

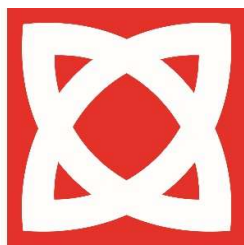


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ABICO AVY

ABICO AVY CO., LTD.

2024 Annual Report

Date of publication: May 19th, 2025



SPOKESPERSON

Name: Chun-Yi Tong
Title: Vice Chairman
Tel: (02)2547-2089 Ext.1801
E-mail: alan.tong@abico.com.tw

DEPUTY SPOKESPERSON

Name: Che-Yi Chou
Title: Finance Assistant Vice Presidents
Tel: (02)2547-2089 Ext.1511
E-mail: jacky.chou@avy.com.tw

CORPORATE HEADQUARTERS

Address: 10 F., No. 101, Fuxing N. Rd., Songshan Dist., Taipei City 105403, Taiwan
Tel: (02)2547-2089
Fax: (02)2547-2909

COMMON SHARES TRANSFER AGENT

Company: Capital Securities Corporation
Address: B2, No.97, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City 10601, Taiwan
Tel: (02)2702-3999
Website: www.capital.com.tw

AUDITORS

Name of CPA: Feng, Min-Chuan; Juanlu, Man-Yu
CPA Firm: PricewaterhouseCoopers Taiwan
Address: 27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 11012, Taiwan
Tel: (02)2729-6666
Website: www.pwc.tw

Overseas Securities Exchange: N/A

Corporate Website: www.avy.com.tw

The first (foreign) counter company should publish: Not applicable

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I. Letter to Shareholders

First of all, we would like to extend our sincere appreciation to all shareholders for taking the time out of your busy schedules to attend this year's Annual Shareholders' Meeting. On behalf of the Company, I wish to express our highest gratitude for your continued support and encouragement.

The 2024 operating performance and the 2025 business outlook are hereby presented as follows:

1. Operating Performance for 2024:

2024 Unit: NTD in thousand

Item	Consolidated	Standalone
Operating Revenue	9,433,375	60,577
Gross Profit	1,511,678	56,478
Operating Expenses	1,486,688	48,897
Operating Income (loss)	24,990	7,581
Non-operating Income and Expenses-Net	248,591	29,507
Income tax income (expense)	(165,399)	(7,398)
Net Income (Loss) for the period	108,182	29,690

Note: The financial figures presented above for the year have been duly audited and attested by CPAs.

2. Budget implementation: N/A.

3. Analysis of financial income and expenditure and profitability:

2024 Unit: NTD in thousand

Item		Consolidated	Standalone
Financial Income and Expenditure	Operating Revenue	9,433,375	60,577
	Gross Profit	1,511,678	56,478
	Net Income (Loss) for the period	108,182	29,690
Profitability	Return on Assets (%)	1.29	0.83
	Return on Equity (%)	1.39	0.52
	Operating Profit to Paid-in Capital Ratio (%)	1.48	0.45
	Pre-tax Profit to Paid-in Capital Ratio (%)	16.19	2.20
	Net Profit Margin (%)	1.15	49.01
	Earnings per Share (NT\$)	0.18	0.18

Note: The financial figures presented above for the year have been duly audited and attested by CPAs.

4. Research and Development Status

In response to the advent of the AI and robotics era, ABICO AVY continues to leverage Group-wide resources to actively explore the latest trends in AI and robotic applications. In addition to accelerating the adoption of AI-driven robotic automation in production processes aimed at enhancing both efficiency and precision—the Company has also taken steps to participate in the robotics industry by collaborating with external partners in the development of related components. These initiatives are part of our forward-looking strategy to lay a solid foundation for future product lines.

In the existing automotive components segment, the global trend toward energy conservation and carbon reduction has positioned green energy as a key industry driver. In light of this, the Company not only provides modular and integrated solutions for current automotive electrification systems but also works closely with major car manufacturers on the development of components for the next generation of new energy vehicles, aiming to deliver higher-value products to customers.

5. Business Outlook for 2025

The recent introduction of new U.S. tariff policies in March and April 2025, along with fluctuations in the U.S. dollar exchange rate, has led to increased uncertainty in the global economic landscape. In response, ABICO AVY has adopted a more conservative operating approach to mitigate external risks. The Company also continues to closely monitor and manage its cash position to ensure resilience amid potential economic shifts.

While the performance of the Group's operational sites varies across regions in response to local economic conditions, the automotive components business remains the central focus of our manufacturing operations and continues to demonstrate stable growth. With the rise of AI and robotics, the Group has identified this field as a strategic development priority and aspires to become a leading player in this emerging sector.

Looking ahead, the Group will remain agile in responding to industry trends, continuously refine its strategic direction, and strive to enhance profitability. We are committed to maximizing shareholder value and sincerely appreciate the continued support and guidance from our shareholders.

Wishing all our shareholders good health and every success in all endeavors.

Chairman: Tong, Chun-Jen

General Manager: Hu, Shiang-Chi

Chief Accounting Officer: Lee, Hui-Chu

II. Corporate Governance Report

1. Information of Directors, Supervisors, President, Vice President, Assistant Presidents, Heads of Departments and Branches

a. Information on Directors

April 22, 2025

Title	Nationality or Registered Location	Name	Gender / Age	Date of Appointment	Term of Office	Date First Appointed	Shareholding at the Time of Appointment		Current Shareholding		Spouse & Minor Children's Shareholding		Shareholding under Others' Names		Major Experience (Education)	Current Positions in the Company and Other Companies	Spouse or Second-Degree Relatives in the Company			Note
							Shares	% Holding	Shares	% Holding	Shares	% Holding	Shares	% Holding			Title	Name	Relationship	
Chairman	R.O.C.	ABICO INTERNATIONAL CO., LTD.	-	2024.06.21	3	2021.07.15	12,000,000	7.06%	22,095,328	13.08%	0	0	0	0	-	-	-	-	-	Note 2
	R.O.C.	ABICO INTERNATIONAL CO., LTD.	Representative Tong, Chun-Jen	Male 60-70 years old	2024.06.21	3	2012.10.12	0	0	0	0	0	0	0	Chairman, ABICO AVY CO., LTD. Master's Degree in Information Systems, New Jersey Institute of Technology	Vice Chairman, ABICO NETCOM CO., LTD. Director, IKKA HOLDINGS (CAYMAN) LIMITED. Director, Dong Guan Cheng Guang Trading Co., Ltd. Director, ABILITY ENTERPRISE CO., LTD.	Vice Chairman	Tong, Chun-Yi	Brother	Note 2
Vice Chairman	R.O.C.		Representative Tong, Chun-Yi	Male 50-60 years old	2024.06.21	3	2012.06.12	0	0	35,825	0.02%	0	0	0	Vice Chairman, ABICO AVY CO., LTD. Bachelor's Degree in Economics, University of Southern California Master's Degree in LSI Engineering, School of Science and Engineering, Waseda University, Japan	Director, Dong Guan Cheng Guang Trading Co., Ltd. Chairman, ABILITY VENTURE MANAGEMENT CO., LTD. Director, IKKA HOLDINGS (CAYMAN) LIMITED. Director, ABILITY ENTERPRISE CO., LTD.	Chairman	Tong, Chun-Jen	Brother	Note 2
Director	R.O.C.		Representative Hu, Shiang-Chi	Male 60-70 years old	2024.06.21	3	2015.07.22	0	0	217,567	0.13%	0	0	0	President, ABICO AVY CO., LTD. Chairman, JABON INTERNATIONAL CO., LTD. Master's Degree in International Business, National Taiwan University	Chairman, ABICO NETCOM CO., LTD. Director, ABICO Asia Capital Corporation Chairman, Empower Technology Corporation. Director, ABILITY ENTERPRISE CO., LTD. Independent Director, ALLIS ELECTRIC CO., LTD. Director, IKKA HOLDINGS (CAYMAN) LIMITED.	None	None	None	Note 2
	R.O.C.		Representative Tong, Ching-His	Male 80-90 years old	2024.06.21	3	2015.04.09	0	0%	0	0	0	0	0	President of ABICO GROUP Waseda University, Japan	President of ABICO GROUP Director, ABILITY INVESTMENT CO., LTD.	Director	Huang, Li-An	Father-in-law and Son-in-law	Note 2
	R.O.C.		Representative Huang, Li-An	Male 40-50 years old	2024.06.21	3	2019.02.01	0	0%	0	0	0	0	0	IESE Business School, Spain Infinity Ventures Partners	Director, ABILITY INVESTMENT CO., LTD.	Director	Tong, Ching-His	Father-in-law and Son-in-law	Note 2
Director	R.O.C.	Yunchen Investment Co., Ltd.	-	2024.06.21	3	2021.07.15	620,740	0.37%	606,740	0.36%	0	0	0	0	-	-	-	-	-	Note 2
	R.O.C.	Yunchen Investment Co., Ltd.	Representative Yang, Chao-Yu	Male 70-80 years old	2024.06.21	3	2021.07.15	0	0	101,750	0.06%	0	0	0	Chairman, SUPERALLOY INDUSTRIAL CO., LTD. Bachelor's Degree in Management, National Defense Management College	Chairman, DONGGUAN QUNSHENG POWDER CO., LTD. / DONGGUAN BESTACHEIVE INDUSTRIAL LIMITED / BEST SELECT (SUZHOU) INDUSTRIAL LTD. Director, JABON INTERNATIONAL CO., LTD. / JABON PRECISION CO., LTD. / EKEEN PRECISION CO., LTD. / JIE CHENG CO., LTD.	None	None	None	Note 2

Title	Nationality or Registered Location	Name	Gender / Age	Date of Appointment	Term of Office	Date First Appointed	Shareholding at the Time of Appointment		Current Shareholding		Spouse & Minor Children's Shareholding		Shareholding under Others' Names		Major Experience (Education)	Current Positions in the Company and Other Companies	Spouse or Second-Degree Relatives in the Company			Note
							Shares	% Holding	Shares	% Holding	Shares	% Holding	Shares	% Holding			Title	Name	Relationship	
Independent Director	R.O.C.	Wang, Jieh-Chen	Male 70-80 years old	2024.06.21	3	2018.06.12	0	0%	0	0	0	0	0	0	Master's Degree in Public Administration, National Chengchi University Deputy Director, Taipei National Taxation Bureau, Ministry of Finance	Independent Director of ABICO NETCOM CO., LTD. Independent Director, CHONGHONG CONSTRUCTION CO., LTD.	None	None	None	Note 2
	R.O.C.	Ou, Xiu-Ci	Female 60-70 years old	2024.06.21	3	2024.06.21	0	0%	0	0	0	0	0	0	Bachelor's Degree in Accounting, National Cheng Kung University Master's Degree in Computer Science, New York Institute of Technology Section Chief, Information Technology Department, Land Bank of Taiwan Deputy Manager, Wanhua Branch, Land Bank of Taiwan	None	None	None	Note 2	
	R.O.C.	Kao, Feng-Ming	Male 60-70 years old	2024.06.21	3	2024.06.21	0	0%	0	0	0	0	0	0	Bachelor's Degree in Accounting, Chinese Culture University Assistant Vice Presidents, ABILITY ENTERPRISE CO., LTD. Vice President, ABICO AVY CO., LTD.	None	None	None	Note 2	

Note 1: The names of corporate shareholders and their respective representatives shall be listed separately. For directors who are representatives of corporate shareholders, the names of the represented corporate shareholders shall also be specified. Table 1 below shall be completed accordingly.

Note 2: The Company does not have any cases where the Chairman and the President or equivalent are the same person, or are each other's spouse or first-degree relatives.

Table 1: Major Shareholders of Corporate Shareholders

April 22, 2025

Name of corporate shareholder (Note 1)	Substantial shareholders of corporate shareholders (Note 2)	Percentage of shareholding
ABICO INTERNATIONAL CO., LTD.	CHIA MEI INVESTMENT CO., LTD.	100%
Yunchen Investment Co., Ltd.	Hu, Shu-Li	99.80%
	Hu, Chen-Wei	0.10%
	Hu, Li-Yun	0.10%

Note 1: If a Director or Supervisor is a representative of a corporate shareholder, the name of the represented corporate shareholder shall be provided.

Note 2: Please list the names and shareholding percentages of the major shareholders of the corporate shareholder (i.e., those whose shareholding ranks among the top ten). If any of the major shareholders is a corporate entity, please further disclose such information in Table 2 below.

Table 2: Major Shareholders of the Corporations Listed in Table 1

April 22, 2025

Names of major shareholders of corporate shareholders (Note 1)	Major shareholders (Note 2)	Percentage of shareholding
CHIA MEI INVESTMENT CO., LTD.	Tong, Yi-Chun	20.00%
	Tong, Chun-Jen	20.00%
	Tong, Chun-Yi	20.00%
	JIE-SHI-EN INVESTMENT CO., LTD.	8.33%
	TRUMP ELEGANT INVESTMENT CO., LTD.	8.33%
	SKY CENTURY CORP.	8.33%
	Pai-Yu Chen	5.00%
	Chang, Hsiao-Chi	5.00%
	Chou, Hsin-I	5.00%

Note 1: If any of the major shareholders listed in Table 1 is a corporate entity, the name of the corporate entity shall be specified.

Note 2: Enter the names and shareholding percentages of the major shareholders of the corporate entity (those whose shareholding ranks among the top ten).

i. Professional qualifications of directors and disclosure of information on the independence of independent directors:

Criteria Name	Professional Qualification and Experiences (Note 1)	Independence Criteria (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Tong, Chun-Jen	<ol style="list-style-type: none"> 1. Possesses more than five years of business experience in industries relevant to the Company, along with strategic management and leadership capabilities, as well as the professional knowledge, skills, and operational management experience necessary for business execution, thereby contributing to the advancement of corporate governance. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 2. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	0
Director Tong, Chun-Yi	<ol style="list-style-type: none"> 1. Possesses more than five years of business experience in industries relevant to the Company, along with strategic management and leadership capabilities, as well as the professional knowledge, skills, and operational management experience necessary for business execution, thereby contributing to the advancement of corporate governance. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	1
Director Hu, Shiang-Chi	<ol style="list-style-type: none"> 1. Possesses more than five years of business experience in industries relevant to the Company, along with strategic management and leadership capabilities, as well as the professional knowledge, skills, and operational management experience necessary for business execution, thereby contributing to the advancement of corporate governance. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	2
Director Tong, Ching-Hsi	<ol style="list-style-type: none"> 1. Possesses over 30 years of business experience in industries relevant to the Company, with strong capabilities in strategic management and leadership, as well as extensive professional knowledge, skills, and operational management experience necessary for business execution, thereby contributing to corporate governance. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 2. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	0

Criteria Name	Professional Qualification and Experiences (Note 1)	Independence Criteria (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Huang, Li-An	1. Possesses more than five years of business experience and strategic management capabilities, along with extensive knowledge, skills, and professional competencies required for business execution. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director.	1. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 2. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates.	0
Director Yang, Chao-Yu	1. Possesses more than five years of business experience in industries relevant to the Company, along with extensive knowledge, skills, and management experience required for business operations. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director.	1. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates.	0
Independent Director Wang, Jieh-Chen	1. Possesses more than five years of relevant experience in business, finance, and taxation, and leverages prior experience as Deputy Director of the Taipei National Taxation Bureau, Ministry of Finance, to provide expertise in both theoretical and practical aspects of corporate tax management. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director.	1. Neither I, my spouse, nor any of my second-degree relatives serve as a director, supervisor, or employee of the Company or any of its affiliates. 2. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 3. I do not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company. 4. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates.	2
Independent Director Ou, Xiu-Ci	1. Possesses more than five years of relevant experience in business, finance, and accounting, along with extensive knowledge, skills, professional competencies, and management experience required for business execution. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director.	1. Neither I, my spouse, nor any of my second-degree relatives serve as a director, supervisor, or employee of the Company or any of its affiliates. 2. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 3. I do not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company. 4. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates.	0

Criteria Name	Professional Qualification and Experiences (Note 1)	Independence Criteria (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Kao, Feng-Ming,	1. Possesses more than five years of business-related experience relevant to the Company's operations, along with extensive knowledge, skills, professional competencies, and management experience required for business execution. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director.	1. Neither I, my spouse, nor any of my second-degree relatives serve as a director, supervisor, or employee of the Company or any of its affiliates. 2. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 3. I do not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company. 4. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates.	0

ii. The Board of Directors is diverse and independent:

(1) The Board of Directors is diversified:

In order to ensure a fair, just, and transparent process for the selection of directors, the Company has established director selection procedures in accordance with Articles 21 and 41 of the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.

The selection of directors shall take into account the overall composition of the Board. The composition of the Board shall be determined with due consideration of diversity, based on the Company's operational model, business characteristics, and long-term development needs. The diversity policy should include, but is not limited to, the following two dimensions:

a. Basic Criteria and Values: Gender, age, nationality, and cultural background.

b. Professional Knowledge and Skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Board members shall generally possess the knowledge, skills, and competencies necessary to perform their duties. The Board as a whole shall be equipped with the following core competencies:

- a. Operational judgment
- b. Accounting and financial analysis
- c. Business management capability
- d. Crisis management
- e. Industry knowledge
- f. Global market perspective
- g. Leadership
- h. Decision-making capability

More than half of the seats on the board shall be held by directors who are not related to one another by marriage or within the second degree of kinship.

Reason for not reaching one-third female representation on the board of directors and measures to enhance gender diversity on the board:

The current members of the Company's Board of Directors were re-elected on June 21, 2024. This term includes one female director, reflecting progress toward gender diversity. The relatively low female representation is primarily due to the



historically low proportion of women in the industry and the associated difficulty in recruiting senior professionals. Going forward, the Company will proactively seek qualified female candidates with professional expertise and continue to promote gender diversity, gradually increasing the proportion of female directors to achieve the goal of diversified governance

The Board of Directors of the Company shall consider adjusting the composition of the Board of Directors based on the results of the performance evaluation.

Core Aspects of Board Diversity		Basic Composition			Professional Background and Knowledge							
		Nationality	Gender	Age	Accounting, Financial & Tax Analysis	Operational Judgment	Business Management Capability	Crisis Management	Industry Knowledge	Global Market Perspective	Leadership	Decision-Making Capability
Director	Tong, Chun-Jen	ROC	Male	60~70 years old		V	V	V	V	V	V	V
	Tong, Chun-Yi		Male	50-60 years old		V	V	V	V	V	V	V
	Hu, Shiang-Chi		Male	60~70 years old		V	V	V	V	V	V	V
	Tong, Ching-Hsi		Male	80-90 years old		V	V	V	V	V	V	V
	Huang, Li-An		Male	40~50 years old		V	V	V	V	V	V	V
	Yang, Chao-Yu		Male	70~80 years old		V	V	V	V	V	V	V
Independent Director	Wang, Jieh-Chen		Male	70~80 years old	V	V	V	V	V	V	V	V
	Ou, Xiu-Ci		Female	60~70 years old	V	V	V	V	V	V	V	V
	Kao, Feng-Ming		Male	60~70 years old	V	V	V	V	V	V	V	V

Specific management objectives:

The specific management objectives of the diversification policy are summarized below:

Management Objectives	Achievement status
More than half of the board members shall not be spouses or relatives within the second degree of kinship of other members.	Achieved
The number of independent directors shall account for one third of all directors.	Achieved

(2) The Board of Directors is independent:

The Board of Directors comprises a total of nine members, including three Independent Directors, accounting for approximately 33% of the entire Board. The Company also places emphasis on gender equality in the composition of the Board. At the 2024 Annual General Shareholders' Meeting, one female Independent Director was elected, resulting in a current gender distribution of 89% male (8 members) and 11% female (1 member).

None of the members of the Board are subject to any of the circumstances stipulated under Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act. Except for Mr. Tong Chun-Jen and Mr. Tong Chun-Yi, and Mr. Tong Ching-Hsi and Mr. Huang Li-An, who are related either as spouses or within the second degree of kinship, there are no such relationships among the other Directors.

b. Information on the President, Assistant Vice Presidents, Assistants, Heads of Departments and Branches

April 22, 2025

Title	Nationality or Registered Location	Name	Gender	Date of Appointment	Shares Held		Spouse & Minor Children's Shareholding		Shareholding under Others' Names		Major Experience (Education)	Current Positions in the Company and Other Companies	Spouse or relatives within second degree of kinship who are managers of the Company			Note
					Shares	% Holding	Shares	% Holding	Shares	% Holding			Title	Name	Relations	
President	R.O.C.	Hu, Shiang-Chi	Male	2018.02.01	217,567	0.13%	0	0	0	0	President, ABICO AVY CO., LTD. Chairman, JABON INTERNATIONAL CO., LTD. Master's Degree in International Business, National Taiwan University	Chairman, ABICO NETCOM CO., LTD. Director, ABICO Asia Capital Corporation Chairman, Empower Technology Corporation. Director, ABILITY ENTERPRISE CO., LTD. Independent Director, ALLIS ELECTRIC CO., LTD. Director, IKKA HOLDINGS (CAYMAN) LIMITED.	None	None	None	Note 1
Investment Department Vice President	R.O.C.	Chiang, Chu-Chen	Female	2016.04.01	0	0	0	0	0	0	Vice President, ABILITY INVESTMENT CO., LTD.	Supervisor, AVY CO., LTD. Supervisor, SEINOH OPTICAL CO., LTD. Supervisor, ABILITY VENTURE CAPITAL CORPORATION Supervisor, TAISHIBA INTERNATIONAL CO., LTD.	None	None	None	Note 1
Chief Financial Officer Assistant Vice President	R.O.C.	Chou, Che-Yi	Male	2017.11.16	0	0	0	0	0	0	Assistant Vice President, PwC Taiwan Master of Accounting, National Taipei University	Chairman, I Production Film Co. Supervisor, Power Day Entertainment Co. Supervisor, ABICO Plus Entertainment Limited Accountant, Hong Da Accounting Firm Independent Director, HOTRON PRECISION ELECTRONIC INDUSTRIAL CO., LTD. Independent Director, NAN YANG DYEING & FINISHING CO., LTD. Director, G-YEN HUTONG CO., LTD. Director, AVY CO., LTD. Director, Yallvend Co., Ltd. Director, Seinoh Optical Co., Ltd. Supervisor, EKEEN PRECISION CO., LTD. Supervisor, JABON INTERNATIONAL CO., LTD. Supervisor, ABILITY VENTURE MANAGEMENT CO., LTD. Supervisor, Outstanding Management Consultants CO., LTD.	None	None	None	Note 1
Chief Accounting Officer Assistant Vice President	R.O.C.	Lee, Hui-Chu	Female	2016.04.01	0	0	0	0	0	0	Finance Manager, ABILITY ENTERPRISE CO., LTD. Department of Accounting, Shih Chien University	None	None	None	None	Note 1
Audit Supervisor Assistant Vice President	R.O.C.	Chin, Pao-Chu	Female	2025.01.01	1,049	0.0006%	0	0	0	0	Audit Supervisor, ABILITY ENTERPRISE CO., LTD.	Supervisor, ARES OFFICE CO., LTD.	None	None	None	Note 1

Note 1: The Company has no instance in which the President or equivalent (i.e., the top managerial officer) and the Chairman are the same person, or are spouses or first-degree relatives.

c. Remuneration paid to Directors, General Manager and Vice President in the most recent year.

i. Remuneration of General and Independent Directors

2024; Unit: NT\$ thousand; %

Title	Name	Directors' Remuneration								The aggregate amount of items A, B, C, and D, and their percentage of profit after tax (%)		Remuneration received by directors concurrently serving as employees								The aggregate amount of items A through G, and their percentage of profit after tax (%)		Remuneration from investees other than subsidiaries or from the parent company
		Remuneration		Retirement pension		Director compensation		Business execution expenses (D)				Salaries, Bonuses, and Special Allowances (E)		Retirement pension		Employees' compensation						
		(A)		(B)		(C)										(G)						
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
Chairman	ABICO INTERNATIONAL CO., LTD. Representative: Tong, Chun-Jen	-	51	-	-	-	-	13	113	0.00%	0.60%	-	-	-	-	-	-	-	-	-	-	-
Vice Chairman	ABICO INTERNATIONAL CO., LTD. Representative: Tong, Chun-Yi.	-	36	-	-	-	-	13	101	0.00%	0.50%	-	-	-	-	-	-	-	-	-	-	-
Director	ABICO INTERNATIONAL CO., LTD. Representative: Tong, Ching-Hsi	-	-	-	-	-	-	13	13	0.00%	0.00%	-	-	-	-	-	-	-	-	-	-	-
Director	ABICO INTERNATIONAL CO., LTD. Representative: Hu, Shiang-Chi	-	54	-	-	-	-	298	13	173	0.00%	1.80%	-	-	-	-	-	-	-	-	-	-
Director	ABICO INTERNATIONAL CO., LTD. Representative: Huang, Li-An.	-	-	-	-	-	-	11	19	0.00%	0.10%	-	-	-	-	-	-	-	-	-	-	-
Director	Yunchen Investment Co., Ltd. Representative: Yang, Chao-Yu	-	54	-	-	-	-	-	13	85	0.00%	0.50%	-	-	-	-	-	-	-	-	-	-
Independent Director	Wang, Jieh-Chen	-	-	-	-	-	-	-	395	775	1.30%	2.60%	-	-	-	-	-	-	-	-	-	-
Independent Director	Ou, Xiu-Ci	-	-	-	-	-	-	-	195	195	0.70%	0.70%										
Independent Director	Kao, Feng-Ming	-	-	-	-	-	-	-	195	195	0.70%	0.70%										
Independent Director	Yen, Wei-Chyun (Note)	-	-	-	-	-	-	-	200	200	0.70%	0.70%	-	-	-	-	-	-	-	-	-	-
Independent Director	Cheng, Loung-Ching (Note)	-	-	-	-	-	-	-	196	196	0.70%	0.70%	-	-	-	-	-	-	-	-	-	-
Total remuneration		0	195	0	0	0	298	1,257	2,065	1,257 4.23%	2,558 8.62%	4,819	32,368	108	108	1,280	0	7,687	0	7,464 25.14%	42,721 143.89 %	None
1. Please describe the policy, system, standard, and structure for the remuneration of Independent Directors, and explain the correlation between the amount of remuneration and factors such as their responsibilities, risk exposure, and time commitment: The Company has resolved through its Board of Directors that Independent Directors shall not participate in the distribution of directors' remuneration. The remuneration structure for Independent Directors consists of reimbursements for travel expenses and allowances for serving on various functional committees.																						
2. In addition to the disclosures in the table above, please specify whether any directors received remuneration in the most recent fiscal year for services rendered (e.g., acting as consultants to the parent company, to any entities included in the financial statements, or to investee companies, while not serving as employees): None																						

(Note) The term of office of the Company's directors expired on June 21, 2024, and a full re-election was held. Independent Directors Yen Wei-Chyun and Cheng Loung-Ching stepped down.

Remuneration Range Table

Ranges of remuneration paid to each Director of the Company	Name of Director			
	Total remuneration for the first four items (A+B+C+D)		Total remuneration for the first seven items (A+B+C+D+E+F+G)	
	The Company	All companies in the financial statements H	The Company	All companies in the financial statements I
Below NT\$1,000,000	Tong, Chun-Jen, Tong, Chun-Yi, Hu, Shiang-Chi, Tong, Ching-Hsi, Huang, Li-An, Yang, Chao-Yu, Wang, Jieh-Chen, Ou, Xiu-Ci, Kao, Feng-Ming, Yen, Wei-Chyun, Cheng, Loung-Ching	Tong, Chun-Jen, Tong, Chun-Yi, Hu, Shiang-Chi, Tong, Ching-Hsi, Huang, Li-An, Yang, Chao-Yu, Wang, Jieh-Chen, Ou, Xiu-Ci, Kao, Feng-Ming, Yen, Wei-Chyun, Cheng, Loung-Ching	Hu, Shiang-Chi, Tong, Ching-Hsi, Huang, Li-An, Yang, Chao-Yu, Wang, Jieh-Chen, Ou, Xiu-Ci, Kao, Feng-Ming, Yen, Wei-Chyun, Cheng, Loung-Ching	Tong, Ching-Hsi, Huang, Li-An, Wang, Jieh-Chen, Ou, Xiu-Ci, Kao, Feng-Ming, Yen, Wei-Chyun, Cheng, Loung-Ching
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)				
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)			Tong, Chun-Jen and Tong, Chun-Yi	
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)				Yang, Chao-Yu
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)				Tong, Chun-Jen and Tong, Chun-Yi
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)				
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)				Hu, Shiang-Chi
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)				
NT\$100,000,000 or more				
Total	11	11	11	11



ii. Remuneration to the President and Vice President

2024; Unit: NT\$ thousand; %

Title	Name	Salaries		Retirement pension		Bonuses, and Special Allowances		Employees' compensation				The aggregate amount of items A, B, C, and D, and their percentage of profit after tax (%)		Remuneration from investees other than subsidiaries or from the parent company
		(A)		(B) (Note 1)		(C)		(D)						
		The Company	All companies in the financial statements	The Company	All companies in the financial statement	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Hu, Shiang-Chi	1,729	13,224	106	106	0	4,839	440	0	5,472	0	2,276 7.66%	23,642 79.63%	None
Vice President	Chiang, Chu-Chen													

Note 1: The Company applies the pension system under the Labor Pension Act, under which 6% of each employee's monthly salary is contributed to the Bureau of Labor Insurance during the year.

Note 2: The amount of employees' remuneration is estimated based on the ratio of the actual distribution amount from the previous year to the proposed distribution amount for the current year.

Remuneration Range Table

Ranges of remuneration paid to each president and vice presidents of the company	Name of President and Vice President	
	The Company	All companies in the financial statemnets E
Below \$1,000,000	Hu, Shiang-Chi	
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	Chiang, Chu-Chen	Chiang, Chu-Chen
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)		
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)		
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)		Hu, Shiang-Chi
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)		
NT\$100,000,000 or more		
Total	2	2

iii. Name of the Manager who distributed employees' compensation and the distribution situation

2024; Unit: NT\$ thousand; %

Manager	Title	Name	Stock Amount	Cash Amount	Total	Total amount as a percentage of net income after tax (%)
	President	Hu, Shiang-Chi	-	880	880	2.96%
	Vice President	Chiang, Chu-Chen				
	Assistant Vice Presidents	Chou, Che-Yi				
	Financial Accounting Manager	Lee, Hui-Chu				

Note: The amount of employee remuneration for managerial personnel for the fiscal year ended December 31, 2024 was estimated based on the proportion of the actual distribution in the previous year to the proposed distribution for the current year.

- d. A comparative analysis of the percentage of after-tax net income paid to the Company's Directors, Supervisors, President, and Vice President over the two most recent fiscal years, as well as the policies, criteria, and composition of compensation, the procedures for determining such compensation, and its correlation with operational performance:
- i. An analysis of the proportion of the aggregate amount of remuneration paid to the Company's Directors, President, and Vice President to the net income after tax based on the Company's individual or standalone financial statements for the two most recent years:

2024; Unit: NT\$ thousand

Project Title	2023				2024			
	The Company		All companies in the consolidated financial statements		The Company		All companies in the consolidated financial statements	
	Total remuneration	% of Profit After Tax	Total remuneration	% of Profit After Tax	Total remuneration	% of Profit After Tax	Total remuneration	% of Profit After Tax
Directors' remuneration	12,231	21.86	50,082	89.51	7,464	25.14	42,721	143.89
Remuneration for the President and Vice President	3,597	6.43	24,344	43.51	2,276	7.66	23,642	79.63

Note: The total amount of remuneration for 2023 was the actual amount distributed after the approval of the shareholders' meeting.

- ii. Policies, standards, and composition of compensation, procedures for determining compensation, and its correlation with operating performance:
- (1) Pursuant to Article 17 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine directors' compensation based on their level of involvement in operations, the value of their contributions, and peer industry standards. In addition, Article 20 stipulates that if the Company generates profits but still has accumulated losses, such losses must be offset before profit distribution, and directors' compensation shall not exceed 1.5% of after-tax net income. The Company uses its "Board Performance Evaluation Measures" as a basis for assessment and considers overall operational performance, industry risks, and future trends when determining reasonable remuneration. Performance evaluations and the appropriateness of compensation are reviewed by the Remuneration Committee and submitted to the Board for approval.
 - (2) The Company has established a Remuneration Committee. Compensation for managerial officers (including salaries, bonuses, etc.) is reviewed by the Remuneration Committee and submitted to the Board for resolution. Compensation is determined in accordance with internal policies, with consideration given to individual performance (e.g., achievement of annual targets, operational capability), contribution to the Company, overall business performance, industry risks and trends, and actual business conditions. The goal is to ensure fair remuneration while maintaining a balance between sustainability and risk control.
 - (3) The Company's compensation policy is primarily based on overall operating results, with performance achievement rates and contribution levels also taken into account, to enhance the collective effectiveness of the Board and the management team.

2. Situation of corporate governance operations

a. The Board of Directors' operations

Information on the Board of Directors' Operations

The Board of Directors held 7 meetings [A] during 2024 and the attendance of directors was as follows:

Title	Name	Actual Attendance (B)	Attendance by proxy	Actual Attendance Rate (%) (B/A)	Remarks
Chairman	ABICO INTERNATIONAL CO., LTD. Rep.: Tong, Chun-Jen	7	0	100.00%	Re-election on 2024/06/21
Director	ABICO INTERNATIONAL CO., LTD. Rep.: Tong, Chun-Yi	7	0	100.00%	Re-election on 2024/06/21
Director	ABICO INTERNATIONAL CO., LTD. Rep.: Hu, Shiang-Chi	7	0	100.00%	Re-election on 2024/06/21
Director	ABICO INTERNATIONAL CO., LTD. Rep.: Tong, Ching-Hsi	7	0	100.00%	Re-election on 2024/06/21
Director	ABICO INTERNATIONAL CO., LTD. Rep.: Huang, Li-An	6	0	85.71%	Re-election on 2024/06/21
Director	Yunchen Investment Co., Ltd. Rep.: Yang, Chao-Yu	7	0	100.00%	Re-election on 2024/06/21
Independent Director	Yen, Wei-Chyun	4	0	100.00%	Former, re-elected 2024/06/21, expected: 4 meetings
Independent Director	Cheng, Loung-Ching	3	0	75.00%	Former, re-elected 2024/06/21, expected: 4 meetings
Independent Director	Wang, Jieh-Chen	7	0	100.00%	Re-elected on 2024/06/21
Independent Director	Ou, Xiu-Ci	3	0	100.00%	New; elected 2024/06/21; expected: 3 meetings
Independent Director	Kao, Feng-Ming	3	0	100.00%	New; elected 2024/06/21; expected: 3 meetings

Other matters to be recorded:

- I. The Board of Directors shall state the date, period, contents of the motion, opinions of all Independent Directors, and the Company's handling of the opinions of the Independent Directors if any of the following circumstances apply to the operation of the Board of Directors:

- (i) The matters listed in Article 14-3 of the Securities and Exchange Act:

The Board of Directors session/Date	Content of Motion	Matters under Article 14-3 of the Securities and Exchange Act	Independent Director's Opinion/Handling	Resolution
11th Term, 1st Meeting 2024/06/21	1. To elect the new Chairman and Vice Chairman of the Company. 2. The 4th Audit Committee was established. 3. Appointment of members of the Remuneration Committee.	V	None	The proposal was approved as submitted without objection from any of the directors present.

