors.

3. Concrete management programs

The Company implements various management measures, including:

- (1) Set up a next-generation network firewall to enhance network control and reduce the probability of external intrusion.
- (2) Install anti-virus software to strengthen detection of malicious software behavior.
- (3) Manage and control email (including spam) to reduce the risk of malicious emails and phishing attacks.
- (4) Manage WSUS operating system hotfix updates to execute system and software updates.
- (5) Back up and replicate data, including data snapshots, off-site copying, and off-site storage, etc.
- (6) Adjust and review firewall policies and implement stricter internal network restrictions to enhance protection against internal and external network attacks.
- (7) Enhance information security awareness: Regularly send information security newsletters or announcements to help colleagues understand information security regulations and be aware of external information security attack patterns.

- (8) Respect intellectual property rights: prohibit the use of illegal, cracked, or free-installation software.
- (9) Conduct a vulnerability assessment: Utilize professional vulnerability scanning tools to identify cybersecurity weaknesses for the purpose of enhancing internal information security improvement planning.
- (10) Enhance outbound email reliability: Enable DMARC/DKIM functionality and incorporate publicly issued certificates.

4. Resources for information security management

- (1) Regular annual meetings of the Information Security Team. The 2024 Information Security Review Meeting was held on November 14, 2024.
- (2) Quarterly information security propaganda emails. In 2024, a total of 6 information security publicity emails were sent to employees, along with 1 online training session.
- (3) Social attacks drills: Starting in 2022, conduct multiple phishing email tests every year to verify employees' awareness of information security.
- (4) Join the ISAC (Information Sharing and Analysis Center) of the Science Park and Taiwan Computer Emergency Response Team / Coordination Center to receive critical information sharing.
- (5) Enhance information security skills: Assign information security professionals to attend external information security tool training or hacker attack and defense technology courses periodically to strengthen their information security knowledge and skills.
- (6) Appoint a dedicated security supervisor and security personnel.

- (2) **Any losses suffered by the Company in the most recent year and up to the annual report publication date due to significant information security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided :** None.

4.7 Important Contracts

Nature of contract	Parties	Beginning and end dates of contract	Major content	Restrictive clauses
Contract of non-exclusive agency, service and maintenance	Hamamatsu Photonics (China) Co., Ltd.	Starting from October 1, 2024 to September 30, 2025, the contract will be for a period of one year. Either party may request renewal in writing 3 months prior to the end of the contract	Distribution of semiconductor electrical failure analysis equipment.	Restricted to China.
Contract of exclusive agency, service and maintenance	Toray Engineering Co., Ltd.	Starting from March 1, 2017, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of wafer inspection equipment INSPECTRA serial products.	Restricted to a designated group of customers in Taiwan and China; prohibited from engaging in competing businesses during the contract period.
Contract of exclusive agency, service and maintenance	Tasmit Inc.	Starting from March 12, 2020, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of wafer inspection equipment INSPECTRA serial products.	Restricted to a designated group of customers in Taiwan and China; prohibited from engaging in competing businesses during the contract period.