The Board of Directors session/Date	Content of Motion	Matters under Article 14-3 of the Securities and Exchange Act	Independent Director's Opinion/Handling	Resolution
11th Term, 2nd Meeting 2024/08/14	1. Proposal for discussion: AVY HIGH TECH LIMITED, a subsidiary of the Company, intends to provide an endorsement and guarantee on behalf of ABICO AVY CO., LTD. to Hua Nan Bank. 2. Proposal for discussion: GOLD MARKET INVESTMENTS LIMITED, a subsidiary of the Company, intends to provide an endorsement and guarantee on behalf of ABICO AVY CO., LTD. to E.SUN Bank. 3. Amendments to the Company's "Regulations Governing the Prevention of Insider Trading," "Internal Control Procedures," and "Standard Operating Procedures for Handling Requests from Directors." 4. Revisions to the "Internal Control System and Audit Implementation Rules."	V	None	The proposal was approved as submitted without objection from any of the directors present.
11th Term, 3rd Meeting 2024/11/12	1. Proposal for GOLD MARKET INVESTMENTS LIMITED, a subsidiary of the Company, to provide an endorsement and guarantee on behalf of ABICO AVY CO., LTD.. 2. Proposal to establish the Company's internal control procedures titled "Procedures for the Management of Sustainable Information" and "Internal Control Procedures for the Management of Sustainable Information," to be submitted for discussion. 3. Proposal to adopt and submit for discussion the Company's "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," the "Corporate Social Responsibility Best Practice Principles," and partial amendments to the "Internal Control Procedures." 4. Proposal to adopt the Company's 2025 Annual Audit Plan.	V	None	The proposal was approved as submitted without objection from any of the directors present.
11th Term, 4th Meeting 2025/03/14	1. The Company's 2024 Statement on Internal Control System. 2. Appointment of the Company's certified public accountants and assessment of their independence. 3. Proposal to amend the Company's Articles of Incorporation. 4. Proposal to define the scope of the Company's junior employees and to establish related "Internal Control Procedures".	V	None	The proposal was approved as submitted without objection from any of the directors present.
11th Term, 5th Meeting 2025/03/24	1. Proposal regarding the Company's 2024 employee compensation and director remuneration. 2. Proposal for the Company to lease business premises from a related party. 3. Proposal for the Company to issue new shares through capitalization of earnings. 4. Proposal for GOLD MARKET INVESTMENTS LIMITED, a subsidiary of the Company, to provide an endorsement and guarantee to Mega Bank on behalf of ABICO AVY CO., LTD.	V	None	The proposal was approved as submitted without objection from any of the directors present.

(ii) Other resolutions of the Board of Directors, aside from those mentioned above, that were objected to or reserved by Independent Directors, and for which written statements or records exist: None.

II. Circumstances in which any Director was required to abstain from voting on a proposal due to a conflict of interest, including the Director's name, content of the proposal, reasons for abstention, and voting status: None.

III. Listed and OTC companies shall disclose information regarding the Board of Directors' self-evaluation (or peer evaluation), including the evaluation cycle and period, scope, method, and content, as well as the status of implementation of such evaluations:

The implementation of board performance evaluation

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Conducted annually.	From January 1, 2024 to December 31, 2024.	The Board of Directors as a whole, individual Board members, and functional committees.	Evaluation of the performance of the Board of Directors as a whole, individual Board members, and functional committees.	Note

Note: The evaluation content, based on the respective scope, includes at a minimum the following items:

- (1) Evaluation of the performance of the Board of Directors: At a minimum, this includes the level of participation in the Company's operations, the quality of the Board's decision-making, the composition and structure of the Board, the selection and continuing education of Directors, and internal control.
- (2) Evaluation of the performance of individual Board members: This includes the understanding of the Company's goals and missions, awareness of Directors' responsibilities, level of participation in the Company's operations, management and communication of internal relationships, professionalism and continuing education, and internal control.
- (3) Evaluation of the performance of functional committees: This includes the level of participation in the Company's operations, awareness of committee responsibilities, quality of decision-making, the composition and member selection of the committee, and internal control.

IV. Evaluation of the Board of Directors' objectives for strengthening board functions in the current and most recent year (e.g., establishment of an Audit Committee, enhancement of information transparency), and the status of implementation:

- (i) The Company's Board of Directors currently functions in a sound and effective manner, meeting the requirements of corporate governance practices.
- (ii) In addition to the Remuneration Committee, the Company has established an Audit Committee to strengthen its supervisory and management functions, thereby enhancing corporate governance.
- (iii) To enhance the continuing education of directors, the Company actively provides relevant training courses to ensure that each director fulfills the required training hours during the year.
- (iv) The Company discloses various financial and business-related information on its official website. A designated person is responsible for the collection and disclosure of such corporate information. A spokesperson system is in place to serve as the channel for external communication, providing shareholders and stakeholders with timely and relevant information.

Note 1: If a director or supervisor is a juristic person, the name of the corporate shareholder and the name of its appointed representative shall be disclosed.

Note 2:

- (1) If any director or supervisor resigned before the end of the fiscal year, the resignation date shall be indicated in the "Remarks" column. The actual attendance rate (%) shall be calculated based on the number of board meetings held and the number of meetings actually attended during their term of office.
- (2) If any re-election of directors or supervisors occurred before the end of the fiscal year, both newly appointed and outgoing directors or supervisors shall be disclosed. The "Remarks" column shall indicate whether the person is newly appointed, outgoing, or re-elected, along with the re-election date. The actual attendance rate (%) shall be calculated based on the number of board meetings held and the number of meetings actually attended during their respective terms of office.

- b. Operation of the Audit Committee or Participation of Supervisors in the Operation of the Board of Directors:
- i. Operation of the Audit Committee:
- The Audit Committee of the Company was established on June 18, 2015 and is composed of three Independent Directors. Its purpose is to assist the Board of Directors in fulfilling its oversight responsibilities for the integrity of the Company's accounting, auditing, financial reporting processes, and internal controls. Matters reviewed by the Committee include, but are not limited to, the following:
1. Adoption or amendment of the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
 2. Assessment of the effectiveness of the internal control system.
 3. Adoption or amendment of procedures for handling material financial transactions, including acquisitions or disposals of assets, derivatives transactions, loans to others, and endorsements or guarantees for others, in accordance with Article 36-1 of the Securities and Exchange Act.
 4. Transactions involving conflicts of interest with Directors.
 5. Significant asset or derivatives transactions.
 6. Major loans, endorsements, or guarantees.
 7. Issuance, offering, or private placement of equity-type securities.
 8. Appointment, dismissal, or compensation of the Company's certified public accountants (CPAs).
 9. Appointment or dismissal of the head of finance, accounting, or internal audit.
 10. Review of the annual and semi-annual financial reports.
 11. Review of the annual business report and proposals for earnings distribution or loss offsetting.
 12. Other material matters as prescribed by the Company or competent authorities.
 13. Self-assessment questionnaire on Audit Committee performance.
- Review of financial reports
The Board of Directors has prepared the Company's 2024 Business Report, Financial Statements, and Proposal for Earnings Distribution. The financial statements have been audited by PricewaterhouseCoopers Taiwan, which has issued an audit report. These documents were reviewed by the Audit Committee and found to be in compliance.
 - Evaluation of the Effectiveness of the Internal Control System
The Audit Committee evaluated the effectiveness of the Company's internal control system, including policies and procedures related to finance, operations, risk management, and regulatory compliance. The Committee reviewed periodic reports from the internal audit department, the external auditors, and management. The Audit Committee concluded that the Company's internal control system is effective and that adequate mechanisms are in place to monitor and address violations.
 - Appointment of Certified Public Accountants
The Audit Committee is responsible for overseeing the independence of the external auditors to ensure the objectivity and fairness of the Company's financial reporting.
In principle, except for tax-related services or specifically approved items, the appointed CPAs may not provide other services to the Company. All services to be provided by the accounting firm must be pre-approved by the Audit Committee.
To ensure independence, the Audit Committee has adopted an assessment checklist based on Article 47 of the Accountants Act and Statement No. 10 of the Code of Professional Ethics for Certified Public Accountants ("Integrity, Objectivity, and Independence"). The assessment covers the independence, professionalism, and suitability of the proposed CPAs, including whether any business or financial relationships exist with the Company.
On March 14, 2025, the 4th meeting of the 4th Audit Committee and the 4th meeting of the 11th Board of Directors approved the appointment of CPAs Juanlu, Man-Yu and Feng, Min-Chuan of PricewaterhouseCoopers Taiwan, both of whom met the criteria for independence and were deemed qualified to serve as the Company's financial and tax auditors.

Information on the operation of the Audit Committee

The Audit Committee held 7 meetings [A] during 2024 and the attendance of the three Independent Directors of the Audit Committee was as follows:

Title	Name	Actual Attendance (B)	Attendance by proxy	Actual Attendance Rate (%) (B/A)	Remarks
Independent Director (Convener)	Wang, Jieh-Chen	7	0	100%	Re-elected on 2024/06/21
Independent Director	Yen, Wei-Chyun	4	0	100%	Former, re-elected 2024/06/21, expected: 4 meetings
Independent Director	Cheng, Loung-Ching	3	0	75%	Former, re-elected 2024/06/21, expected: 4 meetings
Independent Director	Ou, Xiu-Ci	3	0	100%	New; elected 2024/06/21; expected: 3 meetings
Independent Director	Kao, Feng-Ming	3	0	100%	New; elected 2024/06/21; expected: 3 meetings

Other matters to be recorded:

- I. The Board of Directors' meeting date, the period, the contents of the motion, the result of the Audit Committee's resolution, and the Company's handling of the Audit Committee's opinion shall be described if any of the following circumstances apply to the operation of the Audit Committee:

- (i) Matters listed in Article 14-5 of the Securities and Exchange Act:

Audit Committee Session / Date	Content of Motion	Matters under Article 14-5 of the Securities and Exchange Act	Resolutions of the Audit Committee and the Company's Response to Its Opinions
4th Term, 1st Meeting 2024/06/21	1. To elect the convener and chairman of the Audit Committee of the Company.	V	The motion was approved as proposed with no objections raised by any committee member present, following consultation by the Chairman.
4th Board, 2nd Meeting 2024/08/14	1. Review and Approval of the Company's Consolidated Financial Statements for the Second Quarter of 2024. 2. Proposal for discussion: AVY HIGH TECH LIMITED, a subsidiary of the Company, intends to provide an endorsement and guarantee on behalf of ABICO AVY CO., LTD. to Hua Nan Bank. 3. Proposal for discussion: GOLD MARKET INVESTMENTS LIMITED, a subsidiary of the Company, intends to provide an endorsement and guarantee on behalf of ABICO AVY CO., LTD. to E.SUN Bank. 4. Amendments to the Company's "Regulations Governing the Prevention of Insider Trading," "Internal Control Procedures," and "Standard Operating Procedures for Handling Requests from Directors." 5. Revisions to the "Internal Control System and Audit Implementation Rules."	V	The motion was approved as proposed with no objections raised by any committee member present, following consultation by the Chairman.

Audit Committee Session / Date	Content of Motion	Matters under Article 14-5 of the Securities and Exchange Act	Resolutions of the Audit Committee and the Company's Response to Its Opinions
4th Board, 3rd Meeting 2024/11/12	1. Proposal for GOLD MARKET INVESTMENTS LIMITED, a subsidiary of the Company, to provide an endorsement and guarantee on behalf of ABICO AVY CO., LTD.. 2. Proposal to establish the Company's internal control procedures titled "Procedures for the Management of Sustainable Information" and "Internal Control Procedures for the Management of Sustainable Information," to be submitted for discussion. 3. Proposal to adopt and submit for discussion the Company's "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," the "Corporate Social Responsibility Best Practice Principles," and partial amendments to the "Internal Control Procedures." 4. Proposal to adopt the Company's 2025 Annual Audit Plan.	V	The motion was approved as proposed with no objections raised by any committee member present, following consultation by the Chairman.
4th Board, 4th Meeting 2025/03/14	1. The Company's 2024 Statement on Internal Control System. 2. Appointment of the Company's certified public accountants and assessment of their independence 3. Proposal to amend the Company's Articles of Incorporation. 4. Proposal to define the scope of the Company's junior employees and to establish related "Internal Control Procedures".	V	The motion was approved as proposed with no objections raised by any committee member present, following consultation by the Chairman.
4th Board, 5th Meeting 2025/03/24	1. Review and Approval of the Company's 2024 Financial Statements and Related Schedules 2. Proposal for the distribution of 2024 earnings. 3. Proposal for the Company to lease business premises from a related party. 3. Proposal for the Company to issue new shares through capitalization of earnings. 4. Proposal for GOLD MARKET INVESTMENTS LIMITED, a subsidiary of the Company, to provide an endorsement and guarantee to Mega Bank on behalf of ABICO AVY CO., LTD.	V	The motion was approved as proposed with no objections raised by any committee member present, following consultation by the Chairman.

(i) Resolutions not approved by the Audit Committee but approved by at least two-thirds of all Directors, excluding the aforementioned matters: None.

II. Circumstances in which Independent Directors recused themselves from resolutions due to conflicts of interest, that details shall include the name of the Independent Director, the content of the resolution, the reason for the recusal, and whether the director participated in the voting: None.

III. Communication between Independent Directors and the Head of Internal Audit and External Auditors (This includes significant matters related to the Company's financial and operational status, the methods of communication, and outcomes thereof):

- (1) The Head of Internal Audit submits audit reports to Independent Directors in the month following the completion of each audit project.
- (2) The Head of Internal Audit attends Board meetings to deliver audit-related reports.
- (3) Independent Directors may communicate directly with the external auditors regarding the Company's financial status when deemed necessary.

Notes:

- (1) If any Independent Director resigns before the end of the fiscal year, the resignation date shall be disclosed in the "Remarks" column, and the actual attendance rate (%) shall be calculated based on the number of Audit Committee meetings held and attended during their term of office.
- (2) If any Independent Director is re-elected before the end of the fiscal year, both the outgoing and incoming directors shall be listed. The "Remarks" column shall indicate whether the individual is newly appointed, outgoing, or re-elected, along with the re-election date. The actual attendance rate (%) shall be calculated based on the number of Audit Committee meetings held and attended during their respective term.
 - ii. Supervisors' Participation in the Board of Directors: The Company has established an Audit Committee to replace the functions of Supervisors; therefore, this item is not applicable.

c. Corporate Governance Implementation and Deviations from TWSE/TPEX Best Practice Principles

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
A. Has the Company formulated and disclosed its Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established the “Corporate Governance Best Practice Principles” and disclosed it on the Market Observation Post System and the Company’s website.	No difference
B. Shareholding Structure and Protection of Shareholders’ Rights				
(a) Has the Company established internal procedures for handling shareholders’ suggestions, inquiries, disputes, and litigation, and does it implement such procedures accordingly?	V		(a) The Company has established a spokesperson system and appointed a stock affairs agency to handle shareholders’ suggestions and disputes. Legal matters, if any, are referred to the Company’s legal counsel for appropriate handling.	No difference
(b) Does the Company maintain a register of major shareholders who exercise actual control over the Company, and has it identified the ultimate controllers of such shareholders?	V		(b) The Company closely monitors changes in the shareholdings of Directors, Managers, and shareholders holding more than 10% of the Company’s shares. Such changes are disclosed monthly through the information reporting system designated by the securities regulatory authorities.	No difference
(c) Has the Company established and implemented risk control mechanisms and firewall measures between itself and its affiliated enterprises?	V		(c) The Company has established relevant risk control mechanisms in accordance with internal control procedures, including the “Regulations for Supervision of Subsidiaries,” “Procedures for Loans to Others,” “Procedures for Endorsements and Guarantees,” and “Procedures for the Acquisition or Disposal of Assets.”	No difference

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
(d) Has the Company adopted internal regulations prohibiting insiders from trading securities using undisclosed material information?	V		(d) The Company has adopted the “Regulations Governing the Prevention of Insider Trading” to establish behavioral standards and risk control measures. Insiders are regularly reminded to comply with applicable laws and regulations governing securities trading using undisclosed information.	No difference
C. Composition and Duties of the Board of Directors (a) Has the Board of Directors formulated a board diversity policy, established specific management objectives, and implemented them accordingly?	V		(a) The Company has established a Board Diversity Policy that considers not only basic criteria such as gender, age, nationality, and culture, but also emphasizes that Board members possess a range of core competencies, as well as the knowledge and expertise required to perform their duties. Please refer to the “Board Diversity and Independence” section of this Annual Report or the Company's website for detailed disclosure on the implementation of this policy. Currently, representatives of juristic person directors who are also Company employees account for 44% of the Board, and Independent Directors account for 33%. Two Independent Directors have served for less than three years, while one has served between six and nine years. The Board composition reflects a diversity of academic backgrounds, professional expertise, and industry experience, consistent with the Company's diversity objectives. The Company	No difference

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
(b) In addition to establishing the legally required Audit Committee and Remuneration Committee, has the Company voluntarily set up other functional committees to meet its operational needs?		V	also emphasizes gender equality on the Board and has set a target for female directors to comprise at least one-third (i.e., 33%) of the Board. As of the reporting date, male directors account for 89% (8 members), and female directors account for 11% (1 member). The Company will continue its efforts to increase female representation on the Board in alignment with its diversity policy.	No difference
(c) Has the Company established a performance evaluation policy and methodology for the Board of Directors, conducted evaluations at least annually, reported the results to the Board, and used such results as a reference for determining individual Directors' remuneration and reappointment nominations?	V		(c) On November 12, 2020, the Board of Directors approved the "Regulations for Board Performance Evaluation." Under this policy, internal performance evaluations are conducted at least once a year and completed before the end of the first quarter of the following year. The performance evaluation results for the year 2024 (Note 2) were reported to the Board of Directors on March 24, 2025.	No difference
(d) Does the Company regularly assess the independence of its certified public accountants (CPAs)?	V		(d) The Audit Committee conducts an annual assessment of the independence and suitability of the Company's certified public accountants	No difference

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
			(CPAs). In addition to requiring the CPAs to submit a “Declaration of Independence” and “Audit Quality Indicators (AQIs),” the Committee conducts evaluations based on the “Criteria for CPA Independence Assessment” (Note 3) and 13 key AQI indicators. The evaluation confirmed that the CPAs and their firm have no financial or business relationships with the Company other than fees related to audit and tax services. The family members of the CPAs are also in compliance with independence requirements. Based on the AQI metrics, the CPAs’ audit experience exceeds the industry average. The most recent annual evaluation results were reviewed and approved by the Audit Committee on March 14, 2025, and subsequently reported to and approved by the Board of Directors on the same day.	
D. Has the Company appointed a sufficient number of qualified corporate governance personnel and designated a Head of Corporate Governance to be responsible for related affairs (including but not limited to providing directors and supervisors with necessary information, assisting with legal compliance, handling Board and Shareholders’ meeting matters in accordance with the law, and preparing meeting minutes)?	V		The Board of Directors resolved on May 10, 2023, to appoint Assistant Vice President Chou, Che-Yi as the Head of Corporate Governance in order to protect shareholders’ rights and strengthen the functions of the Board. Mr. Chou has more than three years of experience in a managerial position in finance and accounting at a public company. The main responsibilities of the Head of Corporate Governance include: handling matters related to Board and Shareholders’ meetings in accordance	No difference

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
			with applicable laws and regulations, preparing minutes of such meetings, assisting Directors and Supervisors in onboarding and continuing education, providing them with necessary information for the performance of their duties, and assisting them in complying with relevant laws and regulations. Details of his continuing education for 2024 are provided in Note 4.	
E. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a dedicated stakeholder section on its website, and responded appropriately to material corporate social responsibility (CSR) issues raised by stakeholders?	V		The Company has established transparent and effective multi-channel communication mechanisms with all stakeholders to understand their concerns and expectations, and to provide timely responses. These inputs also serve as important references for formulating the Company's corporate social responsibility (CSR) policies and related programs. In addition, a dedicated "Stakeholders" section is available on the Company's website to ensure effective ongoing communication.	No difference
F. Has the Company appointed a professional shareholder services agent to handle all matters related to shareholders' meetings?	V		The Company has appointed Capital Securities Corporation (群益證券股份有限公司), a professional shareholder services agent, to handle all matters related to shareholders' meetings.	No difference
G. Disclosure of Information (a) Has the Company set up a website to disclose information regarding its financial operations and corporate governance?	V		(a) The Company has disclosed various financial, business, and corporate governance information on its official website: http://www.avy.com.tw .	No difference

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
(b) Has the Company adopted other information disclosure mechanisms (e.g., establishing an English-language website, assigning a responsible person for information collection and disclosure, implementing a spokesperson system, and uploading investor meeting materials to the website)?	V		(b) The Company has assigned designated personnel for information collection and disclosure, implemented a spokesperson system as a bridge for external communication, and uploaded corporate presentation materials to its website.	No difference
(c) Has the Company announced and filed its annual financial report within two months after the end of the fiscal year, and has it announced and filed the first, second, and third quarterly financial reports and monthly operating results ahead of the statutory deadlines?	V		(c) The Company has announced and filed its annual financial report within the legally required time and submitted its quarterly and monthly reports by the prescribed deadlines. Please refer to MOPS (https://mops.twse.com.tw/) for full disclosures	No difference
H. Does the Company disclose any other important information that facilitates understanding of its corporate governance practices (including but not limited to employee rights and welfare, employee care, investor relations, supplier relationships, stakeholder rights, directors' and supervisors' continuing education, implementation of risk management policies and risk measurement standards, customer policy implementation, and the purchase of liability insurance for directors and supervisors)?	V		(a) Investor Relations: A designated spokesperson is responsible for handling shareholder suggestions and dispute-related matters. (b) Supplier Relations: The Company maintains sound and long-term relationships with its suppliers. (c) Directors' Education: Information regarding directors' participation in continuing education programs is available on the Market Observation Post System (MOPS). (d) Risk Management: The Company has established internal regulations in accordance with applicable laws and conducts ongoing risk management and evaluation. (e) Customer Policy: A dedicated unit is responsible	No difference

Evaluation Items	Implementation Status			Differences and Reasons for Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Description	
			<p>for customer-related policy enforcement, which is effectively carried out.</p> <p>(f) Directors' Liability Insurance: The Company has procured liability insurance for its Directors during their term of office to cover any compensation responsibilities arising from duties performed, thereby mitigating potential risks to shareholders resulting from wrongful or negligent acts.</p>	
<p>I. Based on the most recent Corporate Governance Evaluation results released by the Corporate Governance Center of the Taiwan Stock Exchange (TWSE), please describe the improvements the Company has made, as well as the priority areas and enhancement measures for those items that have not yet been improved:</p> <p>The Company has reviewed the results of the corporate governance evaluation and continues to optimize and improve items that did not receive scores. Relevant improvement measures are being progressively implemented to enhance overall governance performance</p>				

Note 1: Please refer to the respective annual reports of ABICO NetCom and IKKA-KY for information regarding their corporate governance practices and the reasons for any differences from the Corporate Governance Best Practice Principles.

Note 2: Board Performance Evaluation Results

Scope of Evaluation	Evaluation Items	Average Evaluation Score
Evaluation of the overall performance of the Board of Directors	1. Participation in the Company's operations. 2. Enhancement of the quality of Board decision-making. 3. Composition and structure of the Board. 4. Selection of Directors and their continuing education. 5. Internal control	4.8 4.8 4.8 4.8 4.8
Evaluation of overall performance of the Board of Directors members	1. Understanding of the Company's objectives and missions. 2. Awareness of Directors' responsibilities. 3. Participation in the Company's operations. 4. Management of internal relationships and communication. 5. Directors' professionalism and continuing education. 6. Internal control	4.8 4.8 4.8 4.9 4.8 4.8
Functional Committee Evaluation of the Overall Performance of the Audit Committee	1. Participation in the Company's operations. 2. Understanding of the responsibilities of the functional committee. 3. Enhancement of the quality of decision-making by the committee. 4. Composition and member selection of the committee. 5. Internal control	4.6 4.3 4.4 4.3 4.1
Functional Committee Evaluation of the Overall Performance of the Remuneration Committee	1. Participation in the Company's operations. 2. Understanding of the responsibilities of the functional committee. 3. Enhancement of the quality of decision-making by the committee. 4. Composition and member selection of the committee.	4.6 4.1 4.3 4.3

Note 3: CPA Independence Evaluation Standards

Evaluation Items	Evaluation Results	Independency
1. Whether the CPA engaged by the Company was employed by the Company within two years prior to the commencement of the engagement or within one year after resigning from the engagement.	No	Yes
2. Whether the CPA engaged by the Company holds any shares in the Company.	No	Yes
3. Whether the CPA engaged by the Company has any borrowing or lending transactions with the Company.	No	Yes
4. Whether the CPA engaged by the Company has any joint investment or profit-sharing relationship with the Company.	No	Yes
5. Whether the CPA engaged by the Company serves as a director, supervisor, manager, or holds any position with significant influence over the Company that could result in a conflict of interest.	No	Yes
6. Whether the CPA engaged by the Company is involved in the Company's decision-making management functions.	No	Yes
7. Whether the CPA engaged by the Company is related to any member of the Company's management by marriage or blood, including spouses, direct lineal relatives, in-laws, or collateral relatives within the fourth degree of kinship.	No	Yes
8. Whether the CPA engaged by the Company has directly or indirectly implied any relationship or used inducement to solicit business.	No	Yes
9. Whether the CPA engaged by the Company has received any commissions related to the Company's business.	No	Yes
10. Whether the CPA engaged by the Company is involved in any litigation or subject to corrective action by a competent authority.	No	Yes
11. Whether the CPA engaged by the Company has not continuously provided attestation services for seven years.	No	Yes
12. Whether the Company obtains an annual declaration of independence from the CPA.	Yes	Yes

Note 4: The continuing education undertaken by the Head of Corporate Governance in 2024 is set out below:

Date of Training	Organizer	Course Name	Hours	Total hours of the year
2024/03/12	China Corporate Governance Association	Talent Development for Sustainable Management	3	21
2024/04/30	Taiwan Investor Relations Institute	Analysis of Corporate Financial Information and Decision-Making with Securities Regulations	3	
2024/07/02	China Corporate Governance Association	Trends and Analysis of International Sustainability Reporting Development	3	
2024/07/02	China Corporate Governance Association	Implementing ESG Sustainable Management through Zhongdao Leadership	3	
2024/08/08	Securities and Futures Institute (SFI)	Corporate Governance and Securities Regulation	3	
2024/09/19	National Federation of Certified Public Accountants of the Republic of China	Audit of Financial Assets	3	
2024/11/04	National Federation of Certified Public Accountants of the Republic of China	Money Laundering Typologies in Accounting Practice and Analysis of Tax Crime Cases	3	

d. The Remuneration Committee, its composition, duties and operation:

- i. In order to assist the Board of Directors to improve the performance-based compensation system for directors and managers and to implement corporate governance, a remuneration committee has been established and professionally qualified individuals have been selected to serve as members of the remuneration committee for the current term in accordance with the remuneration committee's organizational procedures.

Membership of the Remuneration Committee

April 22, 2025

Identity (Note 3)	Name	Conditions	Professional Qualification and Experiences (Note 2)	Independence Criteria (Note 3)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Convener Independent Director	Wang, Jieh-Chen		<ol style="list-style-type: none"> 1. Possesses more than five years of relevant experience in business, finance, and taxation, and leverages prior experience as Deputy Director of the Taipei National Taxation Bureau, Ministry of Finance, to provide expertise in both theoretical and practical aspects of corporate tax management. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. Neither I, my spouse, nor any of my second-degree relatives serve as a director, supervisor, or employee of the Company or any of its affiliates. 2. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 3. I do not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company. 4. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	2
Independent Director	Ou, Xiu-Ci		<ol style="list-style-type: none"> 1. Possesses more than five years of relevant experience in business, finance, and accounting, along with extensive knowledge, skills, professional competencies, and management experience required for business execution. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. Neither I, my spouse, nor any of my second-degree relatives serve as a director, supervisor, or employee of the Company or any of its affiliates. 2. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 3. I do not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company. 4. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	0
Independent Director	Kao, Feng-Ming		<ol style="list-style-type: none"> 1. Possesses more than five years of business-related experience relevant to the Company's operations, along with extensive knowledge, skills, professional competencies, and management experience required for business execution. 2. Does not fall under any of the circumstances listed in Article 30 of the Company Act that would disqualify a person from serving as a director. 	<ol style="list-style-type: none"> 1. Neither I, my spouse, nor any of my second-degree relatives serve as a director, supervisor, or employee of the Company or any of its affiliates. 2. Neither I, my spouse, nor any of my second-degree relatives (including any shares held under another person's name) hold any shares of the Company. 3. I do not serve as a director, supervisor, or employee of any company that has a specific relationship with the Company. 4. I have not received any remuneration in the past two years for providing business, legal, financial, or accounting services to the Company or any of its affiliates. 	0

- Note 1: Please specify the years of service, professional qualifications and experience, and independence of each member of the Remuneration Committee in the table. For Independent Directors, please refer to Table 1, page 8, for information on Directors (1). Please indicate whether you are an Independent Director or other (if you are the convenor, please add a note).
- Note 2: Professional qualifications and experience: Describe the professional qualifications and experience of individual Remuneration Committee members.
- Note 3: Independence: Indicate the independence of the Remuneration Committee members, including, but not limited to, whether or not I, my spouse, or my relatives within the second degree of kinship are directors, supervisors, or employees of The Board of Directors of the Company or its affiliates; the number of shares of the Company held by me, my spouse, or my relatives within the second degree of kinship (or in the name of another person) and the weighting of the shares of The Board of Directors; whether or not I, my spouse, or my relatives within the second degree of kinship hold shares of the Company; whether or not I serve as directors, supervisors, or employees of a company that has a specific relationship with The Company (with reference to the companies whose stocks are listed or traded on the Taiwan Stock Exchange); the provisions of paragraphs 5 to 8 of Article 6 of the Regulations Governing the Establishment and Exercise of the Remuneration Committee of the Company; and the requirements of the last two years of Article 6, Paragraph 1 of the Regulations Governing the Establishment and Exercise of the Remuneration Committee of the Company. The Board of Directors, supervisors, or employees of companies with which the Company has specific relationships (refer to Article 6, Item 1, Paragraphs 5~8 of the Regulations Governing the Establishment and Exercise of Remuneration Committees of Securities Firms); and the amount of compensation received in the past two years for providing business, legal, financial, and accounting services to the Company or its affiliates.

- ii. The Remuneration Committee is responsible for evaluating the remuneration policies and systems of the Company's Directors and Managers in a professional and objective manner, and making recommendations to the Board of Directors for their decision-making, and is currently in normal operation.
- iii. Operational circumstances
 - (1) The Remuneration Committee of the Company consists of three members.
 - (2) The current term of the Remuneration Committee members is from June 21, 2024 to June 20, 2027. The Committee held 5 meetings (A) in 2024, and the qualifications and attendance of its members are detailed below:

Information on the operation of the Remuneration Committee

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance (%) (B/A) (Note)	Remarks
Independent Director (Convener)	Wang, Jieh-Chen	5	0	100%	Re-elected on 2024/06/21
Independent Director	Yen, Wei-Chyun	2	0	100%	Former, re-elected 2024/06/21, expected: 2 meetings
Independent Director	Cheng, Loung-Ching	2	0	100%	Former, re-elected 2024/06/21, expected: 2 meetings
Independent Director	Ou, Xiu-Ci	3	0	100%	New; elected 2024/06/21; expected: 3 meetings
Independent Director	Kao, Feng-Ming	3	0	100%	New; elected 2024/06/21; expected: 3 meetings
Other matters to be recorded: I. The Board of Directors shall adopt or amend the recommendations of the Compensation Committee. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, the Board of Directors shall state the date and period of the Board of Directors' meeting, the contents of the motion, the result of the Board of Directors' resolution, and the Company's handling of the Remuneration Committee's opinion (if the Board of Directors' approval of the remuneration is superior to the Remuneration Committee's recommendation, the circumstances of and reasons for the discrepancy shall be stated): No such circumstance. II. The Compensation Committee shall be responsible for all matters arising out of its deliberations, if there are any objections or Unqualified opinions from members of the Remuneration Committee, and such objections or opinions are documented or stated in writing, the date, time period, contents of the motion, opinions of all members of the Remuneration Committee, and the disposition of the opinions of the members shall be stated: Unqualified opinions.					

Notes:

- (1) If a member of the Remuneration Committee resigns prior to the year-end date, the date of resignation shall be indicated in the Remarks column, and the actual attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held and the actual number of meetings attended by the member during his/her service period.
- (2) If the Remuneration Committee has been reelected before the year-end date, both the new and old members of the Remuneration Committee shall be listed, with the old, new, or re-elected members and the date of reelection indicated in the Remarks column. The actual attendance rate (%) is calculated based on the number of Remuneration Committee meetings held and the actual number of meetings attended by the member during his/her term of office.

iv. **Remuneration Committee Meeting Information**

The Company's Remuneration Committee met, reviewed and evaluated the Company's remuneration information for the most recent year as follows.

Remuneration Committee	Content of Proposals and Follow-up Actions	Resolution Results	Company's Response to the Remuneration Committee's Opinions
2024/01/24	1. Proposal for the 2023 year-end bonus distribution to the Company's managers.	Approved unanimously by all members of the Remuneration Committee.	Submitted to the Board of Directors and approved unanimously by all directors present.
2024/03/27	1. Proposal for the 2023 Employee Compensation and Director Remuneration of the Company. 2. Proposal for adjustment of meal allowance for the Company's managers.	Approved unanimously by all members of the Remuneration Committee.	Submitted to the Board of Directors and approved unanimously by all directors present.
2024/08/14	1. Proposal to amend the "Regulations Governing Remuneration for Directors and Functional Committees." 2. Proposal for the distribution of Directors' remuneration for 2023.	Approved unanimously by all members of the Remuneration Committee.	Submitted to the Board of Directors and approved unanimously by all directors present.
2024/11/12	1. Proposal for the Distribution of Remuneration to Group Director Representatives for the Year 2023. 2. Proposal for 2023 employee and managerial compensation, 2024 year-end bonus payment, and annual salary adjustment.	Approved unanimously by all members of the Remuneration Committee.	Submitted to the Board of Directors and approved unanimously by all directors present.
2025/03/24	1. Proposal for the 2024 compensation for employees and Directors. 2. Review of the Company's compensation policies and practices, and periodic evaluation and determination of Directors' and Managers' remuneration.	Approved unanimously by all members of the Remuneration Committee.	Submitted to the Board of Directors and approved unanimously by all directors present.

e. Implementation Status of the Promotion of Sustainable Development and Reasons for Differences from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
A. Has the Company established a governance structure for promoting sustainable development and designated a dedicated (or concurrent) unit to oversee related matters, with authorization delegated by the Board of Directors to senior management for execution and with supervision by the Board of Directors?	V		To enhance the management of ESG-related practices, the Company established a part-time “Sustainable Development Team” in April 2024. The team is led by the General Manager and composed of the highest-level executives from each department across the Group (including subsidiaries). It is responsible for promoting the Company’s sustainability initiatives across the three major dimensions: Governance (G), Environmental (E), and Social (S). The Sustainable Development Team is required to report to the Board of Directors at least once a year on the implementation results and future work plans. The Board assesses the feasibility and progress of the initiatives and, when necessary, instructs the management team to make appropriate adjustments.	No difference
B. Does the Company conduct risk assessments of environmental, social, and corporate governance (ESG) issues related to its operations based on the principle of materiality, and formulate corresponding	V		To mitigate potential risks, the Company has formulated relevant management policies based on its business philosophy and the principle of materiality. These policies	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
risk management policies or strategies?			<p>encompass the Company's commitment to corporate social responsibility, protection of stakeholder interests, and a focus on environmental, social, and governance (ESG) issues. The Company identifies, evaluates, manages, and monitors potential risks, and conducts regular reviews and follow-ups.</p> <p>The Company's Sustainable Development Team conducts materiality-based ESG risk analysis and implements corresponding risk management policies and specific action plans to minimize the potential impacts. The key actions are outlined as follows:</p> <p>(a) Environmental Issues: The Company conducts a greenhouse gas (GHG) inventory in accordance with ISO 14064-1 to assess its GHG emissions and the environmental impact of its operations. Based on the inventory results, the Company continues to plan and implement carbon reduction measures to effectively reduce indirect GHG emissions. The Company also collects and evaluates sufficient and</p>	



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			<p>timely information regarding the environmental impact of its business activities to support informed and sustainable decision-making.</p> <p>(b) Social Issues: The Company upholds a non-discriminatory employment policy and hires employees without regard to gender, religion, age, experience, background, or race. A diversified and competency-based approach is adopted to ensure fair and equitable employment opportunities based on individual expertise and skillsets.</p> <p>(c) Governance Issues: The Company ensures full compliance with applicable laws and regulations by establishing sound governance structures and implementing effective internal control mechanisms. Continuing education programs for Board members are arranged annually to keep them informed of the latest regulations, institutional changes, and policies. Moreover, the Company maintains multiple communication channels,</p>	



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			including an investor relations mailbox managed by a designated spokesperson, to promote transparent dialogue and reduce potential conflicts or misunderstandings.	
<p>C. Environmental Issues</p> <p>(a) Has the Company established a comprehensive environmental management system aligned with its industry characteristics to effectively monitor, control, and mitigate environmental impacts arising from its operations?</p>	V		<p>(a) The Company has obtained ISO 14001 certification for its Environmental Management System, with the latest certificate valid from February 28, 2024, to February 27, 2027. In line with its environmental management policy—centered on preventing global warming, conserving natural resources, and mitigating the risks of hazardous substances—the Company is committed to sustainable environmental operations. It has established short- and medium-term performance indicators for environmental management, including the control of CO₂ emissions, reduction of waste, and implementation of green procurement practices. The effectiveness of these measures is continuously reviewed to drive ongoing improvement.</p>	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(b) Is the Company dedicated to improving energy efficiency and promoting the use of renewable or recycled materials that minimize environmental impact across its production and operational processes?	V		(b) The Company has implemented a Greenhouse Gas Management Plan, with the Safety and Health Management Unit designated as the responsible department for its promotion. New sintering furnaces have been procured to replace older equipment, which not only enhances production efficiency but also reduces gas emissions and improves energy savings. In support of environmental protection and sustainable development, the Company actively promotes digital workflows to reduce paper usage, while enhancing awareness and enforcement of resource classification and recycling practices to mitigate environmental impact. Efforts to improve resource utilization include encouraging employees to bring reusable cups, lunch boxes, and eco-friendly utensils to reduce the use of disposable containers; reusing envelopes and kraft paper bags for internal document circulation; and	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(c) Has the Company evaluated both current and future potential risks and opportunities arising from climate change, and formulated appropriate mitigation and adaptation strategies to address these challenges?	V		<p>returning used toner cartridges to the original manufacturer for recycling, with a preference for environmentally friendly toner.</p> <p>(c) The Company places significant emphasis on climate change-related issues. In daily office operations, resource reuse is encouraged. For example, the Company has adopted the government's electronic document exchange platform to streamline the receipt and dispatch of official documents, thereby reducing paper use, transmission time, and postal expenses. Double-sided printing is promoted, and recycling stations are set up near photocopiers to facilitate paper reuse, greatly reducing paper consumption. Additionally, the office implements a summer air-conditioning temperature setting of 26°C, utilizes energy-efficient LED T8 lighting, and enforces light-off policies during lunch breaks and after office hours to reduce electricity consumption and help</p>	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons												
	Yes	No	Description													
(d) Has the Company compiled and disclosed quantitative data over the past two years on its greenhouse gas (GHG) emissions, water usage, and total waste generated, and developed corresponding reduction and management policies aimed at environmental sustainability?	V		mitigate global warming.	No difference												
			(d) The Company is committed to policies promoting energy conservation, carbon reduction, water efficiency, and waste minimization. Measures include the installation of energy-efficient lighting fixtures in office areas and the use of dual-flush toilet fittings to conserve water based on usage needs. Waste recycling and classification management is also practiced.													
			<table><tr><th>Year</th><th>Total Carbon Emissions (tons CO₂e)</th><th>Total Water Consumption (kL)</th><th>Non-Hazardous Waste (metric tons)</th></tr><tr><td>2023</td><td>12.7076</td><td>273.9984</td><td>1.8655</td></tr><tr><td>2024</td><td>20.7757</td><td>241.7444</td><td>2.0656</td></tr></table>		Year	Total Carbon Emissions (tons CO ₂ e)	Total Water Consumption (kL)	Non-Hazardous Waste (metric tons)	2023	12.7076	273.9984	1.8655	2024	20.7757	241.7444	2.0656
			Year		Total Carbon Emissions (tons CO ₂ e)	Total Water Consumption (kL)	Non-Hazardous Waste (metric tons)									
			2023		12.7076	273.9984	1.8655									
2024	20.7757	241.7444	2.0656													
Note: The information covers the headquarters excluding consolidated subsidiaries.																
The Company remains dedicated to continuously promoting energy-saving initiatives and greenhouse gas emission reduction as key components of its long-term sustainability strategy.																



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
D. Social Issues				
(a) Has the Company formulated and implemented management policies and procedures that comply with applicable laws and align with internationally recognized human rights conventions, such as the UN Universal Declaration of Human Rights and ILO core labor standards?	V		(a) The Company has established a Human Rights Policy and is committed to protecting the fundamental rights of employees. It recognizes and supports international human rights standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. The Company fulfills its responsibility to respect and safeguard human rights through practical actions, ensuring compliance with applicable labor and gender equality regulations in its operating locations and strictly prohibiting any infringement or violation of human rights.	No difference
(b) Has the Company developed and enforced reasonable employee benefits policies—including compensation, leave entitlements, and welfare programs—and ensured alignment of employee remuneration with the Company's operational performance and results?	V		(b) The Company has established an Employee Welfare Committee that provides various benefits, including festival gifts, birthday celebrations, travel subsidies, and marriage and maternity allowances. Working hours	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(c) Does the Company provide a safe, hygienic, and compliant working environment, and regularly conduct occupational health and safety training to	V		<p>and leave policies are formulated in accordance with the Labor Standards Act. The employee compensation policy is based on individual capability, contribution to the Company, performance, market competitiveness, and anticipated operational risks. According to Article 20 of the Company's Articles of Incorporation, if the Company generates annual profit, a portion shall be allocated as remuneration to Directors and employees. Directors' remuneration shall not exceed 1.5% of profits, while employee remuneration shall not be less than 8% nor exceed 12%. Such remuneration, in the form of cash or shares, may be granted to eligible employees of the Company as well as qualifying employees of controlled or affiliated companies, subject to rules formulated by the Board of Directors.</p> <p>(c) In recognition of the importance of a safe working environment and employee safety, the Company has implemented a</p>	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
ensure the well-being of its employees?			comprehensive ISO 14001 management system, with the latest certification valid from February 28, 2024 to February 27, 2027. To prevent occupational accidents, provide a friendly work environment, and protect employees, the Company conducts annual fire safety inspections and bi-monthly environmental sanitization. In 2024, there were no occupational or fire incidents reported. For enhanced security, 24-hour access control systems are in place and a contract has been signed with a security company. The Company also provides group insurance for employees and regularly organizes health checkups, wellness seminars, and other activities to support employees' physical and mental well-being and to foster a high-quality work environment.	
(d) Has the Company implemented structured and continuous career development programs to enhance employees' professional skills and support long-term talent development within the organization?	V		(d) Based on job function requirements, the Company arranges specialized training and education for employees on an ongoing basis. Comprehensive and diversified resources are provided to	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(e) Does the Company adhere to relevant laws and international standards concerning customer health and safety, data privacy, product labeling, and responsible marketing practices, and has it established formal policies and grievance mechanisms to safeguard consumer rights and interests?	V		<p>help employees continuously improve and expand their professional knowledge. Establishing a robust and diversified career development framework remains a key area of focus for the Company.</p> <p>(e) To safeguard customer health and safety, all Company products and services are handled in accordance with applicable regulations. When conducting business, employees are required to comply with laws related to intellectual property. The Company adheres to relevant regulations and international standards to guide business practices and has established policies and complaint procedures to protect consumer rights, thereby ensuring ethical and responsible operations.</p>	No difference
(f) Has the Company established a supplier management policy that requires suppliers to comply with relevant standards related to environmental protection, occupational health and safety, and labor and human rights? What are the implementation measures and	V		(f) The Company has incorporated sustainable development concepts and performance indicators—covering social responsibility, environmental responsibility, and occupational health	No difference



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
results?			and safety—into its supplier management system to establish a high-quality and sustainable supply chain.	
E. Does the Company prepare sustainability reports or equivalent non-financial disclosures in accordance with internationally recognized standards or frameworks (such as GRI Standards, SASB, or TCFD)? Have such reports obtained assurance or verification from an independent third-party institution?		V	The Company's Sustainability Report is prepared in accordance with the GRI Standards 2021 issued by the Global Reporting Initiative (GRI), but it has not been subject to third-party assurance or verification.	The report has not yet been assured or verified by an independent third-party organization.
F. Differences Between the Company's Practices and the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"	<p>The Company has established its own Corporate Social Responsibility (CSR) Guidelines. Considering its current operational conditions and relevant legal requirements, the Company is implementing its CSR initiatives through a gradual and phased approach. Key measures include enhancing corporate ethics training and awareness campaigns to promote sustainable development and fulfill its social responsibility commitments.</p> <p>(a) The Company places strong emphasis on occupational safety, environmental protection, and workplace health. In addition to obtaining ISO 14001 certification, the Company regularly monitors air quality, noise levels, and energy usage within its facilities. Should any monitored indicators exceed prescribed standards, the Company promptly implements corrective actions to ensure compliance and risk mitigation.</p> <p>(b) The Company actively fosters job creation and has established an Employee Welfare Committee. It has also implemented a retirement pension system, offers various employee training programs, provides group insurance coverage, and arranges periodic health checkups. These practices reflect the Company's commitment to maintaining harmonious labor relations and enhancing employee well-being.</p>			
G. Other Material Information Relevant to the Implementation of Sustainable Development:	<p>(a) Human rights: The Company safeguards employee rights in accordance with the Labor Standards Act.</p> <p>(b) Social Responsibility: The Company regularly makes charitable donations, participates in philanthropic activities, and supports neighboring communities as needed to foster harmonious relations and local development. In line with the government's Green Finance Action Plans 2.0 and 3.0, the Company has partnered with Cathay United Bank to implement a "Green Time Deposit Project." The deposited funds are allocated to renewable energy development projects, including solar power plant financing, wind power, and fishery-electricity symbiosis initiatives.</p>			



Sustainability Initiatives	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
reflecting the Company’s active efforts in fulfilling corporate responsibility and advancing sustainable development.				
(c) On April 3, 2024, Hualien was struck by a magnitude 7.2 earthquake-the most powerful in Taiwan since the 1999 921 earthquake-causing severe damage in the eastern regions of Hualien and Taitung. In alignment with its commitment to corporate social responsibility, the Company supported the “Maxchip 2024 Love Project” to help rebuild homes of hope in the affected areas. Assistance was provided to vulnerable groups, particularly the Anisefer Children’s Home in Taitung, the Taitung Autism Association, and the Blessed Star Workshop of the Hualien Autism Association. These institutions provide safe and stable environments for children from dysfunctional families and individuals with autism. Through daytime training, life skills education, and social integration programs, they improve the quality of life for beneficiaries and offer relief to caregivers. The Company hopes its donations will bring warmth and support to those in need, helping to rebuild lives and strengthen social resilience through compassionate action.				
(d) Environmental initiatives: To promote sustainable resource use and environmental awareness, the Company has installed categorized waste bins to support recycling, waste reduction, and the extension of product life cycles. The Company encourages water and electricity conservation, including lights-off policies during lunch hours, as part of its commitment to reducing its carbon footprint and mitigating greenhouse gas emissions. Embracing the belief that “we only have one Earth” and that humanity and the environment are inseparable, the Company actively fulfills its environmental responsibilities as a corporate citizen in Taiwan, seeking to protect the planet through practical and meaningful actions.				
(e) The Company has joined the “Electronic Notification Platform for Stock Affairs” operated by the Taiwan Depository & Clearing Corporation, in support of the government’s 2050 Net-Zero Emissions Policy. This initiative reflects the Company’s commitment to digital transformation and global decarbonization efforts.				

Note: For information on the implementation of sustainability initiatives by the subsidiaries ABICO NetCom and IKKA-KY, as well as the differences and underlying reasons in their application of the Code of Practice for Sustainable Development, please refer to the respective annual reports of each company.

f. Climate-Related Issues for TWSE/TPEX Listed Companies

Initiative	Implementation Status
<p>A. Implementation of Climate-Related Information.</p> <p>(a) Describe the Board of Directors' and management's roles in overseeing and governing climate-related risks and opportunities.</p>	<p>To strengthen the management of ESG and the implementation of the Sustainable Development Best Practice Principles, the Company established a "Sustainable Development Task Force" in April 2024. Convened by the President and composed of the heads of each department and subsidiaries, the Task Force serves as a part-time unit responsible for promoting sustainable development. It drives ESG initiatives across Governance (G), Environmental (E), and Social (S) aspects.</p> <p>Within the Task Force, the "Sustainable Environment" sub-group is responsible for discussing climate change-related issues, including energy-saving and carbon reduction policies. At least once a year, the Task Force reports its progress on sustainability—including climate-related initiatives and planning—to the Board of Directors. The Board evaluates the feasibility of these initiatives, monitors their progress, and instructs the management team to make adjustments as necessary</p>
<p>(b) Describe how identified climate-related risks and opportunities impact the Company's business operations, strategies, and financial performance in the short, medium, and long term.</p>	<p>The Company identifies and collects climate-related risks and opportunities, assesses their potential impact on business operations, and develops corresponding strategies to manage risks and seize business opportunities arising from climate change.</p> <p>In the short term, the Company is exposed to climate risks stemming primarily from current policies and regulations, as well as extreme weather events or natural disasters. These may result in reduced production capacity, higher operating and administrative costs, and insufficient power supply, all of which could affect operational resilience.</p> <p>In the medium term, the Company must consider green product design and innovative technologies to enhance product performance and reduce emissions. These initiatives may require substantial time and capital investment, potentially exerting pressure on the Company's financial position.</p> <p>In the long term, as investors and financial institutions place increasing emphasis on ESG performance, a company's climate response becomes a critical factor influencing capital access and funding costs. Inadequate climate action may lead to reduced investor confidence and hinder financing. Therefore, the Company aims to formulate long-term sustainable development strategies to improve its ESG performance and ensure operational stability and sustainable growth.</p>



Initiative	Implementation Status
(c) Describe the financial impacts of extreme weather events and transition-related actions on the Company.	Extreme weather events such as power outages, typhoons, and earthquakes could severely impact the Company's financial position. Disruptions in production and supply chains may result in increased repair costs, inventory shortages, and insurance claims. Delayed order fulfillment may damage revenues and reputation, affecting cash flow and capital structure. On the other hand, transition actions—such as investing in low-carbon solutions and efficiency upgrades—may increase capital expenditure but can drive long-term value creation and sustainability.
(d) Describe how climate risk identification, assessment, and management processes are integrated into the Company's overall risk management framework.	Climate-related risks have been incorporated into the Company's ESG governance discussions. Through a structured process—including risk identification, assessment, strategic integration, supervision, and communication—climate change considerations are gradually embedded into the Company's overall risk management and corporate sustainability policies.
(e) If scenario analysis is used to assess the Company's resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial implications involved.	The Company has not yet adopted scenario analysis for climate risk assessment; development is currently underway.
(f) If a transition plan has been developed to manage climate-related risks, disclose its content, along with the key performance indicators (KPIs) and targets used to identify and manage physical and transition risks.	The Company's transition plan for managing climate-related risks is under development.
(g) If internal carbon pricing is applied as a strategic planning tool, explain the basis for setting the carbon price.	The Company has not yet implemented internal carbon pricing.
(h) If climate-related targets are established, disclose the covered activities, scope of greenhouse gas	The Company is currently conducting greenhouse gas inventory and verification to support the formulation of future climate-related targets.



ABICO

Initiative	Implementation Status															
(GHG) emissions, target timeline, and annual progress. If carbon offsets or renewable energy certificates (RECs) are used to meet such targets, state the source and quantity of offsets or RECs used.																
(i) GHG inventory results and assurance status, including reduction targets, strategies, and specific action plans (to be disclosed in Sections 1-1 and 1-2 as applicable).	<p>As the parent company of an OTC-listed entity with paid-in capital under NT\$5 billion, the Company is required to disclose GHG inventory data starting from 2026 and assurance information from 2028.</p> <p>The Company has proactively completed GHG inventory for its Taipei headquarters ahead of schedule (as described below), while the formulation of reduction targets, strategies, and concrete action plans is still under discussion.</p>															
B. GHG inventory and assurance status in the most recent two years. (a) Disclose the Company's GHG emissions (in metric tons of CO ₂ e), emission intensity (in metric tons of CO ₂ e per NT\$1 million of revenue), and the scope of data coverage for the most recent two fiscal years.	<p>Our most recent two-year greenhouse gas inventory data are as follows.</p> <table><tr><th>Greenhouse Gas Category</th><th>2023</th><th>2024</th></tr><tr><td>Scope I</td><td>1.9855</td><td>13.6626</td></tr><tr><td>Scope II</td><td>10.7221</td><td>7.1131</td></tr><tr><td>Total CO₂^e emissions</td><td>12.7076</td><td>20.7757</td></tr><tr><td>Greenhouse Gas Emission Intensity (metric tons CO₂^e / per NT\$ million)</td><td>-</td><td>-</td></tr></table> <p>Note: The scope of data covers the Company's headquarters and excludes consolidated subsidiaries.</p>	Greenhouse Gas Category	2023	2024	Scope I	1.9855	13.6626	Scope II	10.7221	7.1131	Total CO ₂ ^e emissions	12.7076	20.7757	Greenhouse Gas Emission Intensity (metric tons CO ₂ ^e / per NT\$ million)	-	-
Greenhouse Gas Category	2023	2024														
Scope I	1.9855	13.6626														
Scope II	10.7221	7.1131														
Total CO ₂ ^e emissions	12.7076	20.7757														
Greenhouse Gas Emission Intensity (metric tons CO ₂ ^e / per NT\$ million)	-	-														



Initiative	Implementation Status
<p>(b) Greenhouse Gas Assurance Information</p> <p>Provide assurance information for the most recent two years, including the scope of assurance, assurance provider, applied standards, and the assurance conclusion, as of the date of publication of this annual report.</p>	<p>The Company is the parent entity of an OTC-listed company with a paid-in capital of less than NT\$5 billion. In accordance with regulatory requirements, the Company shall disclose greenhouse gas inventory information starting from 2026, and assurance information starting from 2028.</p>
<p>C. GHG Emission Reduction Targets, Strategies, and Action Plans</p> <p>(a) Disclose the Company's GHG emission reduction base year and related data, reduction targets, implementation strategies, and action plans. Include progress made toward achieving the stated reduction targets.</p>	<p>The Company is the parent entity of an OTC-listed company with a paid-in capital of less than NT\$5 billion. Pursuant to applicable regulations, the Company is required to disclose greenhouse gas inventory data starting from 2026, and assurance information starting from 2028. The formulation of greenhouse gas (GHG) reduction targets, strategies, and concrete action plans is currently under discussion.</p>



g. Implementation Status of the Code of Ethical Corporate Management and Differences from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," with Explanations

Evaluation Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Description	
A. Establishment of Policies and Programs on Integrity Management				
(a) Has the Company formulated an integrity management policy approved by the Board of Directors and clearly disclosed its policies and practices regarding business integrity in internal regulations and external documents? Has the Board and senior management committed to actively implementing such policies?	V		(a) The Company has established the "Code of Ethical Corporate Management," which was approved by the Board of Directors and disclosed on the Company's official website and the Market Observation Post System (MOPS). Both the Board and senior management are committed to supervising and ensuring its effective implementation.	No difference
(b) Has the Company established a risk assessment mechanism for dishonest conduct, regularly analyzed and evaluated business activities with high risk of unethical behavior, and formulated preventive programs accordingly? Do such programs cover at least the types of conduct listed in Article 7, Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	V		(b) To prevent dishonest conduct, the Company has adopted the "Regulations for Handling Reports of Illegal, Unethical, or Dishonest Conduct," which outlines a clear and effective system, explicitly prohibits the acceptance of improper benefits, and reinforces the Company's commitment to ethical operations. The Company avoids engaging in business activities identified as high-risk for unethical behavior and implements corresponding preventive measures.	No difference
(c) Does the Company's prevention program specify operational procedures, codes of conduct, disciplinary measures for violations, and a complaint mechanism?	V		(c) The Company adheres to the "Code of Ethical Corporate Management" and provides regular awareness and guidance to directors,	No difference



Evaluation Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Description	
Are these measures effectively implemented and periodically reviewed and updated?			managers, and employees. In addition, the aforementioned whistleblowing policy has been implemented and enforced.	
B. Implementation of Integrity Practices				
(a) Does the Company assess the integrity records of transaction counterparties and include integrity-related clauses in contracts with them?	V		(a) The Company's Business Department conducts background reviews and evaluations of customers. When necessary, legal counsel reviews contract terms to avoid transactions with counterparties that have a record of unethical behavior.	No difference
(b) Has the Company established a dedicated unit under the Board of Directors to promote integrity management and report at least annually to the Board on its policies, preventive programs, and implementation status?	V		(b) The Finance Department is responsible for drafting the "Code of Ethical Corporate Management" to ensure the implementation of corporate integrity policies and programs. The Audit Office is tasked with supervisory responsibilities and reports to the Board of Directors on a regular basis.	No difference
(c) Has the Company established a conflict of interest policy, provided appropriate reporting channels, and effectively implemented the policy?	V		(c) Directors who have a conflict of interest, whether personally or on behalf of others, that may compromise the Company's interest, shall recuse themselves from discussions and voting but may express opinions and answer questions.	No difference



Evaluation Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Description	
(d) Has the Company established effective accounting and internal control systems to ensure the implementation of integrity management practices? Does the internal audit unit, based on the results of risk assessments related to unethical or dishonest conduct, formulate corresponding audit plans and carry out audits to verify compliance with the Company's anti-corruption and integrity programs? Alternatively, has the Company appointed external certified public accountants to perform such verification procedures to ensure the robustness of internal controls and the effectiveness of the prevention measures?	V		(d) The Company has established accounting and internal control systems, which are subject to periodic audits by internal audit personnel to ensure ongoing compliance and effectiveness.	No difference
(e) Does the Company conduct internal and external training on integrity management on a regular basis?	V		(e) Upon onboarding, the Company promotes the principles of integrity and relevant operational guidelines to all employees, integrating ethical practices into daily work. Financial and audit officers also attend external training programs annually and select courses relevant to their functions to enhance implementation effectiveness.	No difference
C. Operation of the Company's Whistleblower Mechanism				
(a) Has the Company established specific whistleblower and reward mechanisms, set up accessible reporting channels, and assigned responsible personnel to handle whistleblower reports?	V		(a) The Company has adopted the "Regulations for Handling Reports of Illegal, Unethical or Dishonest Conduct," and established reporting channels. The spokesperson (or deputy spokesperson), Chief Financial Officer, Head	No difference



Evaluation Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Description	
(b) Has the Company adopted standard operating procedures for investigating reports, follow-up measures upon completion of investigations, and confidentiality safeguards?	V		of Audit, and Human Resources personnel are assigned to handle reports according to the subject of the complaint. (b) The Company has established the “Regulations for Handling Reports of Illegal, Unethical, or Dishonest Conduct,” which explicitly stipulate the procedures for receiving and processing reports. The policy also incorporates robust confidentiality mechanisms to ensure the protection of whistleblower identities and reporting content throughout the investigation process.	No difference
(c) Has the Company implemented measures to protect whistleblowers from retaliation or improper treatment resulting from their reports?	V		(c) The Company’s designated units strictly maintain confidentiality of whistleblower identities and reporting content and take necessary measures to protect whistleblowers from retaliation or improper treatment.	No difference
D. Enhancing Information Disclosure Does the Company disclose its Code of Ethical Corporate Management and related implementation outcomes on its official website and the Market Observation Post System (MOPS)?	V		Relevant information has been publicly disclosed on the Company’s official website and the Market Observation Post System (MOPS).	No difference
E. If the Company has established its own Code of Ethical Corporate Management in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any differences between its implementation and the said Principles: There is no material difference.				



Evaluation Items	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and Reasons Thereof
	Yes	No	Description	
F. Other Important Information Relevant to the Company’s Integrity Management Practices(e.g., the Company’ s review and amendment of its Code of Ethical Corporate Management)				
(a) The Company adheres to relevant laws, regulations, and internal control systems, strictly prohibiting dishonest or unlawful conduct. Legal counsel is retained to provide timely legal advice and ensure compliance.				
(b) The Company's “Rules of Procedure for Board Meetings” include a director conflict-of-interest avoidance mechanism. Any director who has a personal interest or represents a legal entity with an interest in a matter under discussion must disclose the material aspects of such interest at the Board meeting. If the interest poses a potential risk of harming the Company’s interest, the director shall refrain from participating in the discussion or voting on the matter and may not act as a proxy for other directors during the voting process.				

Note: For details regarding the implementation of business integrity practices by the subsidiaries ABICO NetCom and IKKA-KY, as well as the differences from the Company's Code of Ethical Corporate Management and the reasons for such differences, please refer to their respective annual reports.

h. Other important information that may enhance understanding of the Company's corporate governance practices:

i. Status of Directors and Independent Directors in attending corporate governance-related training during the year:

Please also refer to the information disclosed on the Market Observation Post System (MOPS) via the following path:

MOPS > Single Company > Corporate Governance > Directors/Independent Directors/Supervisors > Board Meeting Attendance, Training Records, and Current Experience/Concurrent Positions of Independent Directors

Title	Name	Date of Training		Organizer	Course Name	Hours	Total hours of the year
		Start	End				
Representative of Corporate Director	Tong, Chun-Jen	2024/08/30	2024/08/30	Taiwan Investor Relations Institute (TIRI)	International Corporate Sustainability Trends – ESG Performance Management and Corporate Value Strategy	3	12.0
		2024/07/10	2024/ 07/10	Taiwan Investor Relations Institute (TIRI)	Corporate Risk Management under ESG	3	
		2024/06/27	2024/06/27	Taiwan Investor Relations Institute (TIRI)	Greenhouse Gas Carbon Management / Carbon Tariffs and Carbon Credits	3	
		2024/06/21	2024/06/21	Securities and Futures Institute (SFI)	Practical Codes and Case Studies on Integrity Management, Corporate Governance, and Sustainable Development	3	
Representative of Corporate Director	Tong, Chun-Yi	2024/09/25	2024/09/25	Taiwan Investor Relations Institute (TIRI)	Strategies for Human Capital Development and Social Inclusion	3	15.0
		2024/08/30	2024/08/30	Taiwan Investor Relations Institute (TIRI)	International Corporate Sustainability Trends – ESG Performance Management and Corporate Value Strategy	3	
		2024/07/10	2024/07/10	Taiwan Investor Relations Institute (TIRI)	Corporate Risk Management under ESG	3	
		2024/06/27	2024/06/27	Taiwan Investor Relations Institute (TIRI)	Greenhouse Gas Carbon Management / Carbon Tariffs and Carbon Credits	3	
		2024/05/21	2024/05/21	Securities and Futures Institute (SFI)	Corporate Governance and Securities Regulations	3	
Representative of Corporate Director	Hu, Shiang-Chi	2024/08/06	2024/08/06	Chinese Corporate Governance Association	Corporate Governance and Securities Regulations	3	9.0
		2024/ 07/22	2024/ 07/22	Taiwan Investor Relations Institute (TIRI)	Functions and Outlook of the Carbon Exchange & Board Oversight of Corporate Risk Management	3	
		2024/ 07/10	2024/07/10	Taiwan Investor Relations Institute (TIRI)	Corporate Risk Management under ESG	3	
Representative of Corporate Director	Tong, Ching-Hsi	2024/11/29	2024/11/29	Taiwan Investor Relations Institute (TIRI)	Blind Spots and Countermeasures in Information Security Governance	3	6.0
		2024/10/07	2024/10/07	ROC Association for the Advancement of Industry and Commerce (ROC-AIC)	2024 Taishin Net-Zero Summit Forum	3	
Representative of Corporate Director	Huang, Li-An	2024/11/01	2024/11/01	Chinese Corporate Governance Association	ESG Trends and Practical Insights	3	6.0
		2024/ 10/18	2024/ 10/18	Chinese Corporate Governance Association	Forensic Accounting and Fraud Prevention	3	



Title	Name	Date of Training		Organizer	Course Name	Hours	Total hours of the year
		Start	End				
Representative of Corporate Director	Yang, Chao-Yu	2024/03/22	2024/03/22	Securities and Futures Institute (SFI)	How Directors and Supervisors Oversee the Establishment of a Sound Risk Management System	3	9.0
		2024/03/22	2024/03/22	Securities and Futures Institute (SFI)	Holistic Financial Planning – A Method Everyone Can Practice	3	
		2024/03/21	2024/03/21	Securities and Futures Institute (SFI)	Enhancing the Profit-Generating Functions of Board Functional Committees	3	
Independent Director	Wang, Jieh-Chen	2024/11/29	2024/11/29	Securities and Futures Institute (SFI)	Blind Spots and Countermeasures in Information Security Governance	3	6.0
		2024/10/07	2024/10/07	ROC Association for the Advancement of Industry and Commerce (ROC-AIC)	2024 Taishin Net-Zero Summit Forum	3	
Independent Director	Kao, Feng-Ming	2024/12/25	2024/12/25	Accounting Research and Development Foundation (ARDF)	Legal Liability and Internal Control Practices for Employee Fraud	6	12.0
		2024/11/20	2024/11/20	Accounting Research and Development Foundation (ARDF)	Practical Tax and Financial Planning for International Diversified Operations	3	
		2024/10/07	2024/10/07	ROC Association for the Advancement of Industry and Commerce (ROC-AIC)	2024 Taishin Net-Zero Summit Forum	3	
Independent Director	Ou, Xiu-Ci	2024/11/26	2024/ 11/26	Chinese Corporate Governance Association	Liability for Dishonest Conduct and Analysis of Securities Law Violations	3	12.0
		2024/11/01	2024/11/01	Taiwan Academy of Banking and Finance (TABF)	Corporate and Fiduciary Responsibilities under the Securities Exchange Act	3	
		2024/10/24	2024/10/24	Taiwan Project Management Association	Stakeholder Analysis and Integrated Project Management in Corporate Governance	3	
		2024/09/26	2024/09/26	Securities and Futures Institute (SFI)	Legal Criteria for Breach of Trust and Aggravated Breach of Duty by Directors and Supervisors	3	

ii. The Company's Manager's further education related to corporate governance:

Title	Name	Date of Training	Organizer	Course Name	Hours
Financial Accounting Assistant Vice Presidents	Lee, Hui-Chu	2024/ 08/29 to 2024/08/30	Shih Chien University	Refresher Course for Issuers, Securities Firms, Stock Exchanges, and Chief Accounting Officers	12
Audit Assistant Vice Presidents	Chin, Pao-Chu	2024/ 08/09	The Institute of Internal Auditors–Chinese Taiwan (IIA Taiwan)	ESG and Internal Control Integration in Corporate Practice: Applications and Case Studies	6
		2024/09/30	The Institute of Internal Auditors–Chinese Taiwan (IIA Taiwan)	New Challenges for Internal Auditors: Sustainability Disclosure, Governance Policies, and Key Audit Focus Areas	6
Chief Corporate Governance Officer Vice Presidents	Chou, Che-Yi	2024/03/12	Chinese Corporate Governance Association	Talent Development for Sustainable Corporate Management	3
		2024/04/30	Taiwan Investor Relations Institute (TIRI)	Analysis of Financial Information for Corporate Decision-Making and Overview of Securities Regulations	3
		2024/07/02	Chinese Corporate Governance Association	Trends and Analysis of International Sustainability Reporting Development	3
		2024/07/02	Chinese Corporate Governance Association	ESG Leadership and the Practice of Moderate Leadership for Sustainable Operations	3
		2024/08/08	Securities and Futures Institute (SFI)	Corporate Governance and Securities Regulations	3
		2024/09/19	National Federation of Certified Public Accountants Associations of the R.O.C. (NFCPAA ROC)	Audit of Financial Assets	3
		2024/11/04	National Federation of Certified Public Accountants Associations of the R.O.C. (NFCPAA ROC)	Money Laundering Typologies in CPA Practice and Case Analysis of Tax Crimes	3
Chief Information Security Officer Vice Presidents		2024/12/01	Taiwan Academy of Banking and Finance (TABF)	Information Security Awareness: Essential Knowledge and Responsibilities (E-Course)	2
		2024/12/01	Taiwan Academy of Banking and Finance (TABF)	Explanation of Information Security Incidents and Preventive Measures (E-Course)	2.5
		2024/12/01	Taiwan Academy of Banking and Finance (TABF)	Introduction to Information Security Control Guidelines for Listed and OTC Companies (E-Course)	1.5

iii. Employee education and training:

Training Category	Number of Sessions	Number of Participants	Total Training Hours	Total Training Expenses
Professional Competency	13	7	57	35,250
Managerial Competency	4	2	24	12,000
Total	17	9	81	47,250

iv. Summary of Certifications Held by Personnel Responsible for Financial Information Transparency:

Certification Name	Number of Personnel
Certified Public Accountant (CPA)	Financial Accounting
	1
Certified Internal Auditor (CIA)	Financial Accounting
	1
Certificate of Basic Internal Control Competency, SFI	Audit
	1
Corporate Sustainability Manager Certificate	Chairman
	1

v. Other Important Information of Subsidiary JABON INTERNATIONAL Relevant to the Understanding of Corporate Governance Operations:

The Company's directors, supervisors, managers, and employees are required to comply with the Code of Conduct. For details, please refer to the "Corporate Governance" section under the "Investor Relations" tab on the Company's website (<http://www.jbon.com.tw>).

vi. The Code of Conduct for Employees, the contents and spirit of which are as follows:

- (1) All personnel shall comply with the Company's internal policies and all regulations related to their respective duties.
- (2) Employees shall uphold the Company's core philosophy of shared honor and responsibility, and shall refrain from any speech or conduct that may harm the Company's reputation.
- (3) Any Company plans, data, or information known to or in the possession of employees shall be kept strictly confidential. Such information shall not be disclosed, published, or made available to third parties, nor used for personal benefit or for the benefit of others.
- (4) Employees shall not solicit or accept improper gifts or hospitality.
- (5) Employees shall not install or use unauthorized software or hardware, and shall not use information technology equipment for non-work-related purposes.
- (6) Employees who violate work rules, misappropriate or withhold Company assets or funds, or engage in other unlawful conduct shall be held fully liable for compensation on a joint and several basis.

vii. The rules of work, which are as follows:

- (1) Recruitment and Appointment
- (2) Compensation and Benefits
- (3) Training and Development
- (4) Services Provided by the Employee Welfare Committee
- (5) Communication Channels
- (6) Employment, Termination, and Resignation
- (7) Salaries and Bonuses
- (8) Working Hours, Breaks, and Leave
- (9) Performance Evaluation, Rewards, and Disciplinary Actions



i. Status of Implementation of the Internal Control System, including the following disclosures:

i. Statement of Internal Control

See the Public Information Observatory: <https://mopsov.twse.com.tw/nas/cont06/c5392113011140328.pdf>
 Index Path (New MOPS):Market Observation Post System (MOPS) > Single Company > Corporate Governance > Corporate Regulations/Internal Control > Internal Control Statement Disclosure

ABICO AVY CO., LTD.

Statement of Internal Control System

Date: March 14, 2025

The Company's internal control system for the fiscal year ended December 31, 2024, is summarized below based on the results of a self-assessment::

- I. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system are the responsibilities of the Board of Directors and management. The Company has duly established such a system. Its purpose is to provide reasonable assurance regarding the achievement of the following objectives: operational effectiveness and efficiency (including profitability, performance, and safeguarding of assets), reliability, timeliness, and transparency of reporting, and compliance with applicable regulations and legal requirements.
- II. Internal control systems have inherent limitations. Regardless of how well-designed such a system is, it can only provide reasonable assurance of the achievement of the aforementioned objectives. Furthermore, the effectiveness of an internal control system may be subject to change due to changes in circumstances or the operating environment. Nevertheless, the Company has implemented a self-monitoring mechanism for its internal control system, and any identified deficiencies are promptly addressed through corrective actions.
- III. The Company has assessed the design and implementation of its internal control system based on the criteria stipulated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (the "Regulations"). According to the Regulations, the internal control system comprises five components derived from the management control process: (1) Control Environment, (2) Risk Assessment, (3) Control Activities, (4) Information and Communication, and (5) Monitoring Activities. Each component consists of several evaluation items as set forth in the Regulations.
- IV. The Company has adopted these components and evaluation items in assessing the effectiveness of its internal control system's design and execution.
- V. Based on the results of the above assessment, the Company concluded that, as of December 31, 2024, the internal control system—including the supervision and management of its subsidiaries—was effectively designed and implemented. It provided reasonable assurance regarding the achievement of operational effectiveness and efficiency, reliable, timely, and transparent reporting, and compliance with applicable laws and regulations.
- VI. This statement shall constitute a key section of the Company's Annual Report and Prospectus and will be disclosed to the public. Any misrepresentation, concealment, or other illegal conduct in the content disclosed herein may subject the Company to liabilities under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This Statement was approved by the Board of Directors on March 14, 2025. Of the eight directors present, none expressed any objection, and all concurred with the contents of this Statement.

ABICO AVY CO., LTD.