Nature of contract	Parties	Beginning and end dates of contract	Major content	Restrictive clauses
Contract of exclusive agency, service and maintenance	Toray Engineering Co., Ltd.	Starting from April 10, 2019, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Flip chip bonder “FC Series”	Restricted to a designated group of customers in Taiwan and China; prohibited from engaging in competing businesses during the contract period.
Contract of non-exclusive agency, service and maintenance	ERS electronic GmbH	Starting from October 29, 2019, the contract will be for a period of two years and will automatically renew for two year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of the serial products of thermal chucks, eWLB thermal debonding, dealing and warpage adjustment “eWLB series”.	Restricted to Hong Kong and China, except the exclusive customer group of the distribution area; prohibited from engaging in competing businesses during the contract period.
Contract of non-exclusive agency, service and maintenance	Shibasoku Co., Ltd.	Starting from September 1, 2022, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 3 months prior to the end of the contract	Distribution of serial products of power semiconductor device, etc.	Restricted to Taiwan , Hong Kong and China, except the exclusive customer group of the distribution area; prohibited from engaging in competing businesses during the contract period.
Contract of non-exclusive agency, service and maintenance	3S Silicon Tech Inc.	Starting from October 22, 2020, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	1. In-line Clip Die Bonder ; 2. Reflow Oven (Vacuum reflow oven) ; 3. Other products or service quoted by the suppliers.	Restricted to Taiwan and China, except the exclusive customer group of the distribution area.
Contract of non-exclusive agency, service and maintenance	Afore Oy	Starting from March 13, 2019 to December 31, 2024, the contract will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of serial products of handler’s series (AIOLOS, KRONOS, APOLLON, METIS).	Restricted to Taiwan and China; prohibited from engaging in competing businesses during the contract period.
Contract of non-exclusive agency, service and maintenance	Hanwa Electronic Ind. Co., Ltd. / HANWA Trading Corporation	Starting from March 15, 2019, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of serial products of wafer level and package level ESD systems.	Restricted to Hong Kong and China, except the exclusive customer group of the distribution area.

Nature of contract	Parties	Beginning and end dates of contract	Major content	Restrictive clauses
Contract of exclusive agency, service and maintenance	Turbodynamics GmbH	Starting from April 1st, 2022 to March 31st, 2024, if either party does not submit a written termination request in 90 days prior to the expiration date, the contract will automatically renew for one year each year. Either party may terminate the contract without giving any reason by providing a 90-day notice prior to the expiration date. However, Spirox may continue to sell inventory and unfinished orders within six months after the termination.	Distribution of products, service and maintenance of docking ; Interface Systems ; Manipulators ; ATE Trolley ; Automated Storage Systems ; Probe Card Trolleyer, etc.	Restricted to Taiwan and China; prohibited from engaging in competing businesses during the contract period.
Contract of non-exclusive agency, service and maintenance	Zhuhai Boffotto Limited.	Starting from March 9, 2020, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of plasma cleaning machine (plasma cleaner), etc.	Restricted to Taiwan and China. The clients need to be reported to Boffotto in advance for the approval.
Contract of non-exclusive agency, service and maintenance	CASTEC International Corp.	Starting from January 1, 2020, the contract will be for a period of three years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of autonomous mobile robot.	Restricted to Taiwan and China, except the exclusive customer group of the distribution area.
Contract of non-exclusive agency, service and maintenance	D&X Co., Ltd & Shanghai Dongxu Electronic Technology Co., Ltd	Starting from June 1, 2019 to December 31, 2024. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of wafer, etc.	Restricted to China and Taiwan.
Contract of non-exclusive agency, service and maintenance	Wuhan Jingce Electronic Group Co., Ltd.	Starting from September 5, 2019, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of LCD Driver IC Test System	Restricted to China and the designated client in Taiwan.
Contract of non-exclusive agency, service and maintenance	Jetek Technology Corp.	Starting from June 14, 2019, the contract will be for a period of three years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. Related tester of CMOS Image Sensor ; 2. Open/Short tester ; 3. MEMS Microphone tester ; 4. Other products or service quoted by the suppliers.	Restricted to China and Taiwan, except the exclusive customer group of the distribution area.