Chairman : Tong, Chun-Jen

Signature

President: Hu, Shiang-Chi

Signature

- ii. Where a certified public accountant was engaged to conduct a special audit of the internal control system, the review report shall be disclosed: Not applicable.

j. Significant Resolutions of the Shareholders' Meetings and Board of Directors' Meetings for the Most Recent Year and up to the Date of Publication of the Annual Report:

Shareholders' Meeting / Board of Directors	Dates	Key Discussion Items (Extract)	Status of Resolution Implementation
Shareholders' Meeting	2024/06/21 Cnvene	1. Approve the Company's 2023 Business Report and Financial Statements.	The Company's parent company only financial statements and consolidated financial statements for the year ended December 31, 2023, were audited by Lin Ya-Hui and Feng Min-Chuan, Certified Public Accountants of PricewaterhouseCoopers Taiwan. The audited reports were submitted to the Audit Committee for review. The Audit Committee concluded that there were no material discrepancies and issued a review report accordingly.
		2. Approve the 2023 Business Report.	The Company's 2023 Annual Report was duly prepared, approved by the Board of Directors, and submitted to the Audit Committee for review.
		3. Approve the proposal for the distribution of 2023 earnings.	With respect to the 2023 earnings distribution, the Company distributed NT\$960,381 in cash remuneration to directors and NT\$5,122,032 in cash remuneration to employees. A cash dividend of NT\$0.3 per share was distributed to shareholders, amounting to a total of NT\$50,687,697. The distribution of cash dividends was completed on October 16, 2024.
		4. Approve the amendment to the Company's Articles of Incorporation.	The amended Articles of Incorporation became effective after approval at the Shareholders' Meeting and were registered with the Ministry of Economic Affairs on August 22, 2024.
		5. Elect the 11th term of Directors.	Director: ABICO INTERNATIONAL CO., LTD. Representatives: Tong, Chun-Jen, Tong, Chun-Yi, Hu, Shiang-Chi, Tong, Ching-Hsi, Huang, Li-An Yunchen Investment Co., Ltd. Representative: Yang, Chao-Yu Independent Directors: Wang, Jieh-Chen, Ou, Xiu-Ci and Kao, Feng-Ming.
Board of Directors	2024/06/21	1. To elect the new Chairman and Vice Chairman of the Company. 2. Appointment of members of the Remuneration Committee. 3. The 4th Audit Committee was established.	The resolution was unanimously approved by all directors present and subsequently disclosed via a material information announcement.

Shareholders' Meeting / Board of Directors	Dates	Key Discussion Items (Extract)	Status of Resolution Implementation
Board of Directors	2024/08/14	<ol style="list-style-type: none"> 1. Review and Approval of the Company's Consolidated Financial Statements for the Second Quarter of 2024. 2. Proposal for the distribution of Directors' remuneration for 2023. 3. The Board of Directors authorized the Chairman to determine matters relating to the ex-dividend record date. 4. Amendments to the Company's "Regulations Governing the Prevention of Insider Trading," "Internal Control Procedures," and "Standard Operating Procedures for Handling Requests from Directors.". 	The resolution was unanimously approved by all directors present. A material information announcement was released, and the relevant filing procedures were updated and uploaded to the Market Observation Post System (MOPS).
Board of Directors	2024/11/12	<ol style="list-style-type: none"> 1. Review and Approval of the Company's Consolidated Financial Statements for the Third Quarter of 2024. 2. Proposal for the Distribution of Remuneration to Group Director Representatives for the Year 2023. 3. Proposal to establish the Company's internal control procedures titled "Procedures for the Management of Sustainable Information" and "Internal Control Procedures for the Management of Sustainable Information," to be submitted for discussion. 4. Proposal to adopt and submit for discussion the Company's "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," the "Corporate Social Responsibility Best Practice Principles," and partial amendments to the "Internal Control Procedures." 5. Proposal to adopt the Company's 2025 Annual Audit Plan. 	The resolution was unanimously approved by all directors present. A material information announcement was released, and the relevant filing procedures were updated and uploaded to the Market Observation Post System (MOPS).
Board of Directors	2025/03/14	<ol style="list-style-type: none"> 1. Approval of the 2025 Annual Business Plan. 2. The Company's 2024 Statement on Internal Control System. 3. Review of the Company's Self-assessed Financial Results for 2024. 4. Proposal to amend the Company's Articles of Incorporation. 5. Proposal to define the scope of the Company's junior employees and to establish related "Internal Control Procedures". 	The resolution was unanimously approved by all directors present and subsequently disclosed via a material information announcement.

Shareholders' Meeting / Board of Directors	Dates	Key Discussion Items (Extract)	Status of Resolution Implementation
Board of Directors	2025/03/24	1. Review and Approval of the Company's 2024 Financial Statements and Related Schedules 2. Proposal regarding the Company's 2024 employee compensation and director remuneration. 3. To determine the date, venue, manner of convening, and agenda for the 2025 Annual General Meeting of Shareholders of the Company. 4. To determine the period and location for accepting shareholder proposals from shareholders holding 1% or more of the total issued shares for the 2025 Annual General Meeting of Shareholders. 5. Proposal for the Company to lease business premises from a related party. 6. Proposal for the distribution of 2024 earnings. 7. Proposal for the Company to issue new shares through capitalization of earnings.	The resolution was unanimously approved by all directors present and subsequently disclosed via a material information announcement.
Board of Directors	2025/05/13	1. Review and Approval of the Company's Consolidated Financial Statements for the First Quarter of 2025	All Directors present agreed to approve and distribute the newsletter.

- k. Dissenting Opinions of Directors or Independent Directors on Important Resolutions Passed by the Board of Directors, Including Records or Written Statements: No Director or Independent Director expressed any dissenting opinions regarding important resolutions passed by the Board of Directors during the most recent fiscal year and up to the date of publication of the Annual Report.

3. Disclosure of Audit Fees Paid to the Certified Public Accountants

Unit: NT\$ thousand

Name of Accounting Firm	Accountant	Audit period	Audit Fees	Non-Audit Fees						Remarks
				System Design	Business Registration	HR Advisory	Tax Certification	Subtotal	Total	
PwC Taiwan	Juanlu, Man-Yu.	2024.01.01	2,950	0	0	0	400	400	3,350	None
	Feng, Min-Chuan	~ 2024.12.31								

- i. Where the non-audit fees paid to the certifying CPAs, their accounting firm, and its affiliates amount to one-fourth or more of the audit fees, the Company shall disclose the amounts of audit and non-audit fees, as well as the nature of the non-audit services provided. Please refer to the remarks above for details.
 - ii. If the audit firm was changed, and the audit fees paid in the year of change decreased from the previous year, the amount, percentage, and reasons for such decrease shall be disclosed: Not applicable.
 - iii. If audit fees decreased by 10% or more compared to the previous year, the Company shall disclose the amount, percentage, and reasons for such decrease: Not applicable.
4. Information on the Change of Auditor: To accommodate internal personnel adjustments at PricewaterhouseCoopers Taiwan, the certifying CPAs for the Company's financial statements have been changed starting from 2024, from Lin Ya-Hui and Feng Min-Chuan to Juanlu Man-Yu and Feng Min-Chuan.
 5. Whether the Chairman, General Manager, Chief Financial Officer, or Accounting Manager was employed by the CPA firm or its affiliates in the most recent year: None.

6. Transfers and Pledge Changes of Shareholdings by Directors, Supervisors, Managers, and Shareholders Holding More Than 10% of the Company's Shares During the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report:
- a. Changes in Shareholdings of Directors, Supervisors, Managers, and Major Shareholders

Title	Name	2024		For the year ended April 22	
		Net Increase (Decrease) in Shareholding	Net Increase (Decrease) in Pledged Shares	Net Increase (Decrease) in Shareholding	Net Increase (Decrease) in Pledged Shares
Corporate Director and Major Shareholders	ABICO INTERNATIONAL CO., LTD.	0	0	0	0
Corporate Director	Yunchen Investment Co., Ltd.	0	0	0	0
Major Shareholders	ABILITY ENTERPRISE CO., LTD.	0	0	0	0
Chairman	Tong, Chun-Jen	0	0	0	0
Vice Chairman	Tong, Chun-Yi	0	0	0	0
Director and President	Hu, Shiang-Chi	0	0	0	0
Director	Tong, Ching-Hsi	0	0	0	0
Director	Huang, Li-An	0	0	0	0
Director	Yang, Chao-Yu	0	0	0	0
Independent Director	Wang, Jieh-Chen	0	0	0	0
Independent Director	Ou, Xiu-Ci	0	0	0	0
Independent Director	Kao, Feng-Ming	0	0	0	0
Investment Department Vice President	Chiang, Chu-Chen	0	0	0	0
Chief Financial Officer Assistant Vice President	Chou, Che-Yi	0	0	0	0
Chief Accounting Officer Assistant Vice President	Lee, Hui-Chu	0	0	0	0
Audit Supervisor Assistant Vice President	Chin, Pao-Chu	0	0	0	0

- b. Information on Transfer of Shares: None.

The above information is also available on the Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/#/web/query6_1

Index Path (New MOPS): Market Observation Post System (MOPS) > Single Company > Changes in Shareholding / Securities Issuance > Share Transfer Information Inquiry > Post-Event Filing of Insider Shareholding Changes

- c. Information on Share Pledges: None.

The above information is also available on the Market Observation Post System (MOPS): https://mopsov.twse.com.tw/mops/web/STAMAK03_1

Index Path (New MOPS): Market Observation Post System (MOPS) > Single Company > Changes in Shareholding / Securities Issuance > Insider Share Pledge / Release > Announcement of Insider Share Pledge / Release



7. Information on Related-Party Relationships Among the Top Ten Shareholders in Accordance with SFAS No. 6 “Related Party Disclosures”:

Relationships Among the Top Ten Shareholders by Shareholding Percentage

Name	Shareholding		Spouse & Minor Children's Shareholding		Shareholding under Others' Names		Names and Relationships of Any of the Top 10 Shareholders Who Are Related Parties, Spouses, or Relatives Within the Second Degree of Kinship to One Another		Remarks
	Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding (%)	Name	Relations	
ABICO INTERNATIONAL CO., LTD. Representative: Tong, Chun-Yi	22,095,328	13.08%	0	0	0	0	TAISHIBA INTERNATIONAL CO., LTD. AVY CO., LTD.	The Chairman of ABICO INTERNATIONAL CO., LTD. is a second-degree relative of the Chairman of TAISHIBA INTERNATIONAL CO., LTD. and the Chairman of AVY CO., LTD.	None
	35,825	0.02%	0	0	0	0			
ABILITY ENTERPRISE CO., LTD. Representative: Tseng, Ming-Jen	17,264,223	10.22%	0	0	0	0	None	None	None
	0	0	0	0	0	0			
Heng Neng Investment Co., Ltd. Representative: Tong, Yi-Nai	7,889,996	4.67%	0	0	0	0	None	None	None
	300,000	0.18%	0	0	0	0			
TAISHIBA INTERNATIONAL CO., LTD. Representative: Tong, Ching-Hsiung	1,689,739	1.00%	0	0	0	0	ABICO INTERNATIONAL CO., LTD. AVY CO., LTD.	The Chairman of TAISHIBA INTERNATIONAL CO., LTD. is a second-degree relative of the Chairman of ABICO INTERNATIONAL CO., LTD. and the Chairman of AVY CO., LTD.	None
	0	0	0	0	0	0			
Chen, Sheng-Cih	1,095,000	0.65%	0	0	0	0	None	None	None
AVY CO., LTD. Representative: Tong, Chun-Jen	983,873	0.58%	0	0	0	0	TAISHIBA INTERNATIONAL CO., LTD. ABICO INTERNATIONAL CO., LTD.	The Chairman of AVY CO., LTD. is a second-degree relative of the Chairman of TAISHIBA INTERNATIONAL CO., LTD. and the Chairman of ABICO INTERNATIONAL CO., LTD.	None
	0	0	0	0	0	0			
Citibank Custody Account – DFA Emerging Markets Core Equity Investment Account	823,396	0.49%	0	0	0	0	None	None	None
Citibank Custody Account – Barclays Capital SBL/PB Investment Account	807,162	0.48%	0	0	0	0	None	None	None
Chen, Yu-Jyuan	667,350	0.39%	0	0	0	0	None	None	None
Yeh, Yung-Hsiung	644,814	0.38%	0	0	0	0	None	None	None



8. The shareholdings of the Company's Directors, Supervisors, Managers, and entities directly or indirectly controlled by the Company in the same reinvested entity shall be aggregated to calculate the total combined shareholding percentage:

Combined Shareholding Percentage

As of December 31, 2024 Unit: Shares; %

Reinvested Entity (Note)	Investment by the Company		Investment by Directors, Supervisors, Managers, and Controlled Entities		Total Combined Investment	
	Number of shares	Shareholding (%)	Number of shares	Shareholding (%)	Number of shares	Shareholding (%)
AVY INDUSTRIAL CO.	59,597,571	100.00	0	0.00	59,597,571	100.00
GOLD MARKET Investment LTD.	2,952,547	68.52	1,356,546	31.48	4,309,093	100.00
AVY HIGH TECH LTD.	6,776,000	100.00	0	0.00	6,776,000	100.00
JABON INTERNATIONAL CO., LTD.	28,479,278	100.00	0	0.00	28,479,278	100.00
EKEEN PRECISION CO., LTD.	14,000,000	93.33	1,000,000	6.67	15,000,000	100.00
VIEWQUEST INVESTMENT CO., LTD.	15,436,000	100.00	0	0	15,436,000	100.00
NENG DING INVESTMENT CO., LTD.	26,500,000	100.00	26,500,000	100.00	26,500,000	100.00
Ability I Venture Capital Corporation	24,735,736	87.30	566,684	2.00	25,302,420	89.30
ABICO NETCOM CO., LTD.	7,199,413	13.88	0	0	7,199,413	13.88
ABICO Asia Capital Corporation	30,900,000	18.45	6,110,044	3.65	37,010,044	22.10
HONLYNN CO., LTD.	3,500,000	13.36	2,500,000	9.54	6,000,000	22.90
ABILITY ENTERPRISE CO., LTD.	32,470,000	11.22	2,100,000	0.73	34,570,000	11.95
G-YEN HUTONG CO., LTD.	1,109,190	6.68	811,223	4.89	1,920,413	11.57
ABICO Plus Entertainment Limited	0	0.00	350,000	35.00	350,000	35.00
JIA WANG CAPITAL CO., LTD.	0	0.00	22,000,000	36.67	22,000,000	36.67
ABILITY INTERNATIONAL CO., LTD.	0	0.00	5,400,000	45.00	5,400,000	45.00
CREATING CLOUD TECHNOLOGY CO., LTD	0	0.00	1,500,000	20.64	1,500,000	20.64

Note: These represent the Company's long-term investments accounted for using the equity method.

III. Capital Raising Activities

1. Capital and Shares

i. Source of share capital

Unit: 1000 shares; NT\$ thousand

Year / Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Capital increased by assets other than cash	Others
1994.12	10	19,820	198,200	19,820	198,200	Incorporation	None	
1995.09	10	60,020	600,200	60,020	600,200	Cash capital increase	None	
1998.04	10	120,020	1,200,200	120,020	1,200,200	Cash capital increase	None	(Note 1)
2000.01	10	170,020	1,700,200	170,020	1,700,200	Cash capital increase	None	(Note 2)
2001.09	-	170,020	1,700,200	96,910	969,100		None	Capital reduction
2002.12	-	170,020	1,700,200	67,837	678,370		None	Capital reduction (Note 3)
2003.01	4	170,020	1,700,200	68,337	683,370	Private placement	None	(Note 6)
2003.07	5	170,020	1,700,200	69,937	699,370	Private placement	None	(Note 7)
2003.12	-	120,000	1,200,000	40,137	401,370		None	Capital reduction (Note 4)
2004.02	6	120,000	1,200,000	41,137	411,370	Private placement	None	(Note 7)
2004.10	-	120,000	1,200,000	25,300	253,000		None	Capital reduction (Note 5)
2004.11	10	120,000	1,200,000	54,300	543,000	Private placement	None	(Note 8)
2007.09	10	120,000	1,200,000	58,596	585,960	Capitalization of earnings	None	(Note 9)
2008.09	10	120,000	1,200,000	63,206	632,058	Capitalization of earnings	None	(Note 10)
2009.09	10	120,000	1,200,000	69,774	697,737	Capitalization of earnings	None	(Note 11)
2009.10	10	120,000	1,200,000	73,609	736,093	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 12)
2010.01	10	120,000	1,200,000	74,139	741,387	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 13)
2011.09	10	120,000	1,200,000	77,846	778,457	Capitalization of earnings	None	(Note 14)
2013.08	10	120,000	1,200,000	78,121	781,214	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 15)
2013.11	10	120,000	1,200,000	78,503	785,033	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 16)



Year / Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Capital increased by assets other than cash	Others
2014.02	10	120,000	1,200,000	81,348	813,483	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 17)
2014.05	10	120,000	1,200,000	83,608	836,082	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 18)
2014.07	10	120,000	1,200,000	83,617	836,171	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 19)
2014.12	10	120,000	1,200,000	91,361	913,610	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 20)
2015.09	10	120,000	1,200,000	99,583	995,834	Capitalization of earnings	None	(Note 21)
2016.11	10	120,000	1,200,000	102,786	1,027,864	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 22)
2017.09	10	120,000	1,200,000	108,560	1,085,597	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 23)
2018.03	10	120,000	1,200,000	113,042	1,130,418	Conversion of convertible bonds Conversion of ordinary shares	None	(Note 24)
2018.08	10	150,000	1,500,000	125,476	1,254,763	Capitalization of earnings	None	(Note 25)
2019.09	10	200,000	2,000,000	159,102	1,591,027	Issuance of new shares through share swap with JABON INTERNATIONAL	None	(Note 26)
	10	200,000	2,000,000	166,631	1,666,313	Issuance of new shares for capitalization of capital surplus	None	
2020.08	10	300,000	3,000,000	169,963	1,699,639	Capitalization of earnings	None	(Note 27)
2023.06	10	300,000	3,000,000	168,958	1,689,589	Treasury Stock Retired	None	(Note 28)

Note 1: Per Letter (1998)-Tai-Cai-Zeng-(I) No. 00134 dated 1998.01.12 from the Securities and Futures Commission, Ministry of Finance.

Note 2: Per Letter (2000)-Tai-Cai-Zeng-(I) No. 75545 dated 2000.10.09 from the Securities and Futures Commission, Ministry of Finance.

Note 3: Per Letter (2002)-Tai-Cai-Zeng-(I) No. 165807 dated 2002.12.31 from the Securities and Futures Commission, Ministry of Finance.

Note 4: Per Letter (2003)-Tai-Cai-Zeng-(I) No. 0920162661 dated 2003.12.31 from the Securities and Futures Commission, Ministry of Finance.

Note 5: Per Letter (2004)-Jin-Guan-Zheng-I No. 0930146474 dated 2004.10.11 from the FSC, Executive Yuan.

Note 6: Retroactive handling of the public issuance procedures as approved per Letter Jin-Guan-Zheng-I No. 0950130388 dated 2006.07.13 from the FSC, Executive Yuan.

- Note 7: Retroactive handling of the public issuance procedures as approved per Letter Jin-Guan-Zheng-I No. 0960032905 dated 2007.06.28 from the FSC, Executive Yuan.
- Note 8: Retroactive handling of the public issuance procedures as approved per Letter Jin-Guan-Zheng-I No. 0960066596 dated 2007.11.27 from the FSC, Executive Yuan.
- Note 9: Per Letter Jin-Guan-Zheng-I No. 0960037463 dated 2007.07.18 from the FSC, Executive Yuan.
- Note 10: Per Letter Jin-Guan-Zheng-I No. 0970031742 dated 2008.06.25 from the FSC, Executive Yuan.
- Note 11: Per Letter Jin-Guan-Zheng-Fa No. 0980032250 dated 2009.06.29 from the FSC, Executive Yuan.
- Note 12: Per Letter Jing-Shou-Shang No. 09801238400 dated 2009.10.19 from the Ministry of Economic Affairs.
- Note 13: Per Letter Jing-Shou-Shang No. 09901009200 dated 2010.01.18 from the Ministry of Economic Affairs.
- Note 14: Per Letter Jing-Shou-Shang No. 10001202340 dated 2011.09.02 from the Ministry of Economic Affairs.
- Note 15: Per Letter Jing-Shou-Shang No. 10201169450 dated 2013.08.19 from the Ministry of Economic Affairs.
- Note 16: Per Letter Jing-Shou-Shang No. 10201237870 dated 2013.11.21 from the Ministry of Economic Affairs.
- Note 17: Per Letter Jing-Shou-Shang No. 10301019540 dated 2014.02.07 from the Ministry of Economic Affairs.
- Note 18: Per Letter Jing-Shou-Shang No. 10301085130 dated 2014.05.12 from the Ministry of Economic Affairs.
- Note 19: Per Letter Jing-Shou-Shang No. 10301146720 dated 2014.07.17 from the Ministry of Economic Affairs.
- Note 20: Per Letter Jing-Shou-Shang No. 10301247430 dated 2014.12.01 from the Ministry of Economic Affairs.
- Note 21: Per Letter Jing-Shou-Shang No. 10401202060 dated 2015.09.22 from the Ministry of Economic Affairs.
- Note 22: Per Letter Jing-Shou-Shang No. 10501276770 dated 2016.11.30 from the Ministry of Economic Affairs.
- Note 23: Per Letter Jing-Shou-Shang No. 10601127400 dated 2017.09.24 from the Ministry of Economic Affairs.
- Note 24: Per Letter Jing-Shou-Shang No. 10701019980 dated 2018.03.02 from the Ministry of Economic Affairs.
- Note 25: Per Letter Jing-Shou-Shang No. 10701108940 dated 2018.08.29 from the Ministry of Economic Affairs.
- Note 26: Per Letter Jing-Shou-Shang No. 10801114990 dated 2019.09.11 from the Ministry of Economic Affairs.
- Note 27: Per Letter Jing-Shou-Shang No. 10901152610 dated 2020.08.18 from the Ministry of Economic Affairs.
- Note 28: Per Letter Jing-Shou-Shang No. 11230092860 dated 2023.06.12 from the Ministry of Economic Affairs.

ii. Sources of Capital

Type of Shares	Authorized Capital Stock			Remarks
	Shares Issued and Outstanding	Shares Unissued	Total	
Ordinary shares	168,959 thousand shares	131,041 thousand shares	300,000 thousand shares	OTC-Listed Shares

iii. Information Regarding the Omnibus Reporting System: Not Applicable.

iv. List of Major Shareholders

<div>Shares</div> <div>Name of Major Shareholder</div>	Number of Shares Held	Shareholding Percentage (%)
ABICO INTERNATIONAL CO., LTD.	22,095,328	13.08%
ABILITY ENTERPRISE CO., LTD.	17,264,223	10.22%
Heng Neng Investment Co., Ltd.	7,889,996	4.67%
TAISHIBA INTERNATIONAL CO., LTD.	1,689,739	1.00%
Chen, Sheng-Cih	1,095,000	0.65%
AVY CO., LTD.	983,873	0.58%
Citibank Custody Account – DFA Emerging Markets Core Equity Investment Account	823,396	0.49%
Citibank Custody Account – Barclays Capital SBL/PB Investment Account	807,162	0.48%
Chen, Yu-Jyuan	667,350	0.39%
Yeh, Yung-Hsiung	644,814	0.38%

v. The Company's Dividend Policy and Its Implementation

i. Dividend policy

If the Company makes a profit in a fiscal year, it shall allocate employee remuneration and directors remuneration as follows. However, when the Company still has a cumulative deficit, it shall reserve an amount to offset it first.

(1) Not higher than 1.5% for directors remuneration.

(2) Not lower than 8% and not higher than 12% for employee remuneration.

When the employee remuneration in the preceding paragraph is paid out in cash or stock, the recipients may include employees of the controlling company or subsidiaries who meet certain criteria, in addition to the Company's employees. The applicable rules are formulated by the Board of Directors as delegated.

Where the Company makes a profit for a fiscal year, the profit shall be first used for paying taxes as required by law, offsetting a cumulative deficit, setting aside 10% of the remaining profit as a legal reserve unless it has reached the total amount of the Company's paid-in capital, setting aside an amount for or reversing a special reserve in accordance with the laws and regulations or the competent authority's regulations, and then any remaining profit, together with any undistributed retained earnings from the prior period, shall be adopted by the Company's Board of Directors as the basis for making a distribution proposal after an appropriate amount is reserved for business needs. The proposal shall then be resolved at the shareholders' meeting for the distribution of shareholder dividends.

In accordance with Special reserve appropriated, the Company shall first provide the same amount of Special reserve as in the previous Unappropriated retained earnings before the distribution of earnings. If there is still a shortfall, then Item, other than the current net profit after tax, shall be included in the current unappropriated retained earnings.

All or part of the dividends and bonuses payable, capital surplus, or legal reserve shall be paid out in cash with majority approval at a board meeting attended by over two-thirds of the directors, which shall be reported to the shareholders' meeting, while the provisions in the preceding paragraph that a resolution by the shareholders meeting shall be required do not apply.

The Company's dividend policy shall be implemented based on its business plan, future capital expenditure plans, budget, and capital needs, to meet shareholders' needs for cash inflows and ensure market competitiveness, of which cash dividends to be paid out shall not be lower than 10% of the total dividends to be paid out to shareholders.

ii. The earnings distribution plan for fiscal year 2024 has been proposed and approved by the Board of Directors:

The Board of Directors, at its meeting on March 24, 2025, resolved the following:

(1) Cash dividends: In accordance with Article 20 of the Company's Articles of Incorporation, the Board authorized the distribution of NT\$33,791,794 in cash dividends from accumulated distributable earnings, representing approximately NT\$0.20 per share. This will be reported at the Annual General Shareholders' Meeting. The ex-dividend date and distribution date shall be separately determined by the Board of Directors.

(2) Stock dividends: An amount of NT\$76,031,550 from accumulated distributable earnings is proposed to be appropriated for a capital increase through the issuance of 7,603,155 new common shares at a par value of NT\$10 per share. The new shares shall be allotted to shareholders proportionally based on their shareholdings as recorded in the shareholders' register on the capital increase record date, representing

approximately 45 shares for every 1,000 shares held. Should the number of shares entitled to participate in earnings distribution be affected by factors such as treasury share buybacks or the transfer of treasury shares to employees, thereby resulting in changes to the cash or stock dividend payout ratios, the shareholders' meeting is requested to authorize the Chairman with full discretion to handle such matters.

vi. The Effect of the Proposed Stock Dividend at the Shareholders' Meeting on the Company's Operating Performance and Earnings Per Share

The Company's earnings per share for fiscal year 2024 was NT\$0.18. It is proposed that NT\$0.20 per share in cash dividends and NT\$0.45 per share in stock dividends be distributed from accumulated distributable earnings of prior years. Accordingly, the proposed stock dividend is not expected to have a material impact on earnings per share.

vii. Employees' and Directors' remuneration

- i. If the Company makes a profit in a fiscal year, it shall allocate employee remuneration and directors remuneration as follows. However, when the Company still has a cumulative deficit, it shall reserve an amount to offset it first.

(1) Not higher than 1.5% for directors remuneration.

(2) Not lower than 8% and not higher than 12% for employee remuneration.

- ii. Information on the Proposed Distribution of Employee and Director Compensation Approved by the Board of Directors:

- (1) Proposed Amounts for Employee and Director Compensation:

At the Board of Directors meeting held on March 24, 2025, the proposal for the distribution of 2024 earnings was approved. It is proposed that NT\$3,278,525 be distributed as employee compensation and NT\$614,723 as director compensation.

- (2) The proposed amount of stock-based employee compensation is NT\$0, accounting for 0% of the sum of the Company's standalone net income after tax and total employee compensation for the period.

- (3) After taking into account the proposed employee and director compensation, the estimated earnings per share is NT\$0.33.

- (4) In the event of any discrepancy between the amounts recognized and the actual amounts distributed, the Company shall disclose the following: The difference, the reasons for the discrepancy, and how it was addressed. However, for the year in question, there was no such difference.

- iii. Distribution of the Previous Year's Earnings for Employee and Director Compensation:

- (1) The appropriation of 2023 earnings was approved at the shareholders' meeting held on June 21, 2024, for the distribution of NT\$5,122,032 as employee compensation and NT\$960,381 as director compensation.

- (2) In the event of any discrepancy between the amounts recognized and the amounts actually distributed, the Company is required to disclose the difference, the reasons for the discrepancy, and the corresponding handling measures. However, there was no difference between the amounts recognized and those actually distributed by the Company.

- viii. Repurchase of the Company's Own Shares: None.

2. Corporate Bond Issuance:
 - i. Issuance of Corporate Bonds: None.
 - ii. Convertible Bonds: None.
 - iii. Exchangeable Bonds: None.
 - iv. Omnibus Reporting of Bond Issuance: None.
 - v. Corporate Bonds with Warrants: None.
3. Preferred Shares: None.
4. Overseas Depositary Receipts (ODRs): None.
5. Employee Stock Options: No such case.
6. Restricted Employee Shares: None.
7. Mergers and Acquisitions (including Mergers, Acquisitions, and Spin-offs): None.
8. Status of Capital Utilization Plan Execution: None.

IV. Operation Overview

1. Business Content

a. Business Scope

i. Principal Business Activities of the Company and Its Subsidiaries

The Group is primarily engaged in the manufacturing of various aluminum alloy and plastic die-casting products, related molds, electric and pneumatic hand tool components, and precision plastic components. The Group is also involved in the trading of electronic components, computer peripherals, and consumer products.

ii. Revenue Proportions of Major Products: 2024

Unit: NT\$ thousand

Main Product Categories	Revenue	Proportion to total sales:
Fabricated Metal and Plastic Products	184,956	1.96%
Electronics Manufacturing and Distribution	3,640,539	38.59%
Electric Hand Tools and Powder Metallurgy	3,058,025	32.42%
Precision Plastic Components	2,549,855	27.03%
Total	9,433,375	100.00%

iii. Current Products and Services of the Company

- A. Metal and plastic casings and structural components.
- B. Design and sales of molds for 3C product manufacturing.
- C. Processing and manufacturing of electric and pneumatic hand tool components.
- D. Manufacturing and sales of plastic and metal parts commonly used in automobiles.
- E. Manufacturing and trading of computer peripheral products and related structural components.
- F. Trading of consumer products.

iv. New Products Planned for Development

- A. Metal casings for consumer portable electronic devices and automotive electronics.
- B. Transmission units for 3C household appliances.
- C. Transmission mechanisms for automobile rearview mirrors.
- D. Soft magnetic material technology for motor rotors.
- E. Starter motors for automobiles.
- F. Toilet lid switch modules and pump-related components for bidet toilets.
- G. High-performance precision plastic components for 3C and automotive applications.

b. Industry Overview

i. Current Situation and Development of the Industry

A. Metal Processing Products

Metal stamping is a fundamental manufacturing technology with broad applications, especially in the 3C sector (computer, communication, and consumer electronics), including smartphones, cameras, projectors, desktop and laptop computers. Modern 3C products not only emphasize compact and lightweight designs with premium textures but also focus on environmental sustainability. Due to their high plasticity, processing flexibility, and compatibility with various surface treatment techniques, metal materials have become the mainstream choice for 3C product casings.

In 2024, the wearable device market rebounded from the stagnation experienced in 2023 and entered a phase of stable growth and value enhancement. Smartwatches and health monitoring devices have become the primary growth drivers, pushing the industry to focus on four core areas: high-precision sensing, data integration, AI applications, and sustainable design. According to IDC and Counterpoint, the global consumer electronics market slowed in 2023 due to economic pressures, with wearable device shipments reaching around 500 million units and an annual growth rate of just 1%, marking a period of saturation. In 2024, the market began to recover, driven by the steady performance of premium smartwatches with enhanced health functions, rapid penetration in emerging markets such as India and Southeast Asia, and broader use of wearable monitoring devices in enterprise and healthcare applications (e.g., remote care and industrial safety monitoring).

Since the 2010s, the camera industry has been significantly affected by competition from smartphones, particularly in the low-end and compact digital camera (DC) market. However, with the rise of social video content and the expansion of professional and advanced user bases, the high-end imaging market has gradually recovered, primarily supported by interchangeable-lens cameras (DSLR and mirrorless models). In recent years, the demand for hybrid content creation—combining photography and videography—has driven technological advancements in high sensitivity, image quality, AI-assisted autofocus, and integrated audio-visual features. This has ushered the camera industry into a new phase of value enhancement and market restructuring. According to CIPA and various industry research institutions, global camera shipments reached approximately 8.1 million units in 2023, roughly the same as in 2022, indicating the market has emerged from the post-pandemic trough, though recovery remains constrained. Total shipments are projected to grow by 5–6% in 2024, reaching around 8.5 million units. Key growth factors include the strong performance of mirrorless cameras, increased demand from vloggers and content creators for compact, high-resolution models, and a slower decline in DSLR sales—especially in markets such as South Asia and the Middle East, where entry-level models remain in demand.

B. Electrical hand tools

Electric hand tools are categorized by their external power sources, including electric tools (e.g., drills, screwdrivers), pneumatic tools (e.g., air drivers, wrenches), and other power-driven tools (e.g., internal combustion, hydraulic). These tools are known for their lightweight structure, portability, high production efficiency, and low energy consumption. They are widely used in industrial sectors and have become essential household tools, with broad and growing market demand.

Taiwan ranks among the top three global exporters of power hand tools. With strong OEM and manufacturing capabilities in mid-to-high-end segments and a solid foundation in precision machinery and mold processing, Taiwan supports differentiated design and rapid customization. It maintains long-term partnerships with renowned brands such as Bosch, Stanley Black & Decker (SBD), and Makita, making it a major supplier to the North American market.

According to statistics from the Ministry of Finance and ITRI, Taiwan's electric hand tool exports reached NT\$78 billion in 2023, down 5.8% year-on-year. This decline was mainly due to global inventory reductions, weaker demand in the U.S. and Europe, and price competition. DIY products saw the steepest drop, while the professional segment remained stable. By mid-2024, exports began to recover with an annual growth of 3–4%, driven by replenishment demand from North America and Southeast Asia, increased sales of high-end cordless tools, and rising customized ODM orders. Export value for 2024 is estimated at NT\$81 billion, up 3%. With the recovery of the global construction market, infrastructure expansion in emerging economies, and ongoing lithium-ion upgrade trends, Taiwan's tool industry is expected to return to a solid growth path in 2025.

C. Powder metallurgy

The powder metallurgy industry plays a key role in metal processing. It offers advantages such as high material utilization, excellent energy efficiency in processing, and flexibility in part shapes. It is widely applied in the automotive, tooling, electronics, aerospace, and medical industries. As global manufacturing continues to evolve, with growing demands for energy efficiency and material innovation, powder metallurgy is expanding from traditional structural components into emerging fields such as electric vehicles, high-frequency motors, and 3D printing—clearly reflecting a market in transition.

Automotive parts represent the largest application for powder metallurgy, accounting for about 60% of the industry's total output value. As the automotive supply chain recovers—particularly in North America and China—demand for VVT components, synchronizer gears, and power transmission parts is also rising.

Although electric vehicles are replacing some traditional internal combustion engine parts, they are simultaneously fueling demand for soft magnetic composite (SMC) powders for high-frequency motors, thereby accelerating product transformation. Metal Injection Molding (MIM) has seen stable demand across the medical, wearable device, and 3C (computer, communication, and consumer electronics) sectors, particularly in high-density stainless steel and titanium alloy precision components. With the clear trend toward lightweight and modular consumer electronics, MIM processes are advancing toward high-value development, becoming a key driver for the powder metallurgy industry.

In 2023, the powder metallurgy market experienced a downturn due to the global economic slowdown, inflationary pressures, and inventory adjustments in the automotive sector, resulting in a slight decline in total output. However, the industry entered a recovery phase in 2024, aided by the easing of the chip shortage, restocking by end users, and growing demand in emerging Asian markets. The global PM market is expected to reach USD 11.6 billion in 2024, reflecting an estimated annual growth rate of 5%. Barring major geopolitical risks, the market is projected to grow by 6–8% in 2025, with total output reaching USD 12.3 billion.