Nature of contract	Parties	Beginning and end dates of contract	Major content	Restrictive clauses
Contract of non-exclusive agency, service and maintenance	NI Taiwan Corporation	Starting from November 15, 2022, the contract will be for a period of three years and will automatically renew for one year if the distributor achieves certain sales conditions.	Distribution of products or service of the below items : 1. RF PA/FEM Configurations a. NI Part Number 866044-01 NI STS T4M2 DX for Spirox FEM Dual A b. NI Part Number 866045-01 NI STS T4M2 DX for Spirox FEM Quad B 2. RF IOT Configuration a. NI Part Number 866046-01 NI STS T4M2 DX for Spirox RF IOT A	Restricted to China and Hong Kong and the designated clients in Taiwan.
Contract of non-exclusive agency, service and maintenance	Osai A.S.	Starting from June 30, 2019, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. Sensor Testing Handler for MEMS ; 2. Power Module Test Handler ; 3. Power Devices Assembly Equipment ; 4. Burn-in Automation: burn-in loader/unloader ; 5. Burn-in Automation: auto trolley pre-test station ; 6. Other products or services quoted by MANUFACTURER.	Restricted to China and Taiwan, except the exclusive customer group of the distribution area.
Contract of exclusive agency, service and maintenance	STI Co. Ltd.	Starting from July 31, 2019, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. SRS30V Flux/Fluxless Reflow System ; 2. SRS30N Flux/Fluxless Reflow System ;	Restricted to China and Taiwan, except the exclusive customer group of the distribution area; prohibited from engaging in competing businesses during the contract period.
Contract of non-exclusive agency, service and maintenance	YOUR CHANCE TECHNOLOGY CO., LTD.	Starting from September 1, 2019, the contract will be for a period of three years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of optical measuring instruments quoted by the manufacturer, such as automatic thickness measuring instruments, one-click measuring instruments, white light interferometers, etc.	Restricted to China.
Contract of non-exclusive agency, service and maintenance	Shenzhen Doctor Technology Co.,Ltd.	Starting from June 21, 2021, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of prober card and products agreed by other suppliers and distributors	Restricted to China and designated client in Taiwan.
Contract of non-exclusive agency, service and maintenance	Shenyang Heyan Technology Co., Ltd.	Starting from August 16, 2021, the contract will be for a period of two years and will automatically renew for one year after mutually agreed in written. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. Precision scribing machines and their spare parts and consumables 2. Other products or service quoted by the suppliers.	Restricted to China and designated client in Taiwan.

Nature of contract	Parties	Beginning and end dates of contract	Major content	Restrictive clauses
Contract of non-exclusive agency and service	Southport Corporation.	Starting from April 1, 2022, the contract will be for a period of three years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. JadeMat-NM-RP module 2. JadeMat-WBG-SHG module 3. JadeMat-WBG-SA module 4. JadeMat-ML module 5. JadeDot-FMR module 6. JadeDot-LD module 7. SP-MZ 8. SP-WF 9. SP-PMT-NIR1 10. SP-PMT-VIS 11. Other products or service quoted by the suppliers.	Restricted to China and Taiwan.
Contract of exclusive agency	SCIENTECH CORPORATION	Starting from June 1, 2022, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. Wet process equipment 2. Temporary bonding and debonding equipment 3. Other products or service quoted by the suppliers.	Restricted to the designated clients in China, except the exclusive clients of Scienteck.
Contract of exclusive agency	CHIUAN YAO TECHNOLOGY CO., LTD.	Starting from October 1, 2022, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of fully automatic tape and reel inspection machines.	Restricted to the designated clients in China and Taiwan, except the exclusive clients of Chiun Yao Technology.
Contract of exclusive agency	ALES Tech INC.	Starting from July 1, 2023, the contract will be for a period of two years and will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products or service of the below items : 1. NP500 Series Nanoprobe 2. NP600 Series Nanoprobe 3. MP500 Series Microprobe 4. EB500 Series Probes 5. STM Series Probes 6. Other products or service quoted by the suppliers.	Restricted to China, except the exclusive clients of ALES.
Contract of non-exclusive agency	Chain-Logic International Corp.	Starting from April 1, 2025 to March 31, 2026, the contract will automatically renew for one year each subsequent year. During the renewal period, either party may request termination in writing 90 days prior to the end of the contract	Distribution of products of the below items: 1. SP8000G Non-Destructive TGV Laser Modification Inspection System 2. SP8000S Non-Destructive TSV Inspection System	Restricted to China and Taiwan.

V. Review of Financial Status, Operating Results, and Risk Management

5.1 Analysis of Financial Status

Unit : NTD thousand

Item \ Year	2024 Amount	2023 Amount	Difference	
			Amount	%
Current assets	1,781,054	2,834,902	(1,053,848)	(37%)
Property, plant and equipment	589,402	603,469	(14,067)	(2%)
Intangible assets	78,243	86,481	(8,238)	(10%)
Other assets	143,567	99,352	44,215	45%
Total assets	2,592,266	3,624,204	(1,031,938)	(28%)
Current liabilities	317,496	800,479	(482,983)	(60%)
Non-current liabilities	147,423	226,697	(79,274)	(35%)
Total liabilities	464,919	1,027,176	(562,257)	(55%)
Equity attributed to owners of parent	2,078,701	2,518,013	(439,312)	(17%)
Share capital (including the share capital waiting for registration)	1,149,749	1,149,749	-	-
Capital reserve	390,640	437,109	(46,469)	(11%)
Retained earnings	784,819	1,102,379	(317,560)	(17%)
Other equity	(118,890)	(133,050)	14,160	11%
Treasury stock	(127,617)	(38,174)	(89,443)	(234%)
Non-controlling equity	48,646	79,015	(30,369)	(38%)
Total stockholders' equity	2,127,347	2,597,028	(469,681)	(18%)
<p>(1) Analysis and description will be given only if the increase/decrease in ratio reaches 20% or exceeds NTD10 million:</p> <ul style="list-style-type: none"> • Current Assets : Mainly due to the repayment of short-term and long-term loans in 2024. • Other Assets : Mainly due to the purchase of financial products in 2024. • Total Assets : Mainly due to the repayment of bank loans and the repurchase of treasury stocks in 2024. • Current liabilities : Mainly due to the decrease in short-term loans and long-term loans due within one year. • Non-current liabilities : Mainly due to the decrease in long-term loans and deferred income tax liabilities. • Total liabilities : Mainly due to the reduction in short-term and long-term loans in 2024. • Treasury stock : Mainly due to the repurchase of treasury shares for employee transfer purposes. • Non-controlling equity : Mainly due to the Company's repurchase of the subsidiary's shares from other shareholders in 2024. <p>(2) The change listed as above has no significant influence to the Company.</p>				

5.2 Analysis of Operation Results

Comparison and Analysis Table of Operation Results

Unit : NTD thousand

Item \ Year	2024	2023	Amount of increase (decrease)	Change ratio (%)
Revenue	673,273	1,342,715	(669,442)	(50%)
Operating cost	535,513	1,104,293	(568,780)	(52%)
Gross profit	137,760	238,422	(100,662)	(42%)
Operating expense	405,369	428,260	(22,891)	(5%)
Other income and loss	(141)	(1,559)	1,418	91%
Operating loss	(267,750)	(191,397)	(76,353)	(40%)
Non-operating revenue and expense	(23,445)	146,386	(169,831)	(116%)
Net profit (loss) before tax	(291,195)	(45,011)	(246,184)	(547%)
Income tax benefits (expense)	15,297	(10,221)	25,518	250%
Profit (loss) from continuing operations for the current period	(275,898)	(55,232)	(220,666)	(399%)
Discontinuing operation	-	-	-	-
Net profit (loss) for the current period	(275,898)	(55,232)	(220,666)	(399%)
Net other comprehensive profit after tax for the current period	16,484	35,021	(18,537)	(53%)
Total comprehensive profit (loss) for the current period	(259,414)	(20,211)	(239,203)	(1,184%)
<p>I. Analysis and description will be given only if the increase/decrease in ratio reaches 20% or exceeds NTD10 million :</p> <ul style="list-style-type: none"> • Revenue : Affected by the semiconductor business cycle and the slowdown in customer capital expenditures, revenue was low. • Operating cost : Mainly due to revenue decreases. • Gross profit : Mainly due to revenue decreases. • Operating expense : Mainly due to salary expenses are reduced. • Operating loss : Mainly due to revenue decreases. • Non-operating revenue and expense : Mainly due to the decrease in gains from financial assets measured at fair value through profit or loss in 2024. • Income tax expense : Mainly due to the reduction in deferred income tax liabilities in 2024. • Net loss before tax 、 Profit (loss) from continuing operations for the current period 、 Net loss for the period 、 Total comprehensive profit (loss) for the current period : Mainly due to the decrease in revenue and the decrease in gains from financial assets measured at fair value through profit or loss. <p>II. Expected sales volume and its basis: The Company has not prepared any financial forecasts.</p>				