D. Precision Plastic Injection Products

Engineering plastics, as referred to in the industry, are high-performance plastics with heat resistance above 100°C, used in industrial structural and mechanical components. They offer the following properties: (1) Thermal properties such as high melting point, high heat deflection temperature, a wide operating temperature range, and low thermal expansion coefficient; (2) Mechanical properties such as high strength, high modulus, and low creep; and (3) chemical resistance, electrical insulation, and dimensional stability. Injection-molded plastics are also highly design-flexible and cost-effective due to mass production. Coupled with growing demand for lightweight components, their applications span automotive, residential, consumer electronics, medical devices, IT, and optical components industries.

The Group's precision plastic injection products are primarily used in automotive parts, home appliance components, and office equipment modules. Our automotive business mainly operates under an OEM model, with key clients being Tier 1 Japanese automotive component suppliers. We supply plastic-molded parts and modules required for vehicle manufacturing, making us an integral part of the OEM vehicle production supply chain. Consequently, our growth is closely tied to the global automotive sales market.

Following the disruptions caused by COVID-19, supply chain crises, and high inflation, the global automotive market gradually stabilized in 2023. Entering 2024, sales momentum is being driven by improved chip supply, recovering consumer confidence, and the ongoing shift toward electric vehicles. According to S&P Global

Mobility, global new vehicle sales are forecast to reach 88.1 million units in 2024 and further grow to 89.6 million units in 2025, reflecting a 1.7% annual increase. In China, the market is projected to grow by 1.4% in 2024, spurred by subsidies for new energy vehicles (NEVs) and vehicle replacement incentives. The U.S. market is expected to expand by 1.2%, though policy uncertainty and reduced EV subsidies pose challenges. In Europe, high car prices and subsidy reductions are expected to result in a modest 1.1% increase.

The Group's residential home appliance products are mainly used as components in high-end smart toilets, robotic vacuum cleaners, bathroom dryers, air conditioners, and hand dryers. The home appliance market is currently undergoing a period of transformation driven by digitalization and increasing demands for quality of life. In particular, high-end smart toilets and robotic vacuum cleaners have become core categories in the growth segment of home appliances due to their alignment with trends in smart living, hygiene and epidemic prevention, and senior-friendly design.

In 2023, the overall residential appliance market experienced mild recovery, as economic uncertainty and inflation dampened consumer willingness to purchase high-end appliances such as smart toilets and robotic vacuum cleaners, resulting in delayed discretionary spending. By 2024, with global inflationary pressure easing, monetary policy loosening, and a rebound in consumer confidence, market sales showed moderate growth. This was especially evident in high-end product segments, supported by the release of new models and promotional campaigns by major brands. Global sales of high-end smart toilets are projected to increase by 4–6% in 2024, with East Asia and North America being the main growth regions. Robotic vacuum cleaners faced challenges in 2023 such as high product homogeneity, intense competition, and consumer downgrading. However, in 2024, advancements such as AI-based obstacle avoidance, precision mapping, integrated auto-dust collection and mopping, as well as smart home ecosystem integration (e.g., voice assistants and IoT control), have re-engaged consumers. With rising demand for automation, home connectivity, and reduced household labor, sales of mid-to-high-end models are recovering. Global sales growth is estimated at around 5–7%, with multifunctional premium models showing the strongest performance

E. Electronics Manufacturing and Distribution

The Company's manufactured electronic products are primarily used in mechanical components of office equipment. Its distribution business includes agency services and leasing for office equipment, as well as sales of consumer products. This business has long fluctuated with the global office market and is closely tied to IT equipment upgrades, corporate digitalization, and document security compliance. In 2023, the global market faced multiple challenges, including rising inflation, reduced corporate capital expenditures, and changes in office space

usage—such as the normalization of hybrid and remote work models—leading to a decline in overall shipments of office equipment. According to IDC, global shipments of multifunction printers (MFPs) and printers decreased by approximately 4% in 2023, with shipments of components and mechanical modules also affected. In 2024, the market began to emerge from its trough. Recovery has been driven primarily by the start of a replacement cycle for commercial equipment—especially in Europe and North America—along with a resurgence in demand for high-performance scanning and printing devices as hybrid work models stabilize. Meanwhile, basic infrastructure penetration continues to rise in emerging markets such as Southeast Asia and India, and the need for environmentally friendly and energy-efficient upgrades has further spurred equipment replacement.

In the first half of 2024, manufacturing of mechanical components and electronic modules for office machines showed moderate year-over-year growth of 3% to 5%. Shipments of components such as paper feed modules, guide rails, and cassettes rose as commercial equipment replacement cycles commenced, especially in North American and Japanese markets, which experienced 3–4% annual growth. Overall, shipments of high-end modules outperformed standard products, with growing demand for modules featuring energy-saving, sensing, and cloud connectivity capabilities.

ii. Upstream, midstream and downstream interconnectivity of the industry

A. Metal working and plastic products

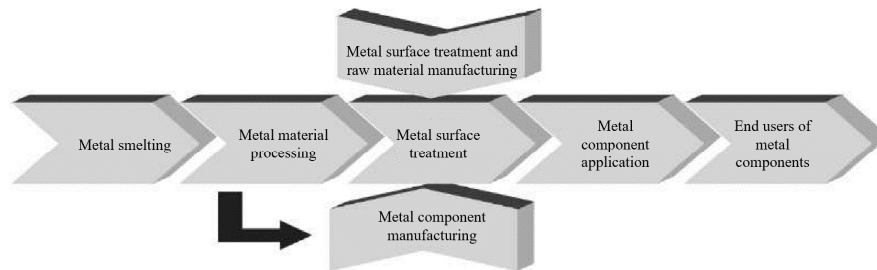
In terms of the structure of the major metal appearance industry, it can be divided into the front-end refining of pure materials and alloys, the middle-end molding and processing industry (the Group is in the middle of the industry in terms of mold development and manufacturing, processing and molding, and surface treatment), and the back-end application industry of components.

Upstream: Including magnesium, aluminum, iron and other raw ore refining, the main raw minerals from mainland China and Australia and other countries.

Midstream: Including mold development and manufacturing, processing and molding, secondary treatment and surface treatment, etc., the Group is located in the midstream of the industry. The main manufacturing processes are as follows:

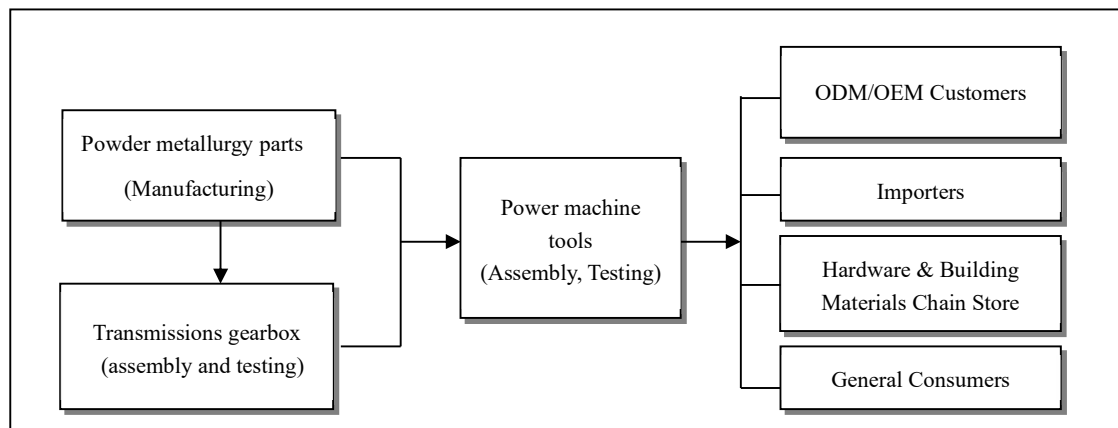
Development and Design → Molding → CNC Processing (Stamping Processing) → Plastic Molding → Surface Treatment → 2nd Processing → Laser Processing → Assembly

Downstream: Metal products are widely utilized in a variety of applications, such as 3C products, automobile parts and sporting goods. The Group's operations are mainly in metal parts for 3C products.



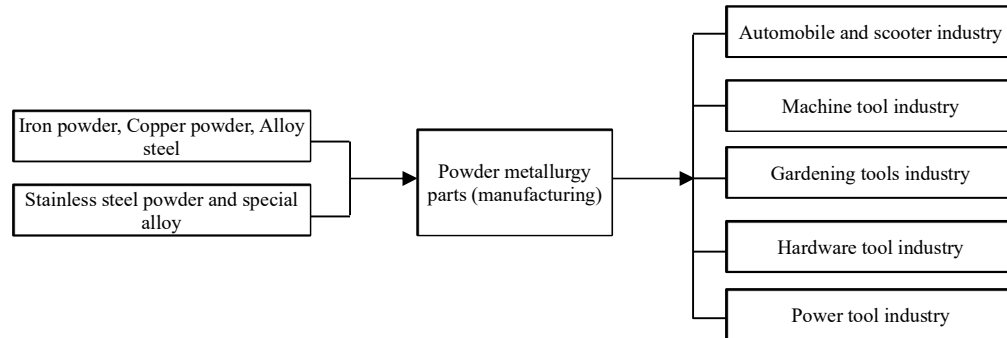
Source: Metal Industries Research & Development Center' s ITIS Program (March 2014)

B. Electrical hand tools



The relations between the up-, mid-, and downstream industries of power machine tools

C. Powder metallurgy

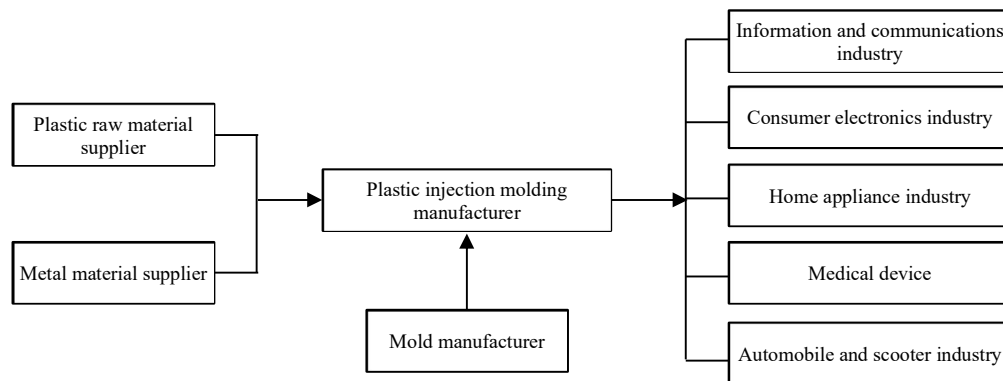


Source: Metal Industries Research & Development Center's ITIS Program

The relations between the up-, mid-, and downstream industries of powder metallurgy

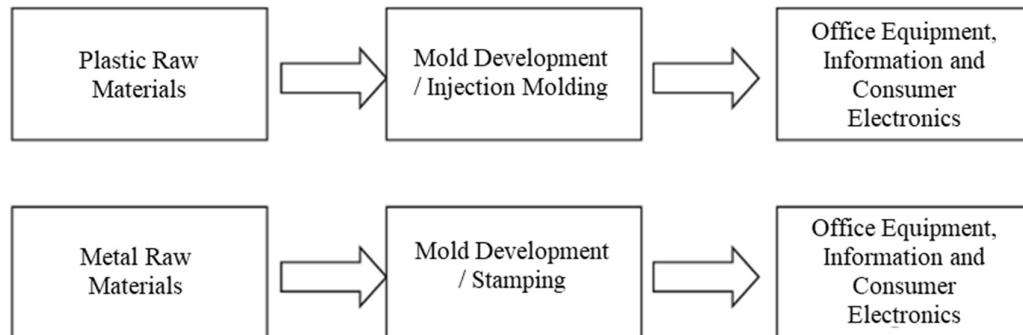
Source: Metal Industries Research & Development Center's ITIS Program

D. Precision Plastic Injection



The relations between the up-, mid-, and downstream industries of plastic precision injections

E. Electronic Manufacturing and Distribution



For upstream product designers, channel distributors make up for the shortage of services provided by the original manufacturers and are able to focus on product design, research and development, and manufacturing. Channel distributors are able to construct cost-effective marketing channels through their market-covering distribution networks and enter the market quickly in order to increase their market share. For downstream customers, we can quickly provide the required components and

technologies to reduce costs and minimize operational risks. Midstream distributors can integrate downstream demand, centralize purchasing from upstream manufacturers, and distribute products to downstream customers with flexible Inventories management and a variety of distributor brands.

iii. Various development trends of products and competitive situation

A. Future Trend of Product Development

(i) Metal Processing Products

In recent years, with the advancement of technology and market demand, 3C products, portable and wearable devices are all moving towards thinness and lightness. Under this development, the internal space of the body is compressed, and the structural components become thinner and lighter, so their protection and support are of great importance. As the main structural components protecting the internal parts of electronic products, they are used in 3C and portable devices such as notebook computers, tablet devices, smartphones, digital cameras, etc. In addition, the demand for wearable smart devices has been growing rapidly recently, such as smartwatches, etc., which have a strong demand for thin, lightweight, and high-strength housings. In order to combine thinness, high strength, reasonable cost, easy processing, good water and dust resistance, and excellent texture, aluminum alloy is currently the mainstream material.

(ii) Electric hand tools

With the rapid technological evolution of the global tool market, the future development trend is mainly wireless and lithium platform integration, users prefer lightweight, portable and high endurance products, the development of standardized lithium modules for high-end wireless tool platforms, smart charging systems and high-power voltage regulator control boards will be the key to future competition; establish cross-disciplinary design teams, and integrate application requirements with power, automotive, and construction to develop industrial-grade application tools. We will also establish cross-disciplinary design teams to integrate with power, automotive, and construction applications to develop industrial-grade application tools. In addition, we have introduced sustainable manufacturing and carbon footprint management, and invested in low-carbon manufacturing and recycled material libraries to enhance the value-added of customers' eco-friendly purchases.

(iii) Precision Plastic Injection Products

The Company's subsidiaries, IKKA Holdings (Cayman) Limited (“IKKA Holdings”) and Sol-plus (HK) Co., Limited (“Sol Plus”), are primarily engaged in the manufacturing, processing, and trading of high-end precision plastic injection molded products. Their major end-use markets include the automotive

sector, office equipment, residential home appliances, and automotive audio-visual plastic components. Among these, the automotive sector accounts for the largest proportion of sales. As a result, fluctuations in the automotive market have a significant impact on the business performance of these subsidiaries.

a. Automotive industry

IKKA Holdings' products are mainly automobile engines and components, automobile steering systems, braking systems and parts, and other automobile parts. IKKA's business model is based on OEM manufacturing and processing, and its customer base is mainly Tier 1 automotive component suppliers in Japan, which provide various plastic molding components and modules required by them, which is part of the supply chain of OEM manufacturing, and therefore, its development is mainly affected by the development of the global automotive market.

Sol-Plus mainly produces plastic components for automotive audio-visuals, and its main customers are Japan's first-tier automotive audio-visuals and electronics manufacturers, such as Sony, Denso-ten, etc. In recent years, Sol-plus has successfully developed plastic components related to electric car motors, and it has already entered the supply chain of Japanese brands of electric cars, with its production bases located in Japan and Thailand, and through its production bases, Sol-plus has the advantage of proximity in supplying to the Japanese automotive manufacturers in Thailand. Our production bases are located in Japan and Thailand, and our production bases are close to the Japanese automobile factories in Thailand, so we have the advantage of supplying products in the vicinity of these factories, and we have taken the Japanese companies as our main sales customers. With the development of EV motors and IKKA-KY's resources, we will strengthen our focus on the development of lightweight automotive components, automotive electronics, and electrics.

b. Residential Home Appliances

IKKA Holdings' products are mainly end-user applications for the toilet, with sales of contactless products growing significantly in the wake of the epidemic, and fully automated toilets will be further favored by consumers. In addition, with the development of technology, intelligent home appliances and energy-saving and environmentally friendly products will be the main development trend.

(iv) Electronics Manufacturing & Distribution

The barriers to entry for new entrants to the industry are not overly restrictive, both in terms of technology and capital requirements. Most of the plastic shells can be produced with simple machines and equipment at a low

technical level. The main advantages of our company can be summarized as follows:

- a. Providing customers with the required product development and design services, and the long-term cooperative relationship with downstream manufacturers can effectively expand market share, which invariably constitutes a barrier to entry for competitors.
- b. Mainly produces precision plastic gears and mechanical parts, with a high level of technology and experience.
- c. The Company has reached an economic scale in terms of cost or quality, which gives it an advantage in price competition and makes it less likely to be replaced by new entrants.

B. Competitive Market Conditions

(i) Metal Fabricated Products and Stampings

At present, the Group mainly works as OEM for internationally renowned manufacturers, with whom it has established long-term cooperative relationships, and actively enhances its independent research and development capabilities in order to take the lead in terms of technology, quality and cost. We will continue to research and develop metal products and strengthen the production of metal stamping parts to enhance our global competitiveness.

(ii) Power tools and powder metallurgy

In the area of electric power tools and powder metallurgy, the Group is primarily engaged in the manufacturing, processing, and sales of various powder metallurgy components, including gears and bearings, as well as gearboxes for transmission systems. These products are mainly applied in power tools, automotive parts, and gardening tools. Major customers include Bosch, Stanley Black & Decker (SBD), METABO, and Makita, all of which are internationally renowned manufacturers in the power tool industry.

SBD is a joint venture between Stanley Black & Decker, a leading U.S. power tool company, and Hong Kong-based Jiehe Group, and serves as Stanley Black & Decker's principal manufacturing arm for power tools. METABO is a German-based manufacturer of power tools to which the Group primarily supplies gearboxes. The Group is also a key supplier of similar transmission products to both SBD and Bosch. Additionally, the volume of powder metallurgy components supplied to Makita has increased year by year.

These developments demonstrate that the Group's transmission gearboxes for power tools have been well recognized and adopted by leading global brands, contributing to a relatively strong market share. Building upon this foundation, the Group is further expanding into niche markets for high-value, specialized

products. Overall, the performance highlights the Group's competitive edge in the global market.

(iii) Precision Plastic Injection Products

In terms of precision plastic injection molding products, the Group's products mainly serve Japanese customers, such as Sumitomo Electric, NSK and MOS, and the end customers of its products are TOYOTA, HONDA, MAZDA and Nissan, all of which are among the top automobile brand companies in the world in terms of market share; and in the business related to residential and office equipment, the main customers are Canon and PANASONIC, which are among the leading customers in terms of market share. In the residential and office equipment related business, our major customers are Canon and Panasonic, which have a leading market share. This shows that the Group's technologies from mold design to manufacturing and plastic molding have been widely recognized in the market.

c. Technology and R&D Overview

i. Level of technology and research and development of business operations.

The Group is principally engaged in the manufacturing of various aluminum alloy and plastic die-casting products, related molds, electric and pneumatic hand tool parts, precision plastic parts and components, as well as the trading of electronic parts and components, computer peripherals and consumer goods. In terms of metal processing products and plastic injection molding, we are a professional metal stamping and plastic injection molding supplier, mainly developing and supplying stamping molds and plastic injection molding for mechanical processing. As we provide precision parts, the selection of materials and heat treatment must take into account the usage environment, service life and maintenance requirements, and the environmental factors must be taken into consideration when processing. The consistent mold design, mold manufacturing, and metal stamping molding, which are applied in the molding and surface treatment of cell phone cases of world-class manufacturers, are all important technical assets of the Group.

In the area of power hand tools and powder metallurgy, in recent years, in view of the increase in customer demand for the mechanical properties and wear resistance of powder metallurgy steel, we have been committed to developing a surface densification process to enhance the surface density of powder metallurgy parts in order to strive for the production of high value-added products.

For precision plastic injection molding products, the market demand for composite molding is accelerating in the direction of cost reduction of parts, and to meet this demand, the need to change production equipment from horizontal molding machines to vertical molding machines is also increasing. In order to build a production system that responds to market demand, we are gradually introducing

vertical molding machines. In order to continue supplying a wider range of injection molded products with higher precision, we are combining our technological capabilities with those of the Group to work in progress to satisfy customer needs in automotive-related and housing-related businesses.

ii. R&D personnel and their education (experience)

Unit: number of people

Item \ Year		2023	2024
Distribution of educational	Doctoral	0	0
	Master's	9	9
	College	100	66
	Senior high school	22	8
Total		131	83
Average length of service (year)		9.59	13.04

iii. Estimated R&D expense for the past two years and the current year

Unit: NT\$ thousand

Item \ Year		2023	2024
Research and development expense		104,130	81,009
Operating revenue		9,420,948	9,433,375
R&D expenses as a percentage of revenue		1.11%	0.86%

iv. Technologies or products successfully developed in the most recent five years.

Products	Year	Technologies or products successfully developed
Electric hand tools and powder metallurgy	2022	Patented "Single Ring Impact Switching Structure".
Precision Plastic Components	2020	Completed the development of key components of electronic brakes for one automobile manufacturer.
		Completed the development of key components for the electronic gear shifting system of two vehicle models.
		Completed the development of key components of automotive electrical system for one vehicle model.
	2021	Completed the development of key components of electronic brakes for one automobile manufacturer.

Products	Year	Technologies or products successfully developed
Precision Plastic Components	2021	Completed the development of key components of automotive electronic system for one vehicle model.
		Completed the development of key components of automotive electrical system for one vehicle model.
		Completed the development of key components for the automobile mechanism of one vehicle series.
		Completed the design and development of 2 types of automatic toilet lid lifting modules for cure-free toilets.
		Evaluated and developed a nozzle module for toilet.
	2022	Completed the development of key components of automotive electrical system for one vehicle model.
		Completed the development of key components of motorcycle electrical system for one vehicle series.
		Completed the design and development of an automatic lid lifting module for George-free toilet.
		Completed the design and development of a water valve module for a toilet.
		Completed the design and development of 1 no-jeep toilet flush module.
		Obtained a patent for "an automotive parts molding die with plug-in sealing plugs".
		Obtained a patent for "An automatic screwing mechanism with two loading stations".
		Obtained a patent for "a mold for molding the bottom shell of a car insurance box".
		Obtained a patent for "An automotive parts assembly mechanism with double downstroke".
		Obtained a patent for "a press-stroke automotive parts assembly mechanism".
		Obtained a patent for "a product ejector device for vehicle shell production molds".
		Obtained a patent for "an automated assembly mechanism for automotive workpieces".
		Obtained a patent for "a mold with a guided limit function".
		Obtained the patent of "A kind of automobile hardware workpiece duplex automatic assembly mechanism"

Products	Year	Technologies or products successfully developed
Precision Plastic Components	2022	Obtained a patent for "an automated production line for insert molding of hardware".
		Obtained a patent for "A core-stabilized automotive ECU box molding die".
	2023	Completed the development of key components for two automotive shift-by-wire gear modules.
		Completed the development of a gear component for an automotive parking brake system.
		Completed the development of key components for two automotive door systems.
		Completed the development of key components for two automotive door lock systems.
		Completed the development of key components for the automotive electrical systems of three vehicle models.
		Completed the design and development of a seat actuator module for a washlet
		Completed the design and development of an automatic lid-lifting module for a washlet.
	2024	Completed the design of three smart home appliance switch modules.
		Completed the design of a support actuator module for a washlet seat.
Lens Design and Development	2020	Aspheric Lenses
	2021	Aspheric Lenses
	2022	Multifocal Lenses
	2023	Multifocal & Astigmatism Lenses
	2024	Astigmatism Lenses

v. Future research and development plans and estimated R&D expenditures

Work in progress and plastic products, the R&D team has always been adhering to the principle of mastering advanced technology to create a competitive advantage, and constantly upgrading the production capacity, increasing production efficiency, and improving the added value of products. We have actively introduced Japanese technology patents and applied the technology of combining plastic molding and metal to the metal CNC process, which not only satisfies customers' increasingly complex design needs, but also highlights the uniqueness of the products and makes them more competitive in terms of price and market share by combining the metal appearance with the plastic structure.

In the area of power tools and powder metallurgy, we will further enhance our R&D capabilities and upstream and downstream vertical integration capabilities for the existing motor drive gearbox product line, with the aim of providing customers with one-stop sales and service capabilities through a more complete and comprehensive power tool machine product line, enhancing the corporate image of value-added marketing of professional products, operating in emerging markets, and strengthening our business development capabilities.

In terms of precision plastic injection molding products, we are developing automotive parts and components, gradually increasing the proportion of revenue from automotive parts and components, and providing diversified products and services. In order to respond to the trend of automated vehicles, we are also looking forward to the development of high value-added parts related to electronic control of automotive parts.

d. Long-term and short-term business development plans

Metal Processing Products

In response to the rapid changes in the 3C product market, the Company has expanded from being a supplier of exterior and mechanical components for digital cameras and smartphones to a supplier of exterior and mechanical components for automotive, drone, and other consumer products. In addition to actively expanding orders in the market, the Company also continues to strengthen its management system, upgrade its production technology, update its manufacturing equipment, etc. through , and provides one-stop services to manufacturers through the cooperation of various production processes and technologies within the Group, in order to strive for more order opportunities, thereby enhancing its overall profitability. With the rise of the carbon reduction trend, the Company has also begun to introduce ESG and other related operational procedures to respond to the needs of end customers for energy saving and carbon reduction. In response to the advent of the AI and robotics era, the Company, in addition to introducing related technologies into its own operations, is also actively combining group resources in these new fields to strive for co-development opportunities, and to lay out its robotics products ahead of time, with a view to expanding its presence in robotics products, in addition to its existing automotive components field. In addition to the existing automotive components field, we expect to have new development in robotics products in the future. This will bring growth opportunities for the Company.

Electric hand tools and powder metallurgy

	Short Term Plan	Long Term Plan
1. Marketing Strategy	<p>(1) To provide a service center for the supply chain in line with the production strategy of international power tool machine manufacturers.</p> <p>(2) Through various international quality system certifications, the company's manufacturing technology and research and development capabilities are recognized to ensure the competitiveness of our products.</p>	<p>(1) Became a world-renowned manufacturer of power tool machines.</p> <p>(2) To develop one of the world's automotive OEM suppliers, to gain more business opportunities and to increase the company's visibility in the international arena.</p> <p>(3) Participate in domestic exhibitions and continue to develop business opportunities.</p>
2. Production Strategy	<p>(1) Proactively purchased new machines and strengthened on-the-job training for technicians to enhance value-added and reduce costs.</p> <p>(2) Leveraging the resources of the Group's multi-regional factories in Asia to expand overseas factories to maximize the efficiency of supply to customers and enhance market competitiveness.</p>	<p>(1) Leveraging on the Group's strengths in expanding its resources in multiple locations in Asia, the Group pursues high value-addedness and market share.</p> <p>(2) Enhanced cost strategy management.</p>
3. Product Development Direction	<p>Accelerating the development of existing product lines to provide customers with one-stop sales and service capabilities through a more complete and comprehensive product line, in order to shorten the gap with our competitors.</p>	<p>(1) To develop automobile parts and components products, and gradually increase the proportion of revenue from automobile parts and components products, and provide diversified products and services.</p> <p>(2) Focusing on the existing motor drive gearbox product line, we will enhance our research and</p>



	Short Term Plan	Long Term Plan
		<p>development capabilities and vertical integration of upstream and downstream, in order to provide our customers with a more complete and comprehensive power tool machine product line, and to provide them with one-stop sales and service capabilities.</p> <p>(3) Leveraging on the strengths of our existing major international customers, we have entered into the high margin industrial power tools business to provide higher quality products and to get rid of our competitors.</p>
4. Scale of operation	<p>Through the introduction of ISO14001 and T/S16949 product certification, the company's manufacturing technology and R&D capabilities have gained international recognition, and the company has been able to manage the R&D process, improve and implement quality policies to ensure the competitiveness of its products, and continue to develop domestic and overseas markets with high-quality products in order to expand its scale of operation. In addition, in response to the development of international ESG, the company has also accelerated the introduction of ESG-related operational procedures to contribute to the global carbon reduction.</p>	<p>(1) Expanded Powder Metallurgy and Transmission Wheelbox business based on the corporate philosophy of sustainable management.</p> <p>(2) Through the promotion of the spirit of corporate governance and the realization of social responsibility, we seek the common interests of shareholders, customers, employees, strategic partners, the general public and management, to accelerate the overall competitiveness of the industry and seek greater value for shareholders.</p>

	Short Term Plan	Long Term Plan
5. Financial Cooperation	Strengthening cooperative relationships with financial institutions to ensure that the Company's financial operations are more stable and secure, and to raise the necessary funds for its operations in a timely manner.	Strengthen the financial structure by maximizing shareholder value.

Precision Plastic Injection Products

	Short Term Plan	Long Term Plan
1. Marketing Strategy	<p>(1) In order to enhance the growth of the plastic molding business, we are accelerating the proposal for the plasticization of metal parts.</p> <p>(2) Accelerated mass production at the Nagoya plant in Japan, capitalizing on its geographic advantage and close ties with customers.</p>	<p>(1) Utilizing the Group's resources, we aim to provide higher value-added products.</p> <p>(2) Aiming at one-stop supply. We will enhance the quality of our products, centered in Japan, in order to improve customer satisfaction.</p>
2. Production Strategy	<p>(1) To meet the needs of our customers, we have invested in new models of production equipment.</p> <p>(2) Actively promoting production automation to create a smart factory.</p>	<p>(1) A production system that establishes a centralized area for supplying industries in close proximity to each other.</p> <p>(2) Consistent quality is delivered from every location in the world of Sure Group.</p>
3. Product Development Direction	Enhance the development system to meet the market demand and provide products that meet the market demand.	<p>(1) To provide products that meet the needs of the market.</p> <p>(2) Developing standardized products.</p>
4. Scale of operation	With IKKA and Solplus Japan as our core factories, we develop products in Japan and manufacture them overseas.	<p>(1) Unified global production approach to industrial operations.</p> <p>(2) Acquisition of for goods that meet the needs of the local community and expansion of production sites.</p> <p>(3) Transformation into a market-inducing production .</p>

	Short Term Plan	Long Term Plan
5. Financial Cooperation	Cooperate with financial institutions to raise funds in a timely manner in accordance with operational requirements.	Raising capital through the capital market strengthens financial strength and enhances corporate value.

Electronic Components and Finished Products

In the short and medium term development plan, we will strengthen our factory-to-factory and factory-to-channel marketing and channel deployment, and enhance our product line to provide a more stable and abundant source of goods for our existing customers. Provide complete Total Solution services, including product packaging design and logistics. Implement Total Quality Management (TQM) and maintain ISO9001(2000) quality system to prevent and solve quality system problems in production, service, etc., to improve product yields, while pursuing profits and maintaining optimal market share.

In terms of long-term business development plans, the Group has entered into strategic alliances with world-class manufacturers and distributors, and has set up factories overseas to organize a Taiwan-centered operation network, with the aim of expanding its market share and becoming a world-class market leader. We will further integrate the Group's resources to seek cooperation with other regional brands, and utilize the advantages of complete product licenses, services, and production flexibility to assist customers in expanding their markets.

2. Market and Sales Overview

a. Market Analysis

i. Sales (Provision) of Major Products (Services) by Region

Unit: NT\$ thousand

Year Region		2023		2024	
		Amount	%	Amount	%
Domestic Sales		2,191,483	23.26	2,170,915	23.01
Export	Asia	6,146,938	1976.	6,204,088	1976.
	America	676,067	7.18	644,224	6.83
	Europe	405,282	4.30	414,147	4.39
	Others	1,178	0.01	1	-
Total external sales		7,229,465	76.74	7,262,460	76.99
Total		9,420,948	100.00	9,433,375	100.00

ii. Market Share

In terms of metal machining products, we are now mainly engaged in OEM for internationally renowned manufacturers, with whom we have established long-term cooperative relationships, and we are actively enhancing our independent research and development capabilities, with a view to taking the lead over our competitors in terms of technology, quality, and cost. In the future, in response to the rise of the

electric vehicle market and the trend of lightweight vehicles, we intend to expand into the automotive electronics and components market, and to continue to research and develop metal stamping products to enhance our global competitiveness, capitalizing on the strengths of our mature processing technology for metal mechanical parts in the past.

In the area of power hand tools and powder metallurgy, we are mainly engaged in the Work in progress, processing and trading of various powder metallurgy components such as gears and bearings, as well as gearboxes for transmissions, which are mainly used in power tool machines, automotive parts, gardening tools and metal chassis products, etc. The sales of the gearboxes for transmissions account for the highest proportion. The proportion of sales of gearboxes is the highest, and the main customers are Bosch, SBD, METABO and MAKITA, which are among the top few power tool machine manufacturers in the world. The Group's power tool gearboxes have been recognized and adopted by major international manufacturers and have been used as the basis for developing the market for high-priced products of other specific professions, which shows that the products produced by the Group have a certain degree of competitiveness in the market.

In terms of precision plastic injection molding products, IKKA mainly serves Japanese customers, such as Sumitomo Electric, NSK, and MOS, etc. The end customers of its products are TOYOTA, HONDA, MAZDA, and Nissan, all of which are among the top automobile brands in the world in terms of market share, while the main customers of Solplus are the first-tier automotive audio-visual and electronic manufacturers in Japan, such as Sony, Denso-ten, etc. In the housing-related business, the main customers are Canon and PANASONIC, which are among the top automobile brands in terms of market share, Solplus' major customers are Japan's first-tier automotive audio-visual and electronic manufacturers such as Sony, Denso-ten, etc.; and in the residential related business, its major customers are Canon and Panasonic, which are the leading companies in terms of market share. As a result, the Group's precision plastic injection molding products, from mold design to manufacturing and plastic molding technology, are generally recognized by major international companies, and have been affirmed and adopted by , which has placed the Group in a leading position in terms of market share relative to its competitors.

In terms of electronic product manufacturing and distribution, we focus on precision machine components that have been certified and ordered by major international manufacturers, and our final products are more differentiated from those of our peers, which gives us a certain degree of competitiveness in the market.

iii. Future supply and demand and growth of the market

A. Future supply and demand in the market

Products	Demand side	Supply side
Fabricated Metal and Plastic Products	It is mainly used in the field of 3C products such as smart phones. In terms of the demand side of smart phone cases, the weight of aluminum and magnesium light metals can be lighter than that of plastic products after they are made into workpieces. In addition to their strength and rigidity advantages, they also possess functional characteristics such as heat dissipation, electrical conductivity, and corrosion resistance, making them an excellent choice for structural materials.	Metal stampings are used in a wide range of industries, including information technology, communications, consumer electronics, automotive, and aerospace, etc., and are not affected by the boom or bust of a single industry. However, the products used in different industries have certain technical thresholds, and the certification of Supplies by major customers is time-consuming and not easy to change, thus the supply side is relatively stable.
Powder Metallurgy Products	Powder metallurgy products are important Supplies for the automobile and motorcycle manufacturing and processing industries, aircraft parts, and various basic industries, and the demand has been stable for a long time.	Powder metallurgy has a certain technological threshold for molding and cutting, and mainly adopts customers with very high quality certification barriers, and it is not easy to change suppliers, so the supply side remains stable.
Electric Hand Tools	The U.S. houses are mostly built of wood, and most of the interior furnishings are made of wood. Due to the low interest rate policy, the housing market is active, the cost is cheap, the construction time is short, and the replacement rate is high, coupled with the fact that there are frequent natural disasters in the spring and summer seasons every year, which makes it possible for people to do house repairs on	SBD, Bosch, METABO, and Makita are the world's most important power tool machine manufacturers, and have long maintained a leading position in the power tool machine industry. In order to maintain the quality of their products, these companies have stringent certifications for their suppliers and are not easily affected by changes, thus maintaining a stable supply side.

Products	Demand side	Supply side
	<p>their own, thus making it the world's largest consumer of power hand tools.</p> <p>In recent years, the booming development of the domestic demand construction industry in Mainland China, such as the real estate industry and the related housing decoration industry, has contributed to the growth of the demand for power tools, and with the improvement of the standard of living of the people in Mainland China, the market for power tools in Mainland China will grow in the foreseeable future.</p>	
Precision Plastic Injection Products	<p>In response to the development of the electric vehicle industry and battery weight reduction is not easy, under the premise of not affecting safety, automotive structural components and interior parts lightweight has become a trend, high hardness and lightweight plastic molding parts demand continues to expand.</p>	<p>In addition to start-up electric vehicle factories, European, American and Japanese large-scale customers have very high requirements for product quality, and the supplier's products must have higher precision and meet the quality requirements, with high-end plastic molding and tooling technology, and can provide vertical integration services , which is relatively more stable in terms of supply.</p>

B. Future Growth of the Market

Fabricated Metal and Plastic Products

In 2024, the wearable device industry has shaken off the downturn in 2023 and entered a new cycle of technology upgrade and application deepening, and it is expected that the global market will exceed the threshold of 550 million units in 2025, with an annual growth rate of 5%. Especially driven by health monitoring, AR applications and flagship image experience, sensing and image modules are becoming the core of terminal differentiation competition. As a region with advantages in module integration and precision manufacturing in the supply chain, Taiwan is expected to welcome a new wave of value enhancement and product upgrading in 2025.

In 2025, the camera industry will further expand the high-end market, and it is estimated that the increase in total output value will be higher than the growth in total shipments. Technology and application trends, AI smart focus and subject tracking as a standard (face, animals, vehicles, flying objects, etc.); 4K/8K high frame rate recording capacity popularization, Vlog and live models of rapid penetration; high sensitivity and multi-frame synthesis algorithmic photographic technology introduced to enhance the performance of low-light and high-dynamic shooting; lightweight and high-speed actuation design of the lens module to support the mixed shooting user habits. By 2024, the camera market will have stabilized from the three-year downturn and transitioned to a structural growth stage, with Mirrorless replacing DSLR as the main product type, and image creation, live streaming, and Vlog applications becoming the core force driving the market's continued growth. It is expected that the overall market will grow steadily in 2025 as the demand for high-end products further expands.

Electric hand tools and powder metallurgy

Electric hand tools have evolved from being widely used in the industry to becoming indispensable tools in household life due to their lightweight construction, easy portability, high productivity and low energy consumption. Benefiting from the global infrastructure and heavy industry recovery, the resumption of large-scale construction projects in the U.S. and India has boosted demand for high-performance tools. Upgraded wireless and intelligent products with increased lithium-ion battery capacity, improved charging efficiency, and APP remote control, usage logs, and troubleshooting features to strengthen user retention. Taiwan's flexible manufacturing system and enhanced modular production capabilities allow for rapid customization and assembly of different specifications and brand demands, strengthening mid-market penetration. European and U.S. regulations promote energy efficiency and recycling design of tools, and policies and carbon management requirements drive the trend of replacement and the elimination of energy-consuming products. As an important manufacturing base for mid- to high-end electric hand tools, Taiwan has a leading edge in quality control, modular design and customization capabilities. It is expected that the export momentum will continue to

increase in 2025, driven by technological upgrades, expansion of emerging markets and deepening of smart tool applications.

China and India are the main growth drivers in the powder metallurgy market. China's domestic demand is gradually recovering, coupled with the new energy vehicle and machine tool industries, leading to an increase in shipments of structural and MIM parts; India's automotive and agricultural industries are driving the demand for mid-range PM parts. Benefiting from the steady recovery of the automotive industry and the introduction of new material technologies (e.g. SMC, additive manufacturing powder), the North American market continues to grow positively. On the other hand, the European market has been slow to recover due to fluctuating energy prices and economic uncertainties, but it is still a leader in high-performance powders and recycled material applications.

The powder metallurgy industry is undergoing a critical transition from traditional mass-produced structures to high-performance, diversified applications, with the market stabilizing in 2024 and growth momentum expected to continue in 2025. The key to future success lies in grasping the trend of electrification, enhancing value-added products, investing in material technology upgrades, and steadily coping with Raw materials fluctuations and market competition. With the rise of green manufacturing, lightweighting, and new energy applications, the powder metallurgy industry will develop in the direction of higher performance, higher precision, and more environmentally friendly, heralding an opportunity for structural upgrading and value re-engineering.

Precision Plastic Injection Products

The Group's precision plastic injection molding products are mainly used in the end-use applications of automobile parts and household appliance components, and are therefore analyzed in these two major areas:

a. Automotive parts:

As the world's largest automotive market, China will remain a major source of growth, with new vehicle sales expected to reach 26.6 million by 2025, representing an annual growth rate of 3%. Driven by policy support and the rise of independent brands (e.g., BYD, Geely), sales of new energy vehicles will continue to reach record highs, with EV penetration expected to exceed 40%. The U.S. market is expected to rebound significantly in 2023 and remain stable in 2024, with new vehicle sales in 2025 estimated at 16.2 million units, a 1.2% annual growth. However, due to high interest rates and the increasing burden of auto loans, the overall growth momentum is limited. In addition, politically influenced trade policy and tariff variables also increase operational uncertainty. The European automotive market is expected to grow at a slower pace due to high inflation and the withdrawal of subsidies for electric vehicles, and is expected to remain at approximately 15 million units in 2025. Carbon-neutral targets in many countries are driving EV investment and transformation, but consumer acceptance remains limited in the short term.

As the world's largest automaker, Toyota expects to sell approximately 10.8 million vehicles in 2024, and its 2025 target has been revised upward to 11.2 million vehicles. Facing the trend of electric vehicles, Toyota continues to increase its investment in electrification, with total sales of electrified vehicles (including HEVs, BEVs, PHEVs, and FCEVs) reaching 5.18 million units in 2024, accounting for 46.2% of total sales, and expected to exceed 49% in 2025. Nissan is in the midst of a deep restructuring. Nissan is in a deep restructuring phase and plans to maintain stable development with flat sales in 2025. Honda is facing fierce competition with Chinese brands in 2024, with sales growth slowing down and investment in electrification entering a critical period. the biggest strategic layout in 2025 is to start alliance talks with Nissan, and plans to merge to form the world's third-largest auto group in 2026. The biggest strategic plan for 2025 is to start alliance talks with Nissan and plan to merge to form the world's third largest automobile group in 2026.

The global automotive industry is facing a generational transformation, and although the electric vehicle market is expanding rapidly, it is still affected by the policy fluctuations of many European countries that have begun to reduce or suspend subsidies for the purchase of electric vehicles, while range, charging infrastructure and price are still factors for consumers to consider, and the rapid emergence of Chinese car makers, such as BYD, Xiaopeng and others, with high price/performance ratios and battery technology, will exert pressure on traditional brands. Although the global automotive market is facing challenges in terms of interest rates, policies, energy and regional geopolitical risks, the foundation for growth remains solid, and emerging markets such as China and Southeast Asia in

particular will be the main support.

b. Residential home appliance components:

Residential home appliance market growth in the next two years will mainly come from the integration of intelligent technology. Home appliance devices combining AI, IoT and voice assistants are becoming more popular, and consumers are inclined to choose products that can be linked to the smart home system; no-treatment toilets are equipped with functions such as warm-water washing and anti-bacteria and deodorization, which meets the needs of senior citizens and health-oriented users. The popularization of high-end functions attracts replacement and middle-class families to upgrade their purchases by adding intelligent functions such as carpet sensing, automatic mop washing, and zone sweeping. Another policy is to promote energy-saving labels and subsidies to encourage consumers to choose products with low energy consumption and high efficiency.

Japan, Taiwan, Korea to promote home hygiene upgrades and barrier-free facilities construction, driven by free toilet demand continues to rise, although China's housing market is weak, but the middle-class families on high-end home appliances demand has not receded. The popularization of residential renovation and smart home applications in North America and Europe has driven the growth of both products, especially the rapid increase in the penetration rate of floor sweeping robots due to the large floor area and the high cost of time spent on household chores. Southeast Asia, India, the Middle East and other emerging markets are entering the period of home appliances upgrade, sweeping robot and entry-level free treatment toilet has long-term potential. It is expected that the global market for high-end treatment-free toilets will reach US\$5.7 billion in 2025, and the global market for floor sweeping robots will reach US\$9.4 billion, and the momentum of upgrading and replacement of machines and emerging market expansion will continue in 2025.

Electronics Manufacturing and Distribution

In 2024, the overall equipment retirement and replacement will start, and in 2025, driven by smart modules and emerging markets, the global market size is estimated to be US\$61.5~62.5 billion, with an annual growth rate of 4~6%. Looking forward to market growth, the driving factor is enterprise IT integration and digital transformation and upgrading, with demand shifting from stand-alone devices to intelligent terminals supporting cloud, information security, and remote management functions, which will push up module upgrading. The European Union, Japan, and North America have strengthened energy-efficiency standards and EPEAT certification requirements, and environmental regulations and carbon emissions control pressure encourage the replacement of high-efficiency energy-saving equipment. Emerging markets such as India, Southeast Asia, and Africa are engaged in education, government, and SME digitization, driving shipments of medium- and low-speed printing and copying equipment.

The start of the equipment renewal cycle in North America and Europe has significantly increased the demand for high-performance and intelligent sensing

modules, and emphasized environmentally friendly materials and carbon footprint control. Japan, Korea, Taiwan and other countries are leading in manufacturing technology, pursuing module precision and efficiency, and have the ability to supply high value-added modules. Mainland China's overall demand has stabilized but is still suppressed by the housing market and SME spending, with demand for high-end modules coming from state-owned enterprises and medical and education systems. Southeast Asia, India, and the Middle East, where penetration rates are still low and demand is growing rapidly, are key markets for medium- to long-term growth.

In 2024, the market for business machinery components and electronic modules has gradually emerged from the downturn in 2023 and entered a stage of steady growth. It is expected that the market will continue to be driven by factors such as upgrading of equipment by enterprises, energy-saving and environmental protection regulations, and the construction of emerging markets until 2025. The manufacturing side should focus on the development of high-end modules, the enhancement of flexible manufacturing capabilities, the strengthening of regional supply chains, and the mastery of the three major trends of intelligence, modularization, and sustainability orientation, in order to cope with the new wave of structural changes in the global market.

iv. Competitive niche

A. Processed metal products and plastic products:

The Group has a professional aluminum alloy die-casting operation team. In 2014, the Group entered into the mobile phone industry and obtained orders from internationally renowned cell phone manufacturers. In addition, the Group has entered the automotive parts market with its profound metal stamping technology to capture the business opportunities in automotive electronics and automotive parts brought about by the rise of electric vehicles, and will expand its production capacity in the future depending on the demand for orders. The key competitive niches are summarized below:

(A) Strong R&D and technical capabilities

The aluminum alloy industry's mass production and product quality stability have been proven in the market, and more industry players have increased their willingness to purchase. R&D technicians have gained insights into the future development of aluminum alloys and other metal alloy materials, and have continued to accumulate technical experience through trials and experiments, thus maintaining the quality of their products at a certain level.

(B) Consistent and mass production capacity

The Group's high maturity in the application of aluminum alloy materials and the integration of continuous production and manufacturing technologies in the plant ensure that each process can be managed and broken through quickly and effectively. Through continuous investment of manpower and time to improve the machinery to break through the bottleneck of mold design and manufacturing, in order to shorten the manufacturing schedule, and to provide customers with one-stop production services from mold design, mold opening,

CNC machining, anodizing, assembly and other pre-production to post-production processes in the factory.

(C) Stringent Quality Requirements

With the participation of all employees and the efforts of the quality control department, the Group's management team has obtained ISO9001, ISO14001, and QC080000 certificates, and has also demanded more stringent standards for internal control, which has been recognized by the world's most famous manufacturers.

(D) Motivated R&D team

The Group has dozens of research and development design team members, who continue to conduct active research on process improvement and mold design enhancement, which has resulted in production efficiency that is higher than that of the industry.

B. Power tools, powder metallurgy and precision plastic injection molding products:

In recent years, the international manufacturers of power tool machines have continued to innovate in product technology and specifications, and the functions and appearance of the products have become more diversified. The Group has followed the trend of product development, and has continuously invested in the development of new products and technology under the requirements of lightweight, multi-functional, and multi-purpose products for power tool machines, in order to rapidly develop product styles and functions to meet the needs of customers, and to gain market opportunities and maintain the competitive edge of our products in this highly competitive environment. In this competitive environment, we are able to obtain business opportunities in the market and maintain the competitive advantages of our products. Our main competitive niches are as follows:

(A) Vertical integration of production processes

In 1991, we invested in DONGGUAN QUNSHENG in China to engage in the manufacturing of powder metallurgy components for transmission gearboxes. In 1995, we invested in DONGGUAN BESTACHIEVE to be responsible for the production and assembly of transmission gearboxes, and the powder metallurgy components produced are transferred to DONGGUAN BESTACHIEVE for the assembly of transmission gearboxes. In addition, our key subsidiary, IKKA, has extensive experience in mold design, production, and maintenance, and is able to stably produce the highest grade 0 level products, strengthening and expanding its supply area in the automotive market. Through a vertically integrated system, powder metallurgy and precision plastic injection molding components are available for sale or for self-use, and are fully customized to meet and satisfy customers' needs and developments.

(B) Introduction of automated production equipment

The gearbox assembly production line is located in Dongguan, China, and the assembly process requires more manpower. In view of the implementation of the Labor Contract Law in China in recent years, which has led to an increase in labor costs, we have strengthened the implementation of automation in our product lines to reduce the number of employees, and enhanced process management to increase the production yield rate. On the other hand, we will flexibly deploy production lines, strengthen staff education and training, and

improve staff quality to reduce the number of overtime hours, lower production costs, and make our products competitive. In addition, we will also make use of the Group's resources to consolidate and upgrade automation by reinvesting in IKKA.

(C) Proximity supply strategy to consolidate customer relationships and develop new customers

Considering that Bosch and Makita (Kunshan) are the potential customers in the central China region, setting up a factory in SUZHOU can provide services in the vicinity, therefore, in 2006, the Board of Directors resolved and approved the indirect investment in BEST SELECT (SUZHOU) in China at a cost of US\$3,000,000 by investing in BEST SELECT (SUZHOU), which is a company invested by Phoenix Place Holdings Ltd. In addition, IKKA has production bases in Japan, Malaysia, DONGGUAN BESTACHIEVE and Vietnam, which are combined with the Group's overseas bases in Mainland China and Southeast Asia to make the customer network more complete.

(D) Professional technology and stable quality

Since December, 2006, we have been engaged in the production and sales of related products. In addition to many years of experience in the production process, we are committed to the refinement of production technology and the improvement of production processes, and we have passed the ISO9001, ISO14001, ISO/TS16949 and Green Partner Certification quality certification system. We have passed ISO9001, ISO14001, ISO/TS16949 and Green Partner Certification quality certification system, and have obtained many patents, which not only enhances the company's product image, but also helps to obtain customers' recognition of product quality. By cooperating with international large-scale factories for a long period of time, we will continue to strengthen the quality of OEM, and then compete for orders from other international large-scale factories to enhance the quality of our products. We will continue to strengthen the quality of our OEM products by cooperating with international manufacturers over a long period of time, so that we can win orders from other international manufacturers and increase our market share.

In addition, in recent years, with the power tool machine international manufacturers continue to product technology and specifications continue to innovate, product features and appearance with a variety of, in order to power tools industry OEM & ODM for the Company, will follow the trend of product development, in the power tool products lightweight, multi-functional and multi-purpose requirements, continue to invest in the development of new products and technologies, rapid development of product styles and functions to meet customer needs, in a competitive environment to obtain market opportunities and maintain the competitive advantage of the product, therefore, the industry requires professionals to continue to develop new technologies, improve product value-added, and maintain the competitive advantage of the product. In order to quickly develop product styles and functions that meet customers' needs, to obtain market opportunities in a competitive environment, and to maintain a competitive edge, the industry requires specialized personnel to continuously develop new technologies and to increase the value-added of products and the yield rate of the manufacturing process.

C. Electronic components and finished channel products:

We are committed to becoming a professional partner of Japanese manufacturers to design products that meet customer needs. In addition, we require more stringent standards as the basis for internal control, so we receive a large number of orders for mechanical parts with stringent quality requirements, and even major Japanese manufacturers recognize the processing and manufacturing capabilities of the management team.

v. Favorable and unfavorable factors affecting the Company's future development and their related countermeasures

A. For metal processing products:

a. Enabling factors

- The use of aluminum alloy in IT products is becoming more common.
- Metal stampings for the emerging electric vehicle market
- The rise of environmental awareness

b. Disadvantages

- Insufficient grassroots labor force
- Shortage of professional staff
- Risk of exchange rate changes
- Domestic Manufacturers Join Competitors One After Another

c. Response

- Expansion of production bases with sufficient grassroots labor force
- Strengthened R&D and business team
- Enhancing the financial professionalism of finance staff and collaborating with professional financial institutions to keep abreast of future exchange rates trends and reduce the risk of exchange rate fluctuations
- Actively enter the mainstream market and make alliances with international manufacturers.
- Co-marketing with the group's strengths

B. Electric hand tools and powder metallurgy:

a. Enabling factors

- Gradual recovery of market demand

The market demand for electric hand tools has increased in recent years. As the Group already has good product quality and sales channels, it is expected to continue to contribute positively to revenue.

- Close to customers to supply goods nearby

We have set up marketing and production bases in Suzhou and Dongguan, China. With the experience of cooperating with international factories for a long time and the marketing strategy of "proximity service", we are able to reduce production cost and shorten delivery time to strengthen the competitiveness of our products, and make our customers have more confidence in the quality of our products and the delivery time.

- Professional and stable marketing team

The Group's marketing team are professional and experienced colleagues who are sensitive to market demands and product development trends and are able to lead the business and development departments to develop new products that meet market trends and innovative values.

- Strong development, design and production technology capabilities

In order to enhance the technological capability of the manufacturing process, we have introduced newer automated production equipment, so that the development, design, mold making and production are all completed in the factory, which can effectively control the quality of the products, improve the production efficiency, reduce the cost of production, and make the products competitive.

b. Unfavorable Factors and Countermeasures

- Important raw material iron powder has to be imported from abroad.

Some of the important raw materials used in the Group's products, iron powder, are imported from overseas manufacturers. Any mismatch in the supply from these manufacturers may result in drastic price or exchange rate fluctuations and insufficient supply. The Group's countermeasures are as follows: In addition to maintaining good and long-term relationships with its major suppliers, the Group also actively develops sources of stable quality purchases to diversify the number of suppliers, and conducts planned purchases of goods purchased to avoid concentration of Cost of goods purchased by a few suppliers, in order to minimize the operating risks.

- Imbalance between supply and demand in the mainland labor market, with labor costs rising year-on-year, increasing operating costs

In recent years, the shortage of labor in Mainland China and the application of the Labor Contract Law have resulted in an increase in labor costs and the Group has been facing the pressure of rising labor costs. In response, the Group

has been actively introducing automated equipment and computerized management to reduce the demand for labor. In addition, the Group has also strengthened pre-employment and on-the-job training for its employees to enhance their quality and productivity, and has also proactively strengthened various employee benefits to reduce the Current rate of employees.

C. Precision plastic injection molding products:

a. Enabling factors

- Wide range of technology applications, little impact of industry-specific boom cycles

The Group's major customers are scattered in the automobile industry, residential home appliances industry and office equipment industry, etc. The Group has the ability to produce key components and modules required by each of these industries. Due to the diversification of industrial applications, the Group has good ability to respond to the ups and downs of the economic cycle of a particular industry, and it is less susceptible to the impact of the economic cycle of a single industry, which is conducive to the Group's stable development.

- Products with high level technology and stable quality.

With years of accumulated mold making skills, the Group is able to provide customers with high-precision, high-strength and stable quality plastic molding and injection molding products, which in turn provide high value-added products that are highly trusted by customers.

- Maintain good relationship with customers and reach a mutual assistance mode.

Based on the product requirements provided by customers, the Group designs related components and mechanism modules, and advises on market trends and product development to expand the market. Therefore, the Group has been maintaining a good partnership with its customers for a long time, and has achieved a mode of mutual cooperation. Through years of efforts, the Group has become an important supplier in the supply chain of automobile manufacturers. Due to the complexity of the procurement and certification system of the automobile manufacturers, coupled with the long lead time, the automobile manufacturers will not change their suppliers easily as high quality, stable supply and research and development efficiency have become their key factors.

b. Unfavorable Factors and Countermeasures

- Generation Change Risks in the Automotive Industry

With the signing of the Paris Agreement in 2015, countries are gradually promoting the ban on the sale of fuel vehicles. According to UBS Group's estimation, electric vehicles will account for 40% of the global sales volume by 2030, therefore, the revolution of the automobile industry's generational change will affect the changes of the overall automobile parts industry. The

Group's main products are plastic parts and components such as relays for electronic wiring harnesses, electronic braking systems, steering systems, etc., which are not affected by the change of generations between fuel and new energy vehicles, and such products will flourish in the application of new energy vehicles, combining the concepts of electric vehicles and self-driving cars, and integrating automobile-related parts and components by a centralized control computer. In order to achieve the goal of energy saving, the development of lightweight vehicle body will be the key point, and the application of composite plastic parts will be more widely used, therefore, the Group's products will not be affected by the change of generation in the industry.

b. Important applications and manufacturing processes of major products:

i. Major product applications

Main Products	essential use
Metal Processing Products	Mainly used in components for consumer portable devices, providing protection, heat dissipation, and EMI shielding.
Molds	Mold Development
Powder metallurgy products	Automotive and motorcycle parts, gardening tools, office equipment, gear sets, and hardware components.
Transmission Gears & Gearboxes	Power tools, vending machines, and automotive components.
Precision Plastic Injection	Automotive safety systems, lighting, external decorative lighting components, and office equipment components.
Plastic/Metal Forming	Office machine structural parts and electronic product components.

ii. Production process

A. In metal processing products and plastic injection molding:

①Metal Processing Products

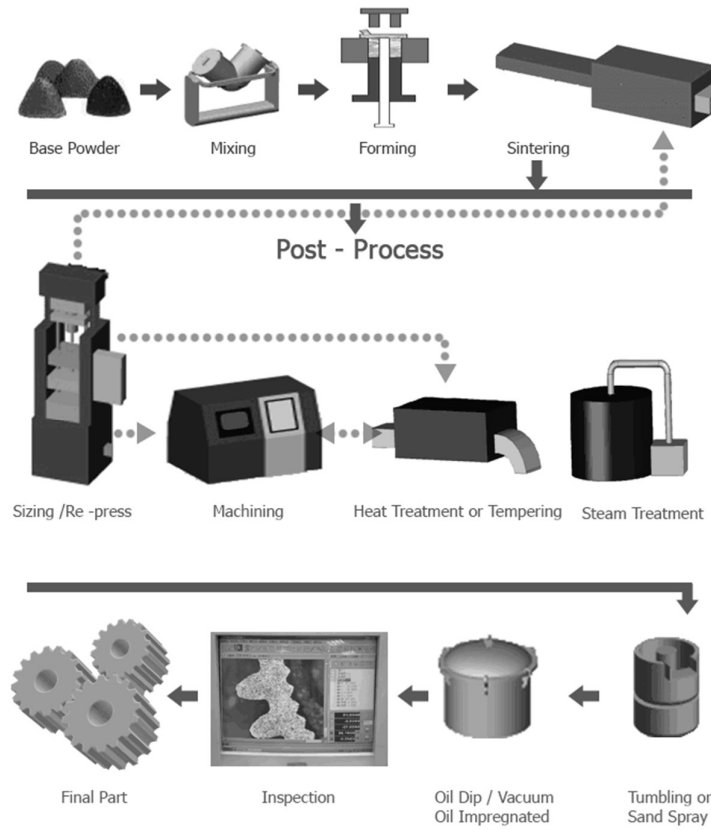
Mold Design→ Mold Opening→ Mold Testing→ Mold Trimming→ Punching and Forming→ Burr Treatment→ Ultrasonic Cleaning→ Packaging→ Shipment Inspection

②Plastic Injection Molding

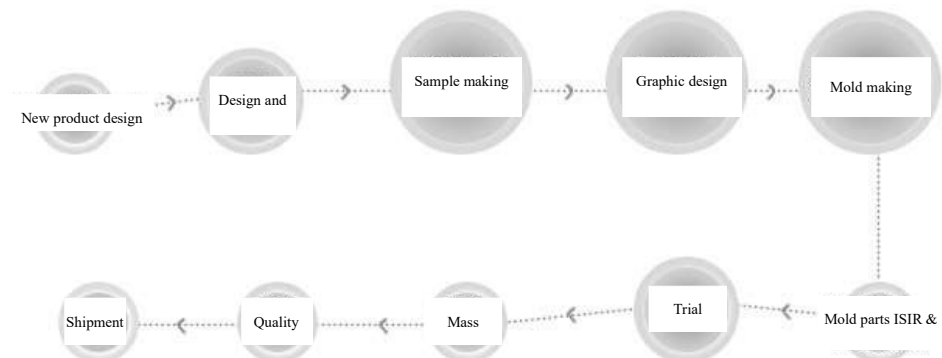
Mold Design→ Mold Opening→ Mold Testing→ Mold Repair→ Plastic Injection Molding→ Inspection→ Shipments

B. In power tools and powder metallurgy:

① Powder metallurgy products

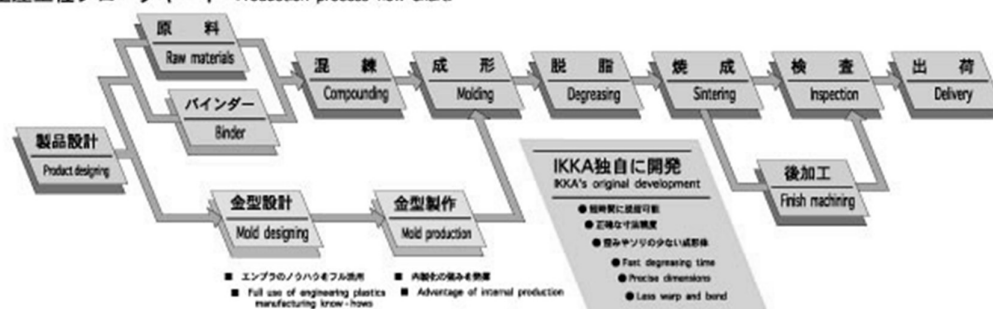


② Transmission



C. Precision Plastic Products

生産工程フローチャート Production process flow chart.



c. Supply status of Raw materials.

In the past three years, the purchase of Raw materials was based on customer orders. For major raw materials, except for those purchased from suppliers designated by the customers, the rest were purchased from more than two suppliers, taking into account the suppliers' quotations, terms of trade, and mode of cooperation, which resulted in a stable supply situation, with no shortages or interruptions in supply. Due to the wide variety of Supplies required, we have not entered into long-term supply contracts with suppliers for flexibility in purchasing, and there are no significant restrictions on the terms of supply. Overall, we have established good long-term relationships with our major suppliers, and the delivery status of the relevant suppliers for the last three years has been good, with no shortages, interruptions or delays in supply that would affect production operations.

d. List of major import and export customers for the last two years.

i. Information on major sales customers in the last two years

Unit: NT\$ thousand; %

Item	2023				2024				up to the prior quarter of 2025			
	Name	Amount	As a percentage of total net sales (%)	Relations with the issuer	Name	Amount	As a percentage of total net sales (%)	Relations with the issuer	Name	Amount	As a percentage of total net sales (%)	Relations with the issuer
1	SU Company	1,008,038	10.7	No	SU Company	1,008,173	10.69	No	SU Company	247,174	11.85	No
2	A Company	699,894	7.43	No	BO Company	892,617	9.46	No	BO Company	187,563	8.99	No
3	BO Company	674,322	7.16	No	A Company	653,580	6.93	No	AV Company	174,520	8.36	No
	Others	7,038,694	74.71		Others	6,879,005	72.92		Others	1,477,126	70.8	
	Net sales	9,420,948	100	—	Net sales	9,433,375	100	—	Net sales	2,086,383	100	—

Reasons for the change: In response to changes in market trends and changes in customer demand for products.

ii. Information on major suppliers in the last two years

Unit: NT\$ thousand; %

Item	2023				2024				up to the prior quarter of 2025			
	Name	Amount	Cost of goods purchased (%)	Relations with the issuer	Name	Amount	Cost of goods purchased (%)	Relations with the issuer	Name	Amount	Cost of goods purchased for the year ended (%)	Relations with the issuer
	Others	5,500,883	100	—	Others	5,358,097	100	—	Others	1,258,425	100	—
	Net Cost of goods purchased	5,500,883	100	—	Net Cost of goods purchased	5,358,097	100	—	Net Cost of goods purchased	1,258,425	100	—

Reasons for the change: Changes in the target and amount of purchases based on customer orders and market demand.

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

Unit: persons; Year; %

Year		2023	2024	Up to March 31,2024
Number of employees	Management unit	918	840	838
	Production unit	2,640	2,243	2,217
	Total	3,558	3,083	3,055
Average age		40.99	41.60	41.75
Average length of service		8.67	9.39	9.59
Distribution of educational degrees	Doctoral	0%	0%	0%
	Master's	1.26%	1.30%	1.31%
	College	26.81%	26.57%	26.78%
	Senior high school	38.93%	48.00%	47.85%
	Below senior high school	33%	24.13%	24.06%

4. Environmental Expenditure Information

- a. A description of the application, payment, or establishment of a pollution facility installation permit or pollution discharge permit, or the payment of pollution prevention and control fees, or the establishment of an environmental protection special unit, as required by law:
 - i. Application for pollution facility installation permits or pollution discharge permits: The Group has obtained the relevant permits in accordance with the regulations.
 - ii. Payment of pollution prevention and control fees: None.
 - iii. Establishment of environmental protection specialists: The Group has established or appointed environmental protection specialists in accordance with the regulations.
- b. The Company's investment in major environmental pollution prevention equipment, its use and potential benefits:

Unit: NT\$ thousand

Equipment	Number	Date of acquisition	Cost of investment	Undiscounted balance	Functions and estimated potential benefits
Biofilter	3	2018.08.21	6,123	2,671	Reducing PVOC Contamination of Large Vessels
Workshop Emission Collection System and Biological Tower Emission Treatment System	1	2021.08.01	4,418	1,692	Follow the existing rules and regulations
Centralized collection of molding exhaust Installation	1	2021.01.31	1,102	247	Collection of waste gas from molding workshop (for environmental protection)
Rehabilitation of rainwater drainage pipes	1	2022.01.25	980	747	Government environmental requirements

- c. Describe the company's efforts to improve environmental pollution in the last two years and up to the printing date of the annual report; if there are any pollution disputes, the company should also describe how they have been dealt with: No such cases.
- d. The total amount of losses (including compensation) and penalties incurred by the Company as a result of pollution of the environment for the last two years and up to the date of the annual report, as well as the future countermeasures (including improvement measures) and possible expenditures (including the estimated amount of losses, penalties, and compensation that may be incurred if no countermeasures have been taken, and if it is not possible to reasonably estimate the amount of losses, penalties, and compensation, then the fact that it is not possible to reasonably estimate the amount of losses, penalties, and compensation should be stated): No such cases.
- e. The impact of the current pollution situation and its improvement on the Company's earnings, competitive position and capital expenditures, and the significant environmental protection Capital expenditures expected in the next two years: None.

5. Labor relations

- a. The Company's various employee welfare measures, education, training, and retirement systems and their implementation status, as well as labor-management agreements and measures to protect the Equity of employees:

Metal Processing Products and Plastic Products Business Unit

- (1) Employee welfare measures: These include benefits such as marriage allowance, maternity subsidy and birthday gift, three festival bonuses, employee group insurance and employee travel.

- (2) Further training program and its implementation:

Employees are the most important Assets of the company, and the cultivation and training of employees' work skills and functions have always been the direction of active investment and efforts. In order to cope with the overall development of the company, to cultivate the character of the staff, to improve the quality of the staff and work efficiency, the Human Resources Department is responsible for the education and training of all staff and the planning and implementation of human resources development.

In addition to the internal training courses planned and organized by the Human Resources Department for employees' further study, employees are also encouraged to attend training courses arranged by external professional organizations for special professional needs. All the courses and trainings that each employee has attended are documented and provided to the relevant supervisors for reference. Through employee education and training, we encourage our employees to grow and integrate what they know into the company's daily management and work, in order to improve the performance and quality of work of all departments of the company.

- (3) Retirement system: Under the Labor Pension Act, the Company adopts a defined contribution system. The monthly contribution rate of the employee's pension shall not be less than 6% of the employee's monthly salary.

- (4) Labor-management agreements: Harmonious labor-management relations, no labor disputes, and no losses resulting from labor disputes.
- (5) Equity protection measures: The Labor Pension Act provides for a defined contribution pension plan for domestic workers, which is applicable to domestic workers. In addition to the defined pension plan applicable to domestic workers under the Labor Pension Act, the enforcement of the rights and benefits system for employees is based on relevant laws and regulations.
- (6) Measures to protect the working environment and the safety of employees:

In view of the importance of the working environment and employee safety protection measures, the Group has established a comprehensive ISO9001, ISO14001 and QC080000 management system, formulated objectives and programs, and launched environmental and personal safety management activities.

Electric Hand Tools, Powder Metallurgy and Precision Plastic Components Business Unit

- (1) Staff welfare measures:
 - A. Employee benefits/welfare committee: The Employee benefits/welfare committee was established in August 1992, in accordance with the "Articles of Association of the Employee benefits/welfare committee". Under the committee, there is a full-time officer, who is in charge of the day-to-day administrative work of the committee and promotes various welfare measures in accordance with the "Welfare Committee's Welfare Measures Implementation Measures".
 - B. The company provides: on-the-job education and training, year-end bonuses, employee bonuses (according to the company's Articles of Incorporation), retirement contributions, annual health checkups, and year-end company dinners in accordance with regulations.

(2) Staff Education and Training

Education and training are one of the basic benefits for employees. We actively encourage all employees to "learn on the job and work after learning", and through education and training to improve personal qualities, increase work skills and enhance team performance; in addition, to enhance the professionalism of the audit team, the audit staff not only attends the internal audit training courses, but also sends staff to participate in the relevant seminars; the accounting staff also attends training courses organized by the competent authorities or relevant units. Finance and accounting staff also participate in training courses organized by the competent authorities or related units.

(3) The retirement system and its implementation:

In accordance with the Labor Standards Act, a monthly contribution of 2% of the employees' total wages is required to be deposited in a special account at the Bank of Taiwan. On July 1, 2005, the Labor Pension Act was enacted, which adopts a defined contribution system and applies to employees who are eligible to make contributions. After the implementation of the Labor Standards Act, employees may choose to be subject to the pension regulations under the Labor Standards Act or to be subject to the pension system under the Act and retain their years of service under the Act.

(4) Labor-management agreements and various measures to protect employees' equity:

Harmonious labor-management relations and the convening of labor-management meetings in accordance with the Regulations Governing Labor-Management Meetings serve as a channel of communication between labor and management to eliminate any possible disputes.

Electronic Components and Finished Goods Channel Business Unit

(1) Staff welfare measures

- A. All employees of the Company participate in the National Health Insurance and Labor Insurance, and all maternity, injury, medical, disability, old age, and death benefits are paid in accordance with the provisions of the Labor Insurance Act.
- B. The Employee benefits/welfare committee of our company organizes various employee activities on a regular basis. In addition to improving the relationship between colleagues, also stimulates the work morale and increases the recognition and centripetal force of colleagues to the company.
- C. Our company organizes annual company trips and year-end dinners and lotteries.
- D. Employee salary adjustments, year-end bonuses, and employee stock ownership system are implemented.

(2) The Retirement System and its Implementation

In accordance with the Labor Standards Act, the Company has established a pension plan for its employees and contributes monthly to the Central Trust of China (CTC). Effective July 1, 2005, the Company adopted the new Labor Pension Act. For employees subject to the Act, the Company contributes 6% of the employees' monthly wages to the employees' individual accounts at the Bureau of Labor Insurance.

(3) Agreements between employers and employees

The Labor Standards Act applies to our company, and all of our operations are based on the Labor Standards Act. The company holds regular labor-management coordination meetings to communicate with employees on various issues, and there have been no labor disputes.

(4) Employee education and training

Unit: NTD

Item	Number of courses	Total number of people	Total Hours	Total cost
1. New employee training	160	463	2,162	558,000
2. Professional competency training	114	1,366	4,506	1,687,518
3. Managerial competency training	22	35	358	745,900
4. General knowledge training	23	1,623	4,625	1,519,800
5. Self-inspiration training	-	-	-	-
Total	319	3,487	11,651	4,511,218

(5) Measures to protect the working environment and personal safety of employees:

In view of the importance of the working environment and employee safety protection measures, our company has established a comprehensive ISO14001 and QC080000 management system, formulated objectives and programs, and launched environmental and personal safety management activities.