5.3 Analysis of Cash Flow

(1) Analysis on cash flow changes during the most recent year

Unit : NTD thousand

Item \ Year	2024	2023	Amount of increase (decrease)	Change ratio (%)
Operating activities	(208,675)	137,857	(346,532)	(251.37%)
Investment activities	551,440	615,000	(63,560)	(10.33%)
Financing activities	(574,125)	(396,007)	(178,118)	(44.98%)
Amount impacted by change in foreign exchange rate	41,757	971	40,786	(4200.41%)
Total	1,271,021	1,460,624	357,821	32.45%
<p>Analysis on cash flow changes :</p> <ul style="list-style-type: none"> • Operating activities : Mainly due to the increase in pre-tax net loss in 2024 compared with 2023. • Investment activities : Mainly due to the cash inflow from the disposal of financial assets measured at fair value through profit and loss and the fact that no other receivables of subsidiaries were recovered in 2024. • Financing activities : Mainly due to purchase treasury shares, and pay cash dividends. • Amount impacted by change in foreign exchange rate : The fluctuation of exchange rates caused a impact on the cash and cash equivalents of foreign currencies. <p>Enhancement plan for illiquidity : No illiquidity.</p>				

(2) Improvement plan for insufficient liquidity and liquidity analysis for the coming year :

No cash shortage is expected.

5.4 Impacts of Major Capital Expenditures on Finance and Business in the Most Recent Year :

None.

5.5 Investment Policy in Recent Year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year

The Company operates various reinvestment businesses and regulates transactions between them in accordance with the established "Internal Control System" and "Subsidiary Management Regulations". The Company's finance department regularly obtains operational and financial information from each reinvestment business and fully evaluates their operating conditions and profitability to gain the understanding of their business situation and effectively manage their business performance.

In the next year, the company will continue to develop towards integrating technology and upstream and downstream relationships, and may even make investments for the purpose of strategic cooperation, vertical integration of upstream and downstream or horizontal expansion of channels and markets, and appropriately adjust the original investment scale and market according to the purpose of holding and organizational structure to expand its operations, more effectively integrate and utilize resources, and improve investment efficiency and investment profitability.

5.6 Analysis of Risk Management

(1) The impact of volatility of interest rate, exchange rate and inflation on the company's profit and loss, and the countermeasures of the Company

The Company borrows funds at both fixed and floating interest rates, which generates interest rate exposure, so the Company manages this risk by maintaining an appropriate mix of fixed and floating interest rates. As a multinational corporation, the Company exposes to currency risk arising from transactions which use different functional currencies of the Company and each subsidiary, mainly in US dollars. This relevant currency risk is associated with future commercial transactions as well as recognized assets and liabilities. If it is difficult to naturally hedge or periodically settle foreign currency positions to avoid currency risk caused by fluctuations in exchange rates, the Company will take other strategies to hedge the exchange rate risk, such as buying and selling forward foreign exchange contracts and dual currency. The Company has established "Regulations Governing Derivatives Transactions" and strengthened the risk control management. In the most recent year, the Company estimates the inflation in the countries or regions where the Company sells the products in USD or CNY will not have a significant impact on the profits recently.

(2) The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; the countermeasures of the Company

The Company focuses on operating the core business and does not engage in high-risk or high-leverage investment activities.