- b. Describe the losses suffered by the Company as a result of labor disputes in the last two years and up to the printing date of the annual report, and disclose the estimated current and future amounts and measures to deal with such losses:

Description	Improvement of Situation or Progress
<p>On August 31, 2023, the Company's Hong Kong subsidiary (hereinafter referred to as the "Hong Kong Company") terminated the employment contract with a former employee, Ms. Chen OO (hereinafter referred to as "Ms. Chen"). At the time of her departure, the Hong Kong Company inquired about the method of severance payment. Ms. Chen responded that she would withdraw the severance payment from her Mandatory Provident Fund (MPF) account and that the Company was only required to pay the shortfall (approximately HK\$30,000).</p> <p>However, Ms. Chen subsequently asserted that the Hong Kong Company was obligated to pay the entire amount of the severance payment in full and was not entitled to deduct any amount from her MPF account, including the portion contributed by the Company. On September 4, 2023, Ms. Chen filed a complaint with the Labour Relations Division of the Hong Kong Labour Department, alleging that the Hong Kong Company failed to comply with Section 31N(b) of the Employment Ordinance regarding severance payment. The total amount of compensation claimed was approximately HK\$307,000.</p>	<p>The case was resolved through a settlement at the Hong Kong Labour Tribunal on March 4, 2024. Ms. Chen agreed to receive the severance payment from her Mandatory Provident Fund (MPF) account, and the Company agreed to pay HK\$50,000 as part of the settlement. The settlement amount was remitted to the Hong Kong Labour Tribunal on March 15, 2024. Subsequently, on April 22, 2024, Ms. Chen withdrew HK\$290,924.79 in severance payment from her MPF account. The case has been fully settled and closed.</p>

Although the Company's subsidiary was involved in the aforementioned labor dispute, the related amount was not material in proportion to the equity or revenue of the Company and its subsidiaries for fiscal year 2024. Accordingly, the dispute did not have a material impact on the financial position or business operations of the Company and its subsidiaries.

6. Information and communications security management

- a. The Company's information security risk management structure, Financial risk management policies, specific management plans for information security risks, and resources invested in information security management are described below:
- i. Ares Security Management Framework

Our company has an information security supervisor and information security personnel to supervise the operation of information security management, in order to build up the information security defense capability and good information security awareness of colleagues. In terms of network security defense measures, we have introduced firewalls and anti-virus at the front-end of the network as the basis of information security protection. All internal hosts are equipped with anti-virus software, which features regularly updated virus codes and real-time recognition of malicious lines

at, which can instantly block viruses, Trojan horses, worms, ransomware, and file folder malware to reduce the risk of damage from hackers' attacks.

ii. Ares Security Policy

A. Purpose:

To enhance the security and stability of the Company's information and communications operations, to provide reliable information and communications services, to ensure the confidentiality, integrity and availability of information Assets, and to smoothly promote the Company's various businesses in compliance with the information and communications security management practices.

B. Scope:

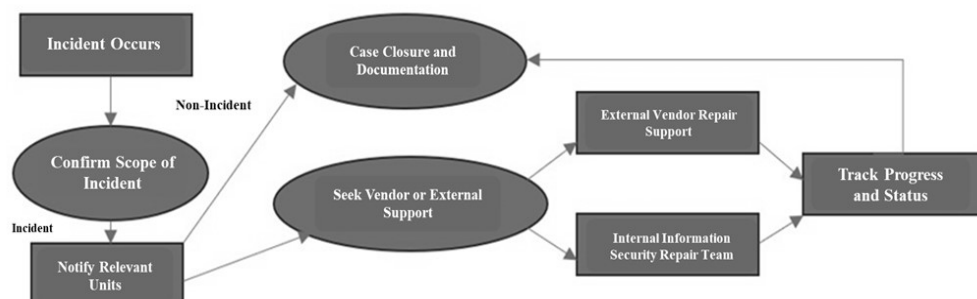
This policy applies to our employees and vendors who have access to our business information or services.

C. Objective:

- (a) To ensure the confidentiality of important information related to the Company and to protect the Company's confidentiality and personal information.
- (b) The objective of enhancing the Company's ability to protect its capital and to continue as a going concern.

D. Strategy:

- (a) Considering the relevant regulations and business operation requirements, we assess the information security needs and establish relevant procedures to ensure the integrity and availability of assets.
- (b) To establish an organizational division of labour and responsibilities for the implementation of information and communications security operations.
- (c) Ensure proper response, control and handling of information security incidents in accordance with the information security incident notification and response mechanism.



iii. Specific Management Programs

A. Scope of control:

Core information equipment, computer equipment, related software programs, databases and related data.

B. Manage the operating procedures:

- (a) The plant room is not to be entered or exited at will.
- (b) Purchase of equipment requires the completion of a requisition form, which will be approved by the signing authority and then procured and installed by the Information Technology Services Department (ITSD).
- (c) Do not install illegal software, install anti-virus software, perform regular virus scans and update virus codes.
- (d) Handover of computer-related equipment is required when an officer leaves the service.
- (e) Installation of firewalls so that access to operations from outside the company is through firewalls.
- (f) Users must lock the screen when they leave the computer temporarily and turn off the computer when it is not in use.
- (g) When a staff member leaves the service or changes his/her job, his/her password for the account he/she is using should be canceled or updated.
- (h) The password must be updated regularly and must be at least 6 digits long.
- (i) First time user accounts and permissions should be requested, approved by the department head, and then implemented by the Information Department.
- (j) There should be a hierarchical authorization system for data access rights.
- (k) Non-designated financial officers are not authorized to use the financial reporting system.
- (l) The password cannot be displayed on the computer screen or keyboard.

iv. Investing in Information Security Management Resources

- A. Endpoint Protection: Regularly check and update the operating system and virus code.
 - B. Hardware Defense: Fortinet firewall is introduced to strengthen network security management.
 - C. Equipment and Software Inventory: Inventory once a year to ensure the legal use of licensed software and to confirm the status of equipment use.
 - D. Promote and strengthen the awareness of information security from time to time.
 - E. Backup Mechanism Construction: Construct the core equipment, backup management mechanism to ensure the security and availability of data.
 - F. Establish one Information Security Specialist and one Information Security Specialist.
 - G. Separate internal and external networks.
 - H. Upgrade mail servers to effectively prevent phishing mail attacks.
 - I. Upgrade the uninterruptible power supply system to avoid the hazards caused by voltage fluctuation and power failure in the building.
- b. In the most recent year and up to the publication date of this annual report, if the losses, possible impacts, and countermeasures due to major information security incidents cannot be reasonably estimated, the fact that it cannot be reasonably estimated should be explained: no major information security incidents occurred this year.

7. Important contracts

Nature of contract	Party	Start and end date	Main content	Restrictive covenants
Loan Agreement	Shin Kong Bank, Shanghai Commercial Bank, Mega International Commercial Bank	2020/10/29 2025/10/29	Syndicated Loan Agreement	Non-revolving drawdown facility
Loan Agreement	Ashikaga Bank, Ltd.	2025/3/31 2025/9/30	Syndicated Loan Agreement	Note 1
Loan Agreement	Ashikaga Bank, Ltd.	2020/3/25 2030/3/29	Syndicated Loan Agreement	Note 2
Lease Agreement	South China Gold Assets Stock Management Co.	2024/1/15 2027/1/14	Lease of Factory Premises in Wugu District	No
Lease Agreement	NeoCore Technology Co., Ltd., Science Park Branch	2024/5/1- 2026/4/30	Lease of Factory Premises	No
Lease Agreement	Dongguan Lifeng Industrial Co.	2020/10/1- 2025/9/30	Lease of Factory No. 73 in the Industrial Park	No
Distribution Agreement	HP Inc. Taiwan Branch	2025/1/1- 2025/12/31	Products under the HP Trademark	No
Agency Sales Agreement	Epson Taiwan Technology & Trading Ltd..	2024/4/1- 2025/3/31	Designated Products under the EPSON Trademark	No
Authorized Maintenance Service Agreement	Epson Technology Taiwan Co.	2024/4/1- 2025/3/31	EPSON Trademark Designated Products	No

Note 1: In accordance with the loan agreement, during the term of the agreement, the consolidated financial statements of DaiichiKasei Co., Ltd. must meet the following conditions:

- (1) The Company shall not incur operating losses for two consecutive fiscal years.
- (2) The amount of net assets reported in the consolidated financial statements for each fiscal year must be maintained at no less than 75% of the higher of (i) the net asset amount as of the end of 2016 or (ii) the net asset amount as of the end of the immediately preceding fiscal year, based on the consolidated financial statements.

Note 2: In accordance with the loan agreement, during the term of the agreement, the standalone (individual) financial statements of DaiichiKasei Co., Ltd. must meet the following conditions:

- (1) The Company shall not incur operating losses for two consecutive fiscal years.
- (2) The amount of net assets reported in the standalone financial statements for each fiscal year must be maintained at no less than 75% of the higher of (i) the net asset amount as of the end of 2018 or (ii) the net asset amount as of the end of the immediately preceding fiscal year, based on the standalone financial statements.

V. Review and Analysis of Financial Condition and Results of Operations and Risk Matters

1. Financial Condition

The primary reasons for the significant changes in assets, liabilities, and equity over the past two fiscal years, as well as the impact of such changes, are summarized below. If the impacts are deemed material, the Company shall also provide its future response plans accordingly, as outlined in the following table:

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Difference	
			Amount	Percentage Change (%)
Current assets	9,024,399	8,939,374	(85,025)	(0.94)
Property, plant and equipment	2,688,960	2,581,548	(107,412)	(3.99)
Intangible assets	162,275	190,566	28,291	17.43
Other assets	3,463,130	4,066,099	602,969	17.41
Total Assets	15,338,764	15,777,587	438,823	2.86
Current liabilities	5,289,066	5,986,142	697,076	13.18
Non-current liabilities	2,573,438	1,729,116	(844,322)	(32.81)
Total Liabilities	7,862,504	7,715,258	(147,246)	(1.87)
Share Capital	1,689,590	1,689,590	0	0.00
Capital surplus	2,599,661	2,636,543	36,882	1.42
Retained earnings	1,665,288	1,619,001	(46,287)	(2.78)
Other Adjustments to Shareholders' Equity	(377,077)	(82,909)	294,168	(78.01)
Treasury shares	(5,714)	(5,714)	0	0.00
Total Equity attributable to shareholders of the parent	5,571,748	5,856,511	284,763	5.11
Non-controlling interests (including previously held interests under common control)	1,904,512	2,205,818	301,306	15.82
Total Equity	7,476,260	8,062,329	586,069	7.84

a. Reasons for the changes: (changes exceeding 10% and 1% of total assets)

- (1) Other assets: The increase was primarily attributable to an increase in investments accounted for using the equity method.
- (2) Non-current liabilities: The decrease was mainly due to the repayment of long-term borrowings during the period.
- (3) Non-controlling interests: The increase was primarily due to the issuance of employee stock options, participation in cash capital increases not in proportion to existing shareholding, and the addition of newly consolidated entities.

b. Future response plan for significant changes in assets, liabilities, or equity:

The year-over-year changes in total assets, total liabilities, and total equity for the past two fiscal years did not exceed 20%. Accordingly, no specific response plan is required.

2. Financial Performance

a. Comparative Analysis of Financial Performance

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Increase (decrease)	Percentage Change (%)
Operating revenue	9,420,948	9,433,375	12,427	0.13
Operating costs	7,892,316	7,921,697	29,381	0.37
Gross Profit	1,528,632	1,511,678	(16,954)	(1.11)
Operating expenses	1,516,670	1,486,688	(29,982)	(1.98)
Operating income	11,962	24,990	13,028	2019.91
Non-operating income and expenses	219,258	248,591	29,333	13.38
Profit Before Tax	231,220	273,581	42,361	18.32
Income tax expense	113,439	165,399	51,960	45.80
Net profit for the period	117,781	108,182	(9,599)	(8.15)

i. Change analysis:

- (1) Gross profit: The increase was primarily attributable to the winding down of end-customer inventory clearance, coupled with continued growth in the automotive market.
- (2) Non-operating income and expenses: The increase was mainly due to higher investment income recognized under the equity method.
- (3) Net income for the period: As a result of the foregoing factors, net income for the period decreased compared to the previous period.

ii. Expected sales volume, its basis, and the potential impact on the company's future financial and business operations

The Company has not issued a financial forecast for 2024. Accordingly, there is no disclosure plan regarding expected sales volume.

3. Cash flow

a. Analysis of changes in cash flows for the most recent fiscal year:

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Increase (decrease)	Change %
Net cash provided by (used in) operating activities	782,802	1,331,	548,529	70.07
Net cash provided by (used in) investing activities	(161,191)	(1,089,838)	(928,647)	576.12
Net cash provided by (used in) financing activities	(540,196)	135,223	675,419	(125.03)
Increase (decrease) in cash and cash equivalents during the period	61,282	635,	574,631	937.68

- i. Net cash inflows from operating activities: The increase was primarily due to higher gains from financial assets measured at fair value through profit or loss during the current period.
- ii. Net cash outflows from investing Activities: The increase in outflows was mainly attributable to the acquisition of investments accounted for using the equity method and the purchase of property, plant, and equipment.

- iii. Net cash inflows from financing activities: The increase was mainly due to new long-term borrowings and repayments, as well as the issuance of convertible bonds during the period.
- iv. As a result of the foregoing factors, the balance of cash and cash equivalents increased during the period.

b. Improvement plan for liquidity shortfall: Not applicable.

c. Cash Liquidity Analysis for the Next Fiscal Year (FY2025, Consolidated))

Unit: NT\$ thousand

Cash balance at beginning of the period	Net cash provided by operating activities for the year	Total cash outflows for the year	Remaining cash (or shortfall)	Remedial measures for cash shortfall	
				Investment Plan	Financial Management Plan
4,199,982	982,891	(763,488)	4,419,385	-	-
<p>i. Analysis of changes in cash flows for the coming fiscal year (2025):</p> <ul style="list-style-type: none"> (1) Operating activities: Cash inflows are expected to be primarily driven by the Company's projected operational growth in 2025. (2) Cash outflows are expected to arise mainly from the acquisition of financial assets and investments accounted for using the equity method. (3) Financing activities: Cash outflows are expected due to loan repayments and the distribution of cash dividends. <p>ii. Estimated Remedial Measures for Cash Shortage and Liquidity Analysis:</p> <p>No such situation is expected.</p>					

4. Effect of significant capital expenditures on financial and business operations in the most recent fiscal year: None.

5. Reinvestment policy, profit or loss of reinvested enterprises, improvement plan, and investment plan for the coming year:

a. Reinvestment policy:

The Group's reinvestment policy primarily focuses on businesses related to its core operations. Reinvestment plans are determined based on prevailing industry conditions and market dynamics.

Investment execution is carried out by the relevant departments of the Group in accordance with internal control procedures, including the "Investment Cycle" and the "Procedures for Acquisition or Disposal of Assets." All investment processes, as well as the relevant policies and systems governing such activities, are subject to approval by the Board of Directors or the shareholders' meeting, as applicable.

b. Major reasons for profit or loss of reinvested enterprises in the most recent fiscal year and improvement plan:

Unit: NT\$ thousand

Investee Company	Investment Income or Loss for the Most Recent Fiscal Year	Core Business Activities	Profit or Loss and Primary Contributing Factors	Remedial Measures or Improvement Plan	Other Planned Investments or Future Investment Strategies
ABICO Asia Capital Corporation	110,202	Venture capital business	The Company has adopted a diversified equity investment strategy and enhanced its market presence through cross-border mergers and acquisitions. In addition, by leveraging the ABICO Group's industrial resources in Japan, the Company seeks to introduce technology and brand collaboration opportunities to improve the overall operational efficiency of its reinvested businesses.	Not applicable	None

Investee Company	Investment Income or Loss for the Most Recent Fiscal Year	Core Business Activities	Profit or Loss and Primary Contributing Factors	Remedial Measures or Improvement Plan	Other Planned Investments or Future Investment Strategies
ABILITY ENTERPRISE CO., LTD.	545,519	Digital electronic cameras, optical products	Benefiting from the continued optimization of the product portfolio, shipments of high-margin products such as 360-degree panoramic cameras and in-vehicle AI applications remained strong. In addition, the official commencement of operations at the new plant in Vietnam effectively reduced manufacturing costs, driving an overall increase in gross profit margin.	The Company continues to develop AI-based machine vision modules for applications in drones, in-vehicle systems, and industrial robotics.	None
G-YEN HUTONG CO., LTD.	8,991	Other Food and Beverage Services	The Company undertook brand restructuring and closed loss-making business units, while promoting a franchising model and enhancing market penetration through a multi-brand strategy.	Not applicable	None
JIA WANG CAPITAL CO., LTD.	2,991	Real estate leasing business	Leasing of investment properties held for rental purposes	Not applicable	None
ABILITY INTERNATIONAL CO., LTD.	-3,036	Sale, rental and maintenance of office machines and office furniture	Due to adjustments in operating strategy, the Company gradually increased the proportion of product rentals, leading to a short-term decline in sales revenue and gross profit. In addition, as market demand shifted following the easing of the pandemic, overall shipments of business projectors and photocopiers decreased, primarily due to customers' accelerated digital transformation, resulting in lower-than-expected operating performance.	The Company seeks to optimize its customer portfolio by enhancing services for high-quality clients and actively expanding new business opportunities. Concurrently, efforts are made to strengthen expense control, implement cost-saving measures, and streamline operations by discontinuing underperforming subsidiaries, thereby focusing resources to improve overall operational efficiency.	None
CREATING CLOUD TECHNOLOGY CO., LTD.	9,134	Information software services	The core products, including the self-developed WinNexus cloud software and the information security-oriented SaaS cloud service platform, feature a highly flexible cloud architecture and robust cybersecurity protection. Revenue is primarily derived from software sales, with applications widely adopted in the education, government, healthcare, and enterprise sectors.	The Company continues to enhance its cloud architecture and cybersecurity technologies to strengthen system performance and information security.	None

c. Investment plan for the coming year: Not applicable.

6. Risk Factors Identified in the Most Recent Year and up to the Date of Publication of the Annual Report

a. The impact of interest rate, exchange rate fluctuations, and inflation on the Company's profit or loss and the corresponding response measures:

To effectively manage financial risks, maintain adequate liquidity, and properly assess and control operational risks, the Company has adopted various risk management strategies based on prevailing economic conditions, external competitive pressures, and related market risks, as outlined below:

i. Exchange rate risk

The Group operates across multiple regions, and the fair value of its export and import transactions is susceptible to exchange rate fluctuations, primarily involving foreign currencies such as the U.S. dollar and Renminbi. Currently, the Group's foreign currency assets and liabilities are managed through appropriate financial operations and are not expected to give rise to any significant market risk.

Given that many of the Group's transactions involve foreign currencies, the Group adopts natural hedging strategies by conducting import and export transactions in the same currency wherever feasible. Exchange rate fluctuations are also factored into customer quotations to mitigate potential risks. Recently, due to global economic volatility and geopolitical tensions, the New Taiwan Dollar has experienced wider fluctuations against major foreign currencies. In response, the Group has reinforced its exchange rate risk management framework by continuously monitoring its foreign currency positions and cash flow structure and making timely adjustments to trading terms and pricing strategies. Moreover, the Group maintains close partnerships with financial institutions to stay informed of and monitor exchange rate movements in the market. These efforts are aimed at minimizing the potential impact of currency fluctuations on operations and ensuring stable capital deployment and operational continuity.

ii. Interest rate risk

The Group is primarily exposed to interest rate risk arising from bank borrowings. Borrowings with floating interest rates expose the Group to cash flow interest rate risk; however, part of this exposure is offset by the Group's holdings of cash and cash equivalents that also bear floating interest rates. Borrowings with fixed interest rates may subject the Group to fair value interest rate risk.

In light of recent increases in policy rates implemented by the central bank in response to inflationary pressures and market developments, overall market lending rates have trended upward, leading to higher corporate financing costs. The Group closely monitors market interest rate trends, regularly reviews its existing financing structure and terms, and adjusts its capital utilization strategies in a timely manner to mitigate the potential impact of interest rate fluctuations on financing costs.

To effectively manage interest rate risk, the Group conducts regular simulation analyses under various interest rate scenarios to assess their potential impact on profit or loss. These analyses cover refinancing arrangements, renewal terms for existing borrowings, feasible financing instruments, and hedging strategies. Each simulation assumes a uniform interest rate change across all currencies and is applied to the Group's material interest-bearing liabilities to serve as a reference for risk management decisions.

iii. Inflation

According to data released by the Directorate-General of Budget, Accounting and Statistics (DGBAS) of the Executive Yuan, the annual growth rate of the Consumer Price Index (CPI) for 2024 was 2.18%, reflecting a slight easing of inflationary pressure compared to the previous year. However, as the CPI has exceeded 2% for three consecutive years, inflationary pressure remains present, even though the overall price level has gradually stabilized. In 2024, the Central Bank of the Republic of China (Taiwan) maintained a neutral stance by keeping policy rates unchanged, reflecting its cautious

approach to inflation risks. To date, the Bank has only implemented a precautionary rate hike—raising the rediscount rate—in response to potential price pressures arising from anticipated electricity tariff adjustments. Looking ahead, the overall impact of inflation on the Company’s operations is expected to be limited and not materially adverse.

- b. Policies for engaging in high-risk or highly leveraged investments, loans to others, endorsements and guarantees, and derivative transactions, main reasons for related gains or losses, and future response measures:
 - i. The Group handles all investment matters in accordance with the “Procedures for Acquisition or Disposal of Assets.”
 - ii. Matters related to endorsements and guarantees, as well as loans to others, are handled in accordance with the “Procedures for Endorsements and Guarantees” and the “Procedures for Loans to Others,” respectively.
 - iii. Certain entities within the Group have provided endorsements and guarantees for bank borrowings and have extended loans to others. These transactions did not result in any profit or loss. In addition, neither the Company nor its subsidiaries has engaged in high-risk, highly leveraged, or derivative financial transactions.
- c. Future R&D plans and estimated R&D expenditures:

To respond to the growing trends in intelligent manufacturing and automation, the Company has made a strategic investment in a Silicon Valley-based startup focused on robotic arm development. By leveraging emerging technological capabilities, the Company aims to enhance the manufacturing applications of future key components, prepare for process upgrades and the integration of smart production lines, and gradually expand its presence in the industrial automation sector.

In the areas of metal processing and plastic products, the Company remains committed to mastering core technologies and strengthening process capabilities. Through continuous process optimization and yield improvement, the Company ensures product quality and production efficiency, while enhancing product value. In line with the product development needs of affiliated companies, advanced technologies and diversified surface treatment processes—such as plastic-metal integration techniques and structural designs combining metal exteriors with plastic interiors—are being introduced to meet customer expectations for high-end, differentiated designs and to enhance overall market competitiveness. With the continued development of automated equipment and robotic arm applications, the Company’s metal and plastic component manufacturing technologies are also expected to extend to the supply of robotic arm casings and key mechanical modules, thereby enhancing process versatility and production line flexibility.

In the field of power tools and powder metallurgy, the Company continues to enhance its R&D capabilities for existing product lines such as motor drives and gearboxes. Efforts are being made to deepen vertical integration across upstream and downstream processes, while actively developing and applying soft magnetic materials to build a more comprehensive and

diversified product portfolio. These efforts aim to enhance one-stop sourcing capabilities and reinforce the Company's ability to deliver integrated solutions. As robotic arms increasingly require precision drive systems and motor modules, the Company's powder metallurgy and electrical process technologies are expected to be further applied in this domain, strengthening its competitive edge in the manufacture of intelligent mechanical components.

For precision plastic injection molding products, the Company is actively expanding into the automotive components sector, gradually increasing the revenue contribution from automotive and motorcycle-related products as part of its product and service diversification strategy. In response to industry trends in autonomous driving and electrification, the Company is incorporating electronic control technologies into product development and is targeting high value-added automotive components such as electronic braking systems, electric transmission and cooling systems, advanced cockpit systems, body systems, and electrical systems. At the same time, the Company is leveraging its expertise in plastic injection molding and aesthetic component development to prepare for the manufacturing demands of emerging applications such as robotic arm casings and interface modules, thereby strengthening its mass production and integration capabilities for automation-related product lines.

- d. The impact of significant domestic and foreign policy and legal changes on the company's financial operations and corresponding response measures:

The Company and its subsidiaries conduct operations in full compliance with applicable domestic and international laws and regulations. The Group continuously monitors major policy and legal developments both at home and abroad, and implements appropriate response plans as needed. It is not anticipated that any significant changes in domestic or foreign policies or legal frameworks will have a material adverse impact on the Company's financial or operational performance in the foreseeable future.

- e. The impacts of technological changes, industry developments, and information security risks on the company's financial operations and corresponding response measures:

With the evolution of 3C product trends—driven by major brands emphasizing ultra-thin designs and high-precision textures—the Company continues to enhance its R&D capabilities and upgrade production equipment to meet customer demands. By maintaining close collaboration with brand manufacturers and offering comprehensive services, the Company strives to sustain its competitive edge and create mutually beneficial outcomes.

To maximize shareholder value and ensure the continued soundness of the Company's financial structure, the following measures have been adopted to improve performance and enhance profitability:

- i. Enhancing production process efficiency and yield to maintain a competitive advantage.
- ii. Accelerating the development of future core products in response to market price trends.
- iii. Expanding business opportunities beyond existing customers to reduce dependency risks.
- iv. Making reinvestments in the integration of related process technologies to lower costs

and improve competitiveness.

- v. Actively collaborating with strategic partners to explore opportunities for integration and development.
- vi. With respect to information security risks, the Group did not experience any significant information or communication security incidents resulting in losses during the most recent fiscal year or up to the date of publication of this annual report. The Group has established an Information and Communication Security Incident Management System, which defines incident severity levels, reporting protocols, and standardized handling procedures.

- f. The impact of corporate image changes on crisis management and corresponding response measures:

The Group did not experience any crisis arising from changes in corporate image during the most recent fiscal year or up to the date of publication of this annual report. The Group is committed to upholding its corporate image and ensuring compliance with all applicable laws and regulations. In the event of any incident that may affect corporate image or involve legal non-compliance, the Group will promptly establish a task force to develop appropriate response strategies.

- g. Expected benefits, potential risks, and countermeasures related to mergers and acquisitions:

The Group had no merger or acquisition plans during the most recent fiscal year or up to the date of publication of this annual report. Should any merger or acquisition plans arise, the Group will conduct prudent evaluations and thoroughly assess the overall synergies in order to protect shareholders' interests.

- h. Expected benefits, potential risks, and countermeasures related to plant expansion:

The Company and its subsidiaries are committed to maintaining a positive corporate image and complying with applicable laws and regulations. In the event of any incident that may impact the Company's image or constitute a legal violation, a task force will be formed to devise appropriate response measures. As of the date of publication of this annual report, no incidents affecting the Company's corporate image have occurred.

- i. Risks arising from concentration in procurement or sales and corresponding countermeasures:

- i. Procurement

Except for cases where product quality is uniquely specialized or where suppliers are designated through customer certification, the Group avoids reliance on a single supplier for major procurement items. In general, the primary raw materials required for the Group's production are available from multiple suppliers. The Group regularly compares pricing, analyzes product quality, and engages in negotiations with alternative suppliers to manage and mitigate procurement concentration risks.

- ii. Sales

The Company's procurement sources are well diversified. In both 2023 and 2024, no single supplier accounted for more than 10% of the total annual purchase volume, and

there was no reliance on any single supplier. The Company maintains stable and long-term cooperative relationships with its major suppliers to ensure consistent and reliable raw material supply.

During 2023 and 2024, certain customers accounted for over 10% of the Company's annual net sales; however, no single customer contributed more than 30% of total revenue in either year, indicating that sales were not overly concentrated. To reduce dependence on individual customers, the Company not only sustains strong relationships with existing clients but also actively develops new customers and explores new business opportunities to diversify revenue streams and enhance operational stability.

- j. The impact, risks, and countermeasures related to the transfer or replacement of a significant portion of shareholdings by directors, supervisors, or major shareholders holding more than 10% of the Company's shares:

There were no significant transfers of shareholdings by the Company's directors or major shareholders holding more than 10% of the Company's outstanding shares during the most recent fiscal year or up to the date of publication of this annual report.

- k. The impact, risks, and countermeasures related to changes in control or management rights: There were no changes in control or management rights during the reporting period.
- l. Litigation or non-litigation matters:

As of the date of publication of this annual report, there have been no finalized or pending litigation, non-litigation, or administrative proceedings over the past two fiscal years that would be expected to have a material impact on shareholders' equity or the market price of the Company's securities:

- i. An employee of JABON PRECISION, Mr. Liao Guohong, was laid off on April 4, 2024. He subsequently filed a lawsuit seeking extended overtime pay. The case was resolved through mediation on October 8, 2024, with a settlement payment of NT\$250,000 to Mr. Liao. He agreed not to pursue any further legal claims against the Company. The case was concluded upon the completion of mediation.
- ii. Another employee of JABON PRECISION, Mr. Liu Jikai, also laid off on April 4, 2024, filed a lawsuit requesting confirmation of employment status and overtime pay. Mediation was reached on September 24, 2024, with a settlement of NT\$250,000, and Mr. Liu agreed not to file any further legal claims. The case was concluded on the mediation date.
- iii. A former employee of IKKY Holdings, Mr. Furukuchi (古口), falsified outsourcing service documents between April 2013 and September 2018, misleading the Company into believing that design services had been outsourced to Japanese vendors, when in fact Company funds were misappropriated. This resulted in financial and operational harm to the Company. IKKA Japan paid JPY 40,470,624 and was fined JPY 20,565,315 by the Japanese National Tax Agency. IKKA Japan sought damages totaling JPY 61,035,939 from Mr. Furukuchi. On August 24, 2022, the Utsunomiya District Court ruled in favor of IKKA Japan, ordering Mr. Furukuchi to pay JPY 27,800,000. He fulfilled the settlement in installments, with the final payment completed on October 16, 2023. The case is now closed.
- iv. IKKY Holdings terminated the employment of a former Hong Kong employee, Mr. Chen , on August 31, 2023. During the offboarding process, Mr. Chen indicated he would



- withdraw severance from his Mandatory Provident Fund (MPF) account, with the Company covering the shortfall of approximately HK\$30,000. However, Mr. Chen later demanded full severance without MPF offset and filed a complaint with the Labour Relations Division of Hong Kong's Labour Department on September 4, 2023, claiming non-compliance with Article 31N(b) of the Employment Ordinance, seeking HK\$307,000. On March 4, 2024, the case was settled through the Labour Tribunal. Mr. Chen agreed to withdraw severance from his MPF account, and the Company paid HK\$50,000 as a settlement. Mr. Chen withdrew HK\$290,924.79 on April 22, 2024. The case is closed.
- v. On March 1, 2023, an employee of IKKA Japan, Mr. Takahiro Furusawa, sustained a workplace injury. IKKY Holdings reported the incident on March 6, 2023. The Japanese subsidiary subsequently repaired and improved the equipment involved. Mr. Furusawa received compensation totaling approximately JPY 2,530,000 from labor insurance and the subsidiary. No legal or remedial action has been filed as of the reporting date.
 - vi. On September 4, 2023, the Tochigi Labor Standards Inspection Office issued a correction notice to IKKA Japan for violations of Article 20(1), Article 22(1), and Article 6(1) of the Industrial Safety and Health Act. Violations related to safety devices on injection molding machines, dust exhaust equipment, and insufficient risk assessment procedures. The Japanese subsidiary submitted correction reports on September 19 and November 10, 2023, and implemented improvements including equipment inspections, part replacements, and internal safety committee review and communication. As of the reporting date, no administrative penalties were imposed, and the issue is not expected to have a material impact on operations.
 - vii. IKKY Holdings' Malaysian subsidiary was fined MYR 23,500 on July 17, 2021, by the Department of Labour Peninsular Malaysia for providing employee dormitories without proper licensing under Section 24D of the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990. The fine was fully paid on March 15, 2022, and the lease was terminated.
 - viii. On July 15, 2022, Mr. Lu, a former employee of IKKY Holdings' PRC subsidiary, filed an arbitration case for unlawful dismissal, seeking RMB 95,838.12 in compensation. On September 9, 2022, the PRC subsidiary obtained a favorable final ruling confirming the dismissal was lawful, and no compensation was required. Mr. Lu did not pursue further litigation.
 - ix. In 2021, HONLYNN filed a lawsuit against a former employee for theft of Company inventory valued at NT\$8,762,000 (fully provisioned as bad debt). The case (Case No. 110 年度簡字第1665號) was concluded in 2024.
- After evaluating the aforementioned cases, the Company has determined that none are expected to have a material impact on its financial or operational status. The outcomes have been finalized and are not anticipated to significantly affect shareholders' equity or the Company's stock price.

m. Other significant risks and response measures: None.