The Company only engages in the loaning of funds and making of endorsements/guarantees to provide the business support to the subsidiaries. The Company has established "Regulations Governing the Acquisition and Disposal of Assets", "Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees", "Regulations Governing Endorsement/Guarantee" and "Regulations Governing Derivatives Transactions" which have been approved by the Board of Directors and Shareholders' Meeting. All relevant operations are conducted in accordance with the preceding rules. The Company did not generate significant profits or losses from these transactions in 2024.

(3) Research and development plan and estimated R&D expenditures

The company places significant emphasis on the advancement and deep cultivation of proprietary technologies, actively engaging in R&D across various market segments. Currently, we have independently developed a range of cutting-edge equipment, including SoC testers, compound semiconductor defect inspection systems, wafer-level macro inspection AOI systems, package external appearance inspection systems (Leadscan), TSV/TGV inspection equipment, and silicon photonic waveguide inspection systems.

(4) The impact of important domestic and foreign policies and legal updates on the company's financial business, and the countermeasures of the Company

The Company has revised its management regulations, operational procedures and Articles of Incorporation accordingly in light of legal updates and the practical needs of financial operations.

(5) The impact of technological changes (including information security risks) and industrial changes on the Company's finance and business, and the countermeasures of the Company

With the rapid advancement of technology, the Company's semiconductor industry bears the brunt. Therefore, the Company constantly provides market information to upstream equipment suppliers in response to market demands and technological developments, in order to let the suppliers develop flexible product strategies that best fit the market. In terms of business strength, the Company has been operating in Taiwan and China for many years, receiving recognition and trust from the customers and achieving excellent channel performance records. This has allowed upstream equipment suppliers to have more trust in the Company and continue to entrust us with the

distribution of the latest generation of equipment. On the other hand, the Company provides the most suitable equipment and application solutions for downstream customer production needs, reducing the time to market and improving throughput to forms a stable and long-lasting partnership with our customers through professional and high-quality customized services.

Regarding information technology security risks and management measures, the Company has established comprehensive network and computer security measures. However, the Company cannot guarantee that the computer systems, which are essential for important corporate functions such as operations and accounting, can completely avoid network attacks from any third party. These network attacks illegally invade the Company's internal network system and engage in activities that damage the Company's operations and reputation. In the event of a severe network attack, the system may lose important data, and business operations may also come to a halt. Malicious hackers may also attempt to introduce computer viruses, destructive software, or ransomware into the network system to disrupt the Company's operations, extort or blackmail the Company, gain control of the computer system, or spy on confidential information. These attacks may lead to the Company having to compensate customers for losses due to delayed or canceled orders, or having to bear significant costs to implement remedial and improvement measures to strengthen the Company's network security system. They may also result in the Company assuming significant legal responsibilities due to related legal cases or regulatory investigations related to the leakage of information, which the Company has obligation to keep confidentiality, involving employees, customers, or third parties. The Company continuously reviews and evaluates its cyber security regulations and procedures to ensure their appropriateness and effectiveness.

As semiconductor process scaling approaches its physical limits and begins to slow down, the advent of artificial intelligence (AI) entering the commercial phase has, in turn, accelerated industry demand for high-performance computing (HPC) chips. This has driven the rapid development of advanced packaging technologies such as **CoWoS (Chip on Wafer on Substrate)**, which uses silicon interposers to integrate multiple chips, as well as emerging packaging methods like **FOPLP (Fan-out Panel Level Packaging)** and **glass substrate-based technologies**.

In early 2025, Spirox launched two cutting-edge systems—**SP8000G Non-Destructive Laser Modification Inspection System** and **SP8000S Non-Destructive TSV Inspection System**—featuring the proprietary **SpiroxLTS™ Laser Tomographic Scanning Technology**, a high-precision 3D optical imaging and analysis solution.

These systems provide real-time, 3D structural data crucial for identifying small defects within via hole diameters and sidewalls in wafers. This information enables customers to optimize the design and manufacturing processes of **TGV (Through-Glass Vias)** and **TSV (Through-Silicon Vias)**, ensuring CoWoS packaging quality and improving production yields.

Furthermore, the patented **SpiroxLTS™** technology offers strong potential for expansion into a variety of application segments, making it a key enabler in the evolution of next-generation semiconductor inspection solutions.

- (6) **The impact of corporate image change on corporate crisis management, and the Company's countermeasures** : None.
- (7) **Expected benefits and possible risks associated with any merger and acquisitions, and the Company's countermeasures** : None.
- (8) **Expected benefits and possible risks associated with any plant expansion, and the Company's countermeasures** : None.

(9) Risks associated with any consolidation of sales or purchasing operations, and the countermeasures of the Company

The Company has introduced more than 20 new suppliers, with no concentration of purchasing risk, and is moving towards the development of more diversified products and more comprehensive solutions.

The Company engages in semiconductor testing equipment agency business which the sales targets cover the upstream, midstream, and downstream industries, including IC design companies, wafer foundries, testing companies, IDM factories, and TFT-LCD manufacturers; hence, there is currently no concentration of sales risk.

In the most recent fiscal year, there were only two suppliers from whom the Company's purchases exceeded 10% of total procurement. The corresponding sales contributions of the products from these suppliers were approximately 33% and 11%, respectively, primarily attributable to sales of agency product lines.

(10) The impact, risk and countermeasures of a large number of transfers or replacements of directors or major shareholders holding more than 10% of the shares on the Company :

None.

(11) The impact, risk and countermeasures of the change of management on the Company :

None.

(12) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the Company and/or any company director, the president, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the Company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the Company's securities, the Annual Report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the Annual Report :

None.

(13) Other important risks and the countermeasures of the Company : None.

5.7 Other Important Matters : None.

VI. Special Disclosure

6.1 Summary of Affiliated Companies

(1) Consolidated business report of affiliated companies

The following information has been announced on the information reporting website. Please refer to "MOPS (Market Observation Post System)/Single Company/Electronic Document Download/Related Enterprise Three-Book Form Area"(https://mopsov.twse.com.tw/mops/web/t57sb01_q10):

A. Overview of Affiliated Companies

a. Organizational chart of the affiliates.

b. Basic information of Affiliated Companies : The name, incorporation date, address, paid-in capital, and main business items of each affiliate.

c. For companies presumed to have a relationship of control and subordination under Article 369-3 of Company Act., the following particulars shall be disclosed.

d. Basic information of directors, supervisors and general managers of Affiliated Companies : The name of the directors, supervisors, and general manager of each affiliate and the details of their shareholding or capital contribution in such affiliate.

e. The industries covered by the overall affiliated Companies's business operations.

2、Operation results of affiliated companies.

(2) Consolidated financial statements of affiliated companies

Pursuant to the “Regulations Governing Preparation of Consolidated Business Reports Covering Affiliated Enterprises, Consolidated Financial Statements Covering Affiliated Enterprises, and Reports on Affiliations”, as the entities that must be included in preparing the consolidated financial statements covering affiliated enterprises are entirely the same as those that IFRS 10 requires to be included in preparing the consolidated financial report comprising the parent and its subsidiaries, and the required disclosures to be made in the consolidated financial statements covering affiliated enterprises are already made in the consolidated financial report comprising the parent and its subsidiaries; hence, the consolidated financial statements covering affiliated enterprises need not be prepared. Please refer to page 99 for the Declaration of Consolidated Financial Statements of Affiliated.

6.2 Private Placement Securities in the Most Recent Year and Up to the Date of Publication of the Annual Report :

The information has been announced on the information reporting website, please refer to the Market Observation Post System (MOPS) “<https://mops.twse.com.tw/mops/web/t116sb01>” for details.

6.3 Other Necessary Supplement : None.

6.4 Any Matter Which Has a Significant Impact on Shareholders Equity or the Price for the Securities Referred to Article 36, Paragraph 3, Subparagraph 2 of Securities and Exchange Act : None.

Spirox Corporation

Chairman : Peter Chin

Spirox Corporation

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