7. Other important matters: None.

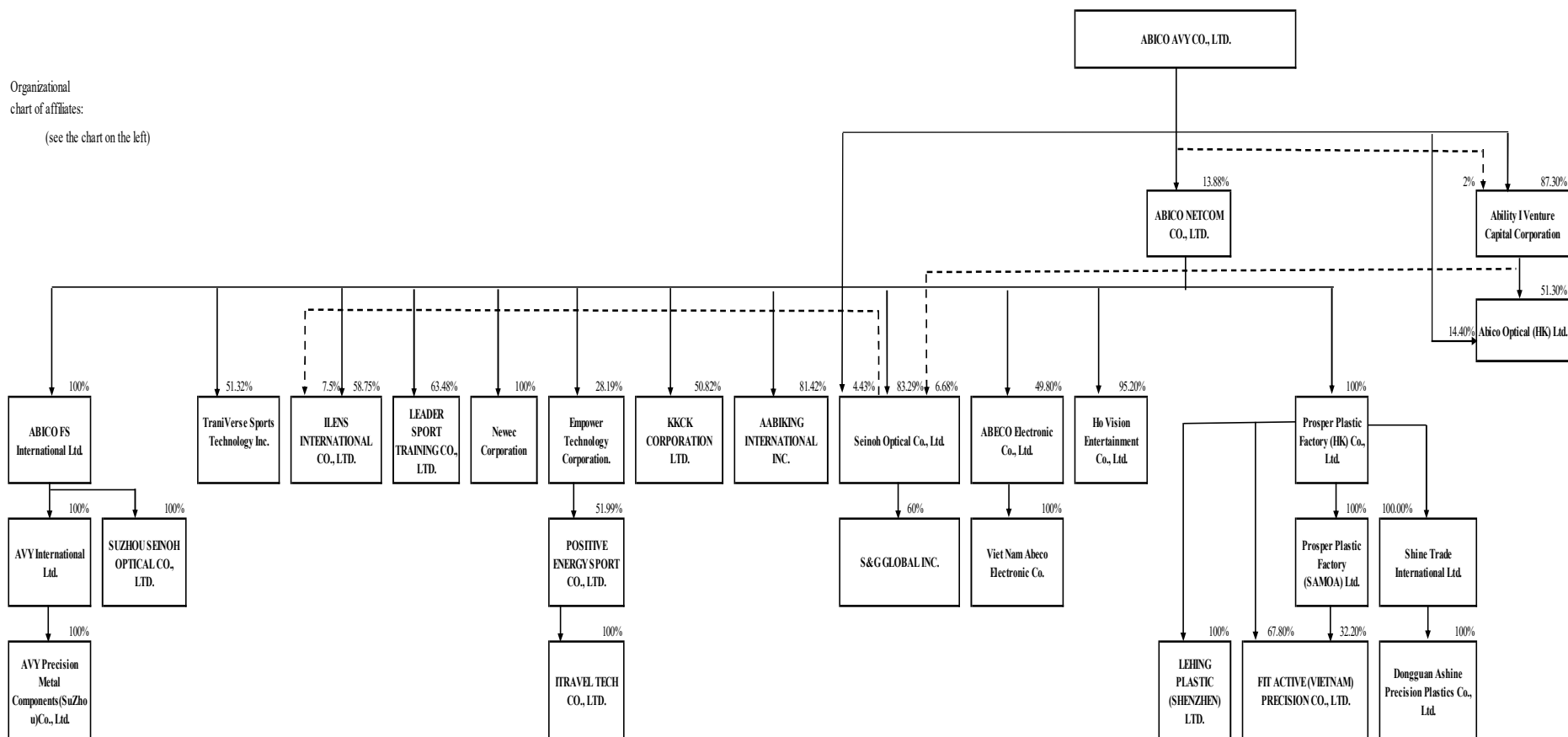
VI. Special Notes

1. Information on Affiliated Companies

- a. Report on Business Combination of Affiliated Companies (as of December 31, 2024)
 - i. Organizational Chart of Affiliated Companies

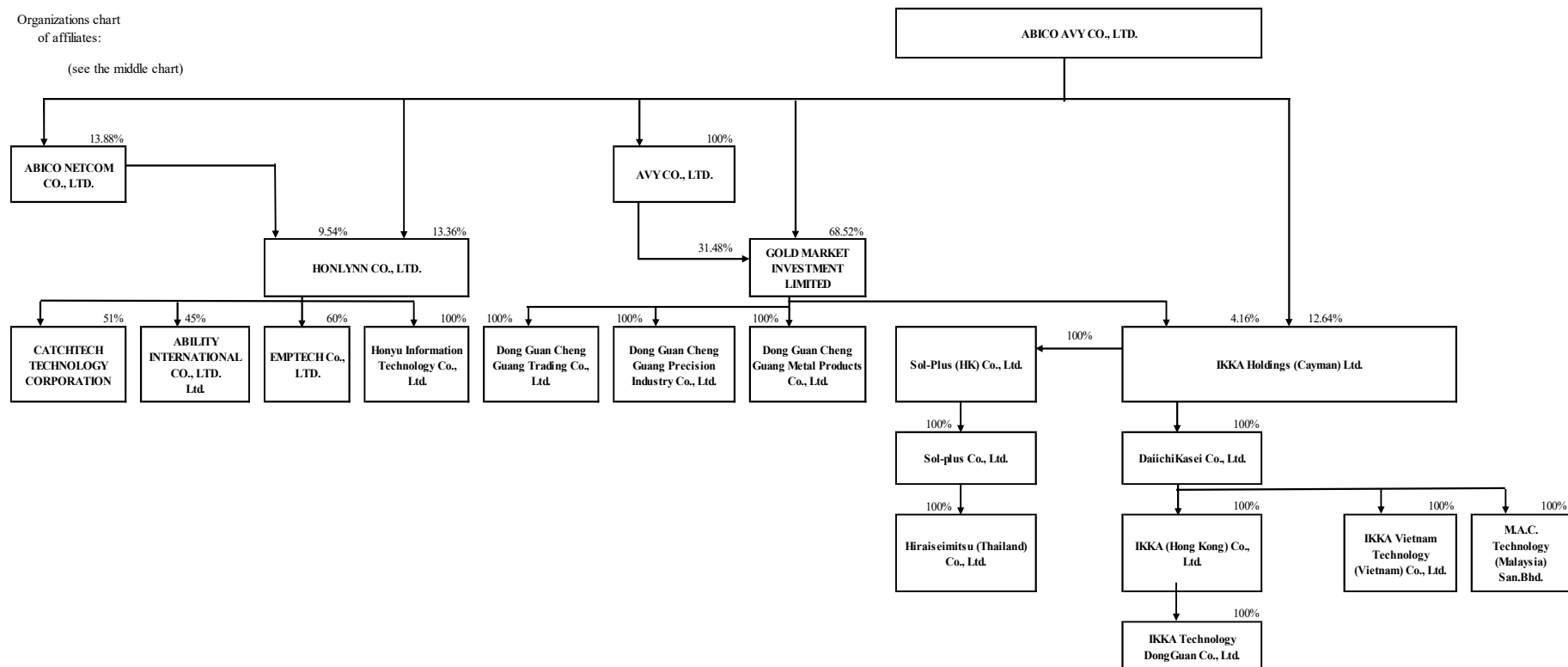
Organizational
chart of affiliates:

(see the chart on the left)



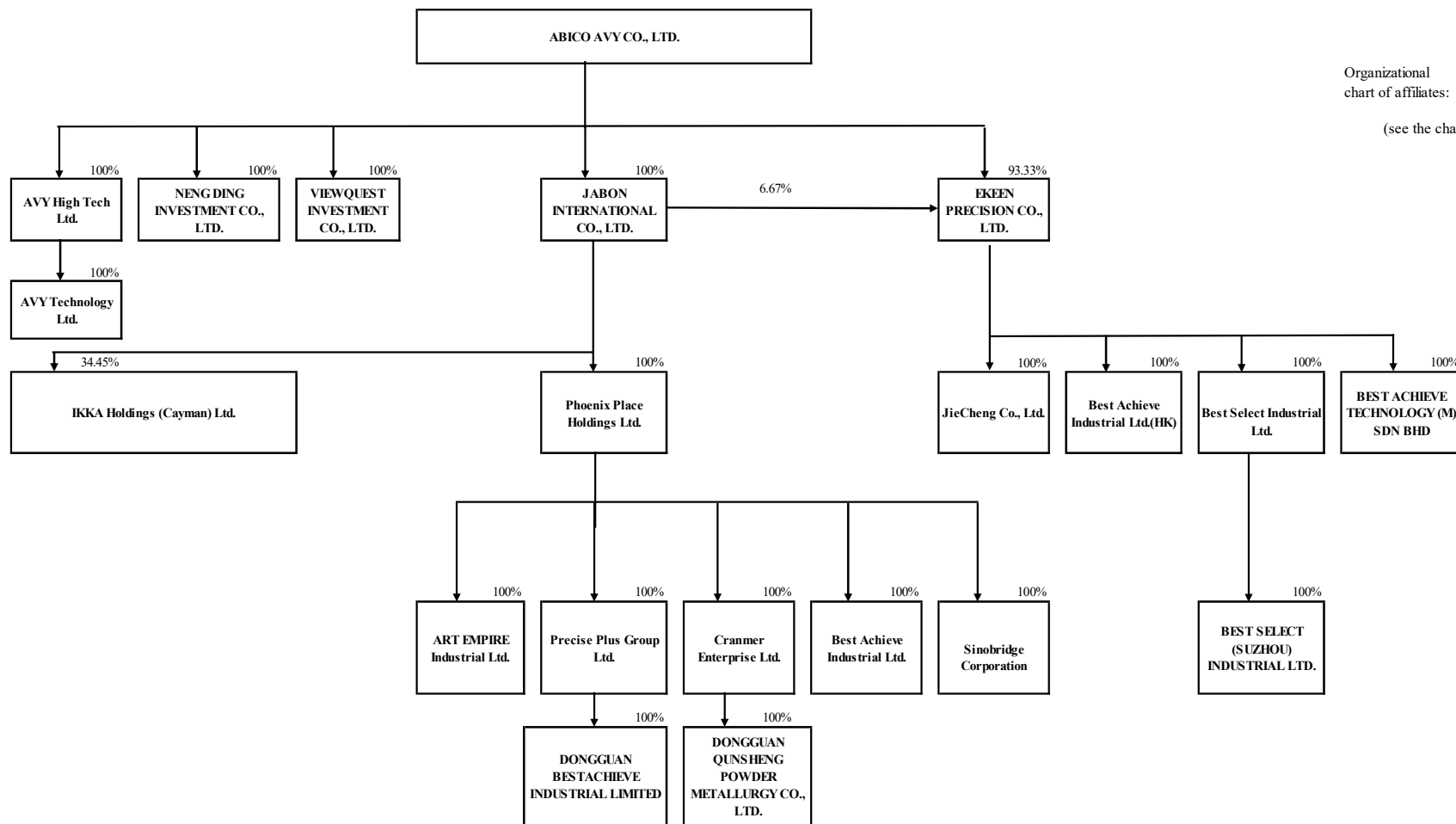
Organizations chart
of affiliates:

(see the middle chart)



Organizational
chart of affiliates:

(see the chart on the right)



ii. Basic Information of Affiliated Companies

Unit: NT\$'000 / US\$'000 / RMB'000 / HK\$'000 / JPY'000 / THB'000

Company Name	Date of Establishment	Address	Paid-in capital	Main business or production items
AVY CO., LTD.	1975.5.3	No. 56, Sec. 2, Yatan Rd., Tanzih Dist., Taichung City, Taiwan	595,976	Manufacturing and sales of optical instruments, electronic products and components, and precision molds
GOLD MARKET INVESTMENTS LTD.	2000.4.3	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia, Samoa	USD5,717	Equity investment and trading
Dong Guan Cheng Guang Metal Products Co., Ltd.	2000.8.1	Xintang Management Zone, Houjie Town, Dongguan City, Guangdong Province, China	RMB36,634	Components and accessories for electronics and cameras
AVY TECHNOLOGY LTD.	2006.8.11	Portcullis Chambers, P.O. Box 1225, Apia, Samoa	USD40	Equity investment and trading
AVY HIGH TECH LTD.	2007.10.26	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia, Samoa	USD6,776	Equity investment and trading
Ability I Venture Capital Corporation	2011.10.13	10F., No. 101, Fuxing N. Rd., Songshan Dist., Taipei City, Taiwan	283,342	Venture capital business
JABON INTERNATIONAL CO., LTD.	1976.12.9	No. 3-1, Shengkengzi, Beishan Village, Guanxi Township, Hsinchu County, Taiwan	284,793	R&D, processing, manufacturing and sales of metallurgical products such as bearings, as well as auto, machinery, and electronic components
ABICO NETCOM CO., LTD.	1993.6.29	13F.-1, No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	518,543	Sales of office equipment components, electronic components, and optoelectronic products
Abico Optical (HK) Ltd.	2013.10.17	Room 1204, Yu Sung Boon Bldg., 107-111 Des Voeux Road Central, Hong Kong	HKD10	Equity investment and trading
SOL-PLUS (HK) CO., LIMIED	2019.7.10	Flat/RM A 12F ZJ 300, 300 Lockhart Road, Wan Chai, Hong Kong	USD7,000	Equity investment and trading

Company Name	Date of Establishment	Address	Paid-in capital	Main business or production items
SOL-PLUS CO., LTD.	1966.9.3	22-9 Hirai Hinodemachi Nishitamagun Tokyo, JAPAN	JPY50,000	Manufacturing and sales of plastic products and molds
HIRAISEIMITSU (THAILAND) CO., LTD.	1995.8.8	600/37 Moo 11, Sukhapiban 8 Road, Nongkham, Sriracha , Chonburi 20230.	THB250,000	Manufacturing and sales of plastic products and molds
Phoenix Place Holdings Ltd.	2001.9.1	British Virgin Islands	USD10,150	Equity investment operations
EKEEN PRECISION CO., LTD.	2012.7.5	No. 3-1, Shengkengzi, Beishan Village, Guanxi Township, Hsinchu County, Taiwan	150,000	R&D, processing, and sales of metallurgical products such as bearings, auto and machinery components, and electronic parts
JieCheng Co., Ltd.	2016.10.11	No. 3-1, Shengkengzi, Guanxi Township, Hsinchu County, Taiwan	2,000	Manufacturing of electronic components, computer and peripheral equipment, data storage media duplication, and automation control equipment engineering
Best Select Industrial Ltd.	2001.9.1	British Virgin Islands	USD9,050	Equity investment operations
Cranmer Enterprises Ltd.	2000.12.1	British Virgin Islands	USD7,450	Equity investment operations
Best Achieve Industrial Ltd.	2002.7.1	British Virgin Islands	USD493	Trading business
Precise Plus Group Ltd.	2003.7.1	British Virgin Islands	USD2,650	Equity investment operations
Sinobridge Corporation.	2003.3.1	Samoa	USD350	Trading business
DaiichiKasei Co.,Ltd.	1963.2.22	154, Shimokoyama, Shimotsuke Shi, Tochigi Ken, 329-0502, Japan	JPY2,817,940	Import/export, manufacturing, and sales of plastic parts and products; vehicle transportation, warehousing, insurance agency, real estate transactions, leasing and management

Company Name	Date of Establishment	Address	Paid-in capital	Main business or production items
M.A.C Technology (Malaysia) San.Bhd	1992.2.21	Lot 16, Jalan Bunga Tanjung 2 Senawang Industrial Park 70400 Seremban Negeri Sembilan Darul Khusus	MYR41,665	Assembly of CDs and CD-ROMs; computer printers; precision ceramics and molds for electronics and industrial use; plastic injection parts for electronics and cameras
IKKA Technology (Vietnam) Co., Ltd.	2008.6.16	Lot 6.3, Tan Truong Industrial Zone Cam Giang, Hai Duong, Vietnam	USD2,500	Production and processing of plastic and metal components for automobiles, motorcycles, and office equipment
IKKA (Hong Kong) Co., Ltd.	1995.11.7	UNIT 1507C, 15/F, EASTCORE 398 KWUN TONG ROAD KWUN TONG KL	HKD80,067	Investment and trading operations
DONGGUAN QUNSHENG POWDER METALLURGY CO., LTD.	2001.12.26	Wusha 6th Industrial Zone, Zhen'an Ave., Chang'an Town, Dongguan City, Guangdong Province, China	USD6,450	Production and sales of powder metallurgy products and transmission assemblies
DONGGUAN BESTACHIEVE INDUSTRIAL LIMITED	2006.1.26	No. 17, Haibin Rd., Wusha 6th Industrial Zone, Zhen'an Ave., Chang'an Town, Dongguan City, Guangdong Province, China	USD2,600	Production and sales of electric tools and related components
BEST SELECT (SUZHOU) INDUSTRIAL LTD.	2005.9.1	No. 40, Hucundang Rd., Caohu Subdistrict, Xiangcheng Economic Development Zone, Suzhou City, China	USD9,000	R&D and production of non-ferrous composite materials, new alloys, and related products, and sales of self-manufactured goods
IKKA Technology DongGuan Co., Ltd.	2009.7.13	No. 15, Shilong Information Industry Park, Xihu Area, Shilong Town, Dongguan City, China	USD4,500	Production and sales of precision plastic parts, hardware components, bearings, and molds
ABICO FS International Ltd.	2005.7.12	Maystar Chambers, P.O. Box 3269, Apia, Samoa	USD10,000	Equity investment operations
ABECO Electronic Co., Ltd.	2010.7.2	13F.-2, No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	94,962	Electronic component distribution business
Ho Vision Entertainment Co., Ltd.	2011.7.20	13F.-2, No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	5,000	Sales of entertainment-related peripheral products

Company Name	Date of Establishment	Address	Paid-in capital	Main business or production items
Prosper Plastic Factory (HK) Co., Ltd.	1993.6.8	Room 1618, Star House, 3 Salisbury Road, Tsimshatsui, Kowloon, Hong Kong	USD1,892	Plastic industry
Seinoh Optical Co., Ltd.	2007.9.7	No. 102, Wugong Rd., Wugu Dist., New Taipei City, Taiwan	330,000	Manufacturing and sales of contact lenses
POSITIVE ENERGY SPORT CO., LTD.	2016.10.13	13F.-1, No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	28,440	Sales and wholesale of sporting goods
HONLYNN CO., LTD.	1982.3.2	6F., No. 114, Wugong 2nd Rd., Wugu Dist., New Taipei City, Taiwan	262,000	Trading of computer peripheral consumables
AVY International Ltd.	2004.11.8	Le Sanalele Complex, Gold-In Chambers, Vaea Street, Apia, Samoa	USD4,098	Equity investment and trading
FIT ACTIVE (VIETNAM) PRECISION CO., LTD.	2005.1.6	No. 20, Quang Minh Industrial Zone, Me Linh District, Hanoi, Vietnam	HKD58,713	Manufacturing and processing of steel molds, aluminum molds, copper-aluminum stamped products, and optical electronic components
Shine Trade International Ltd.	2004.10.19	Wickhams Cay II, Road Town, Tortola, VG1110, British Virgin Islands	USD2,800	Manufacturing and sales of plastic products and molds
Prosper Plastic Factory (SAMOA) Ltd.	2015.1.30	Le Sanalele Complex, Gold-In Chambers, Vaea Street, Apia, Samoa	USD5,050	Equity investment operations
Viet Nam Abeco Electronic Co.	2016.5.27	2F., Block A, Me Linh Plaza Trade Center, 8km Shanglong - Noi Bai Expressway, Quang Minh Town, Me Linh District, Hanoi, Vietnam	USD1,800	Electronic component distribution business
ITRAVEL TECH CO., LTD.	2006.4.17	2F., No. 129, Guangming 9th Rd., Doulun Village, Zhubei City, Hsinchu County, Taiwan	7,900	Wholesale and retail of textiles, clothing, and apparel
ABILITY INTERNATIONAL CO., LTD.	1998.8.29	2F., No. 37, Dongxing Rd., Xinyi Dist., Taipei City, Taiwan	120,000	Sales, leasing, and maintenance of office equipment and furniture
EMPTECH Co., LTD.	2017.11.14	6F., No. 114, Wugong 2nd Rd., Wugu Dist., New Taipei City, Taiwan	5,000	Installation of computer equipment, wholesale of precision instruments, and software products

Company Name	Date of Establishment	Address	Paid-in capital	Main business or production items
Dongguan Ashine Precision Plastics Co., Ltd.	2012.11.23	Rm. 202, Bldg. 1, No. 305, Songbai Rd., Liaobu Town, Dongguan City, Guangdong Province, China	USD6,341	Retail and manufacturing of electronic components and molds
LEHING PLASTIC (SHENZHEN) LTD.	1994.8.9	1F-4F, Bldg. 4, 10th Industrial Zone, Tianliao Community, Yutang Subdistrict, Guangming Dist., Shenzhen City, China	USD5,600	Production of plastic components for computers
AVY Precision Metal Components (SuZhou) Co., Ltd.	2001.1.12	No. 7, Chunqiu Rd., Panyang Industrial Park, Xiangcheng Dist., Suzhou City, China	USD4,100	Processing of stamping molds and manufacturing of precision molds
SUZHOU SEINOH OPTICAL CO., LTD.	2015.5.13	No. 7, Chunqiu Rd., Panyang Industrial Park, Xiangcheng Dist., Suzhou City, China	USD750	Wholesale and import/export of contact lenses
IKKA Holdings (Cayman) Limited	2016.3.31	P.O.Box472,2nd.Floor,Harbour Place,103 South Church Street George Town KY1-1106,Grand Cayman,Cayman Islands.	332,036	Equity investment operations
Best Achieve Industrial Ltd. (Hong Kong)	2019.8.1	Kiu Fu Commercial Building, 300-306 Lockhart Road, Wan Chai, Hong Kong	USD50	Trading business
ART Empire Industrial Ltd.	2019.8.28	Hong Kong	USD50	Trading business
CATCHTECH TECHNOLOGY CORPORATION	2014.10.21	6F., No. 114, Wugong 2nd Rd., Wugu Dist., New Taipei City, Taiwan	2,000	Information software services
AABIKING INTERNATIONAL INC.	2016.3.17	13F.-2, No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	45,000	Bicycle industry
Empower Technology Corporation.	1990.12.3	3F., No. 31, Kezhong Rd., Zhunan Township, Miaoli County, Hsinchu Science Park, Taiwan	147,759	Electronic component industry
Newec Corporation	2019.4.15	13F., No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	50,000	Electronic information services
KKCK CORPORATION LTD.	2016.7.26	5F., No. 552, Sec. 5, Zhongxiao E. Rd., Xinyi Dist., Taipei City, Taiwan	30,500	Cosmetics industry
Dong Guan Cheng Guang Precision Industry Co., Ltd.	2021.12.28	Bldg. 2, No. 272, Kangle S. Rd., Houjie Town, Dongguan City, Guangdong Province, China	RMB128,952	Components and accessories for electronics and cameras

Company Name	Date of Establishment	Address	Paid-in capital	Main business or production items
Dong Guan Cheng Guang Trading Co., Ltd.	2021.12.28	Bldg. 2, No. 272, Kangle S. Rd., Houjie Town, Dongguan City, Guangdong Province, China	RMB126,536	Components and accessories for electronics and cameras
VIEWQUEST INVESTMENT CO., LTD.	2016.4.21	10F., No. 101, Fuxing N. Rd., Songshan Dist., Taipei City, Taiwan	154,360	Venture capital business
S&G GLOBAL INC.	2022.11.9	5F., No. 102, Wugong Rd., Wugu Dist., New Taipei City, Taiwan	3,000	Wholesale and retail of medical devices and eyewear
LEADER SPORT TRAINING CO., LTD.	2021.7.12	13F., No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	10,000	Sports training industry
NENG DING INVESTMENT CO., LTD.	2023.11.17	10F., No. 101, Fuxing N. Rd., Songshan Dist., Taipei City, Taiwan	265,000	Venture capital business
Honyu Information Technology Co., Ltd.	2024.4.30	6F., No. 114, Wugong 2nd Rd., Wugu Dist., New Taipei City, Taiwan	30,000	Computer and office equipment
Best Achieve Industrial Ltd. (M)SDN. BHD.	2023.5.24	LOT 16, JALAN BUNGA TANJUNG 2, SENAWANG INDUSTRIAL PARK, 70400 SEREMBAN NEGERI SEMBILAN MALAYSIA	USD2,822	Production and sales of electric tools and related components
CREATING CLOUD TECHNOLOGY CO., LTD.	2011.11.22	16F.-3, No. 925, Sec. 4, Taiwan Blvd., Fuhe Village, Xitun Dist., Taichung City, Taiwan	72,683	Information software services
ILENS INTERNATIONAL CO., LTD.	2016.4.8	13F.-1, No. 27, Ln. 169, Kangning St., Xizhi Dist., New Taipei City, Taiwan	80,000	Contact lens industry
TraniVerse Sports Technology Inc.	2024.10.29	5F., No. 552, Sec. 5, Zhongxiao E. Rd., Xinyi Dist., Taipei City, Taiwan	29,990	Sports information industry

- iii. Information on identical shareholders where control or subordination is presumed: None.
- iv. Industries covered by the overall business operations of affiliated companies: Electronic components, automotive electronic components, entertainment-related peripherals, business machines, contact lenses, sporting goods, and beauty and personal care products.

v. Information on Directors, Supervisors, and Presidents of Affiliated Companies

December 31, 2024

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
AVY CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen.	59,598	100.00%
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi, Chou, Che-Yi.		
	Supervisor	ABICO AVY CO., LTD. Representative: Chiang, Chu-Chen		
GOLD MARKET INVESTMENTS LTD.	Director	Tong, Ching-Hsi	4,309	100.00%
	Director	Tong, Ching-Hsiung		
	Director	Tong, Aina		
	Director	Tong, Chun-Jen		
	Director	Tong, Chun-Yi		
Dong Guan Cheng Guang Metal Products Co., Ltd.	Chairman	GOLD MARKET INVESTMENT-Representative: Tong, Chun-Yi	160,843 (Note 1)	100.00%
	Director	GOLD MARKET INVESTMENT-Representatives: Lee, Chih-Hsiung, Tong, Chun-Jen		
	President	Lee, Chih-Hsiung		
	Supervisor	Yang, Hong-Bin		
Dong Guan Cheng Guang Precision Industry Co., Ltd.	Chairman	GOLD MARKET INVESTMENT-Representative: Tong, Chun-Yi	568,421 (Note 1)	100.00%
	Director	GOLD MARKET INVESTMENT-Representatives: Lee, Chih-Hsiung, Tong, Chun-Jen		
	President	Lee, Chih-Hsiung		
	Supervisor	Yang, Hong-Bin		
Dong Guan Cheng Guang Trading Co., Ltd.	Chairman	GOLD MARKET INVESTMENT-Representative: Tong, Chun-Yi	555,213 (Note 1)	100.00%
	Director	GOLD MARKET INVESTMENT-Representatives: Lee, Chih-Hsiung, Tong, Chun-Jen		
	President	Lee, Chih-Hsiung		
	Supervisor	Yang, Hong-Bin		
AVY TECHNOLOGY LTD.	Director	Tong, Ching-Hsiung	40	100.00%
	Director	Tong, Chun-Jen		
	Director	Tong, Chun-Yi		

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
AVY HIGH TECH LTD.	Director Director Director Director	Tong, Ching-Hsi Tong, Ching-Hsiung Tong, Chun-Jen Tong, Chun-Yi	6,776	100.00%
VIEWQUEST INVESTMENT CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen.	15,436	100.00%
NENG DING INVESTMENT CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi.	26,500	100.00%
Ability I Venture Capital Corporation	Chairman	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi.	24,736	87.30%
	Director	ABICO AVY CO., LTD. Representatives: Tong, Chun-Jen, Hu, Shiang-Chi.		
	Supervisor	ABILITY ENTERPRISE CO., LTD. Representative: Chiang, Chu-Chen	3,031	11.22%
Abico Optical (HK) Ltd.	Director	Hu, Shiang-Chi	144	14.40%
JABON INTERNATIONAL CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Hu, Shiang-Chi.	28,479	100.00%
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen.		
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi.		
	Supervisor	ABICO AVY CO., LTD. Representative: Chou, Che-Yi		
Phoenix Place Holdings Ltd.	Director	JABON INTERNATIONAL CO., LTD.-Hu, Shiang-Chi.	10,150	100.00%
EKEEN PRECISION CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Hu, Shiang-Chi.	14,000	93.00%
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen.		
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi.		
	Director	ABICO AVY CO., LTD. Representative: Yang, Chao-Yu.		
	Supervisor	ABICO AVY CO., LTD. Representative: Chou, Che-Yi	1,000	7.00%

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
Best Achieve Industrial Ltd.	Director	Phoenix Place Holdings Ltd-Yang, Chao-Yu	493	100.00%
Cranmer Enterprisr Ltd.	Director	Phoenix Place Holdings Ltd-Yang, Chao-Yu	7,450	100.00%
Precise Plus Group Ltd.	Director	Phoenix Place Holdings Ltd-Yang, Chao-Yu	2,650	100.00%
Sinobridge Corporation.	Director	Phoenix Place Holdings Ltd-Yang, Chao-Yu	350	100.00%
ART Empire Industrial Ltd.	Director	JABON INTERNATIONAL CO., LTD. Representative: Hu, Shiang-Chi.	50	100.00%
IKKA Holdings(Cayman)Limited.	Chairman	ABICO AVY CO., LTD. Representative: Hu, Shiang-Chi.	11,439	34.45%
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen.		
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi.		
	Director	ABICO AVY CO., LTD. Representative: Masami Ohara		
	Director	Jinpei Sugiyama	0	0.00%
	Director	Takahashi Yuya	0	0.00%
	Independent Director	Chen, Wei-Yu	0	0.00%
	Independent Director	Lin, Tian-Song	0	0.00%
DaiichiKasei Co.,Ltd.	Independent Director	Chen, Zhe-Sheng	0	0.00%
	Chairman	Masami Ohara	64	100.00%
	Director	Tatsuo Kikuchi		
	Director	Tong, Chun-Jen		
	Director	Tong, Chun-Yi		
	Director	Hu, Shiang-Chi		
	Supervisor	Yang, Chao-Yu		
M.A.C Technology(Malaysia)San.Bhd.	Chairman	Hu, Shiang-Chi	41,665	100.00%
	Director	Yang, Chao-Yu		
	Director	Ren, Xi-Ren		
	Director	Masami Ohara		
	Director	Hooi Chee Liong		

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
IKKA Technology(Vietnam)Co.,Ltd.	Chairman	Hiroshi Aoki	2,500	100.00%
	Director	Masami Ohara		
	Director	Etsuhiro Takada		
	Director	Shingo Nishio		
	Supervisor	Lin, Shang-Lin		
IKKA(Hong Kong)Co.,Ltd.	Director	Hu, Shiang-Chi	80,067	100.00%
DONGGUAN QUNSHENG POWDER METALLURGY CO., LTD.	Chairman	Cranmer Enterprises Ltd-Yang, Chao-Yu	6,450	100.00%
	Director	Cranmer Enterprises Ltd-Ren, Xi-Ren		
	Director	Cranmer Enterprises Ltd-Chiang, Shuo-Yen		
DONGGUAN BESTACHIEVE INDUSTRIAL LIMITED	Chairman	Precise Plus Group Ltd-Yang, Chao-Yu	2,600	100.00%
	Director	Precise Plus Group Ltd-Ren, Xi-Ren		
	Director	Precise Plus Group Ltd-Chiang, Shuo-Yen		
IKKA Technology DongGuan Co., Ltd.	Chairman	Tatsuo Kikuchi	4,500	100.00%
	Director	Nakagawa Katsumi		
	Director	Masami Ohara		
	Director	Terakunai Toyo		
	Director	Hu, Shiang-Chi		
	Supervisor	Lin, Shang-Lin		
Sol-Plus(HK)Co.,Ltd.	Director	Tong, Chun-Jen	7,000	100.00%
	Director	Tong, Chun-Yi		
	Director	Hu, Shiang-Chi		

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
Sol Plus Co.,Ltd (JP)	Chairman	Hiroshi Yoshida	3,404,019	100.00%
	Director	Yasunori Hirata		
	Director	Tong, Chun-Jen		
	Director	Tong, Chun-Yi		
	Director	Hu, Shiang-Chi		
	Director	Takeki Mizoguchi		
	Director	Masami Ohara		
	Supervisor	Chou, Che-Yi		
Hiraiseimitsu (Thailand) Co., Ltd.	Chairman	Yasunori Hirata	2,500	100.00%
	Director	Tong, Chun-Jen		
	Director	Tong, Chun-Yi		
	Director	Hu, Shiang-Chi		
	Director	Hiroshi Yoshida		
	Director	Takeki Mizoguchi		
	Director	Takeshi Yamaguchi		
	Director	Hisashi Yoshida		
	Director	Masami Ohara		
	Director	Hong, Zai-Fa		
Best Achieve Technology (M) Sdn. Bhd.	Director	Hu, Shiang-Chi	18,783	100.00%
	Director	Yang, Chao-Yu		
	Director	Ren, Xi-Ren		
	Director	Liang, Yu-E		
JieCheng Co., Ltd.	Chairman	EKEEN PRECISION CO., LTD. Representative: Hu, Shiang-Chi	200	100.00%
	Director	EKEEN PRECISION CO., LTD. Representative: Yang, Chao-Yu		
	Director	EKEEN PRECISION CO., LTD. Representative: Li, Ying-Song		
	Supervisor	EKEEN PRECISION CO., LTD. Representative: Chiang, Shuo-Yen		

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
Best Achieve Industrial Ltd. (HK)	Director	EKEEN PRECISION CO., LTD. Representative: Yang, Chao-Yu	50	100.00%
Best Select Industrial Limited	Director	EKEEN PRECISION CO., LTD. Representative: Yang, Chao-Yu	9,050	100.00%
BEST SELECT (SUZHOU) INDUSTRIAL LTD.	Chairman	Best Select Industrial Limited Representative: Yang, Chao-Yu	9,000	100.00%
	Director	Best Select Industrial Limited Representative: Cha, An-Pei		
	Director	Best Select Industrial Limited Representative: Chiang, Shuo-Yen		
	Supervisor	Best Select Industrial Limited Representative: Chen, Ping-Yang		
ABICO NETCOM CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Hu, Shiang-Chi.	7,199	13.88%
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen		
	Director	ABICO AVY CO., LTD. Representative: Huang, Li-An		
	Director	ABICO AVY CO., LTD. Representative: Chang, Hsiao-Chi		
	Director	ABICO AVY CO., LTD. Representative: Liu, Zhi-Xiong		
	Director & President	Crystal Information Technology Corporation Representative: Hong, Zai-Fa	350	6.67%
	Independent Director	Wang, Jieh-Chen	0	0.00%
	Independent Director	Chen, Wan-Jin	0	0.00%
ABICO FS International Ltd	Director	Su, Jun-Qin	0	0.00%
		ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	10,000	100.00%
AVY International Ltd	Director	ABICO FS International Ltd Representative: Hu, Shiang-Chi	5,000	100.00%
AVY Precision Metal Components (SuZhou) Co., Ltd.	Director	AVY International Ltd. Representative: Hu, Shiang-Chi	Capital Contribution USD10,523	100.00%
	Director	Masami Ohara		
	Director & President	Nakagawa Katsumi		
SUZHOU SEINOH OPTICAL CO., LTD.	Director	ABICO FS International Ltd Representative: Liu, Zhi-Xiong	Capital Contribution USD750	100.00%
	Supervisor	Huang, Ru-Xia	0	0.00%

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
Prosper Plastic Factory (HK) Co., Ltd.	Director	ABICO NETCOM CO., LTD. Representative: Takeki Mizoguchi.	Capital Contribution HKD5,050	100.00%
	Director	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi		
	Director	ABICO NETCOM CO., LTD. Representative: Liu, Zhi-Xiong		
	Director & President	ABICO NETCOM CO., LTD. Representative: Hong, Zai-Fa		
LEHING PLASTIC (SHENZHEN) LTD.	Director	Prosper Plastic Factory (HK) Co., Ltd. Representative: Hu, Shiang-Chi	Capital Contribution HKD30,660 and USD2,223	100.00%
	Supervisor	Liu, Zhi-Xiong	0	0.00%
	President	Hong, Zai-Fa	0	0.00%
PROSPER PLASTIC FACTORY (SAMOA) LIMITED	Director	Prosper Plastic Factory (HK) Co., Ltd. Representative: Hu, Shiang-Chi	1,700	100.00%
FIT ACTIVE (VIETNAM) PRECISION CO., LTD.	Director	Prosper Plastic Factory (HK) Co., Ltd. Representative: Hu, Shiang-Chi	Capital Contribution USD2,950	100.00%
	President	Huang, Bo-Fang	0	0.00%
SHINE TRADE INTERNATIONAL LIMITED	Director	Prosper Plastic Factory (HK) Co., Ltd. Representative: Hu, Shiang-Chi	Capital Contribution USD5,517	100.00%
Dongguan Ashine Precision Plastics Co., Ltd.	Director	SHINE TRADE INTERNATIONAL LIMITED Representative: Hu, Shiang-Chi	Capital Contribution USD2,441	100.00%
	President	Hong, Zai-Fa	0	0.00%
KKCK CORPORATION LTD.	Director & President	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	1,550	50.82%
	Director	ABICO NETCOM CO., LTD. Representative: Liu, Zhi-Xiong		
	Director	Sun, Dun-Ci	113	3.69%
	Supervisor	Zeng, Xin-Kai	491	16.09%

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
Empower Technology Corporation.	Director & President	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	4,166	28.19%
	Director	ABICO NETCOM CO., LTD. Representative: Song, He-Ye		
	Director	Shen, Kai-Ling	127	0.86%
	Director	Que, Sheng-Zhe	661	4.47%
	Independent Director	Wang, Yu-Wen	0	0.00%
	Independent Director	Lin, Zhi-Mao	0	0.00%
	Independent Director	Yuan, Xiao-Chun	0	0.00%
Newec Corporation	Director & President	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	5,000	100.00%
Ho Vision Entertainment Co., Ltd.	Director	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	476	95.20%
	Director	ABICO NETCOM CO., LTD. Representative: Zheng, Qian-He		
	Director & President	Li, Ming-Yi	12	2.40%
	Supervisor	ITORCTEC TECHNOLOGY CO., LTD. Representative: Wang, Zhi-Guo	12	2.40%
AABIKING INTERNATIONAL INC.	Director	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	3,664	81.41 per cent.
	Director	ABICO NETCOM CO., LTD. Representative: Tong, Chun-Jen		
	Director	ABICO NETCOM CO., LTD. Representative: Chen, Chun-Fa		
	Supervisor	Yen, Wei-Chyun	118	2.62%
	President	Jiang, Zhi-Yu	55	1.22%
POSITIVE ENERGY SPORT CO., LTD.	Director	Empower Technology Corporation. Representative: Hu, Shiang-Chi	1,478	51.99%
	Director	Empower Technology Corporation. Representative: Liu, Zhi-Xiong		
	Director & President	Empower Technology Corporation. Representative: Xiao, Shi-Fang		
	Supervisor	Yunchen Investment Co., Ltd. Representative: Shi, Jie-Xuan	97	3.41%

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
ITRAVEL TECH CO., LTD.	Director & President	POSITIVE ENERGY SPORT CO., LTD. Representative: Xiao, Shi-Fang	790	100.00%
	Director	POSITIVE ENERGY SPORT CO., LTD. Representative: Hu, Shiang-Chi		
	Director	POSITIVE ENERGY SPORT CO., LTD. Representative: Liu, Zhi-Xiong		
	Supervisor	POSITIVE ENERGY SPORT CO., LTD. Representative: Wang, Yun-Fei		
ABECO Electronic Co., Ltd.	Director	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	4,729	49.80%
	Director & President	ABICO NETCOM CO., LTD. Representative: Xu, Feng-Rui	930	9.80%
	Director	SFI ELECTRONICS TECHNOLOGY INC. Representativ: Lian, Qing-Hong		
	Director	EVER OHMS TECHNOLOGY (STOCK) CORPORATION Representative: Zhan, Qing-Hui	930	9.80%
	Director	Wang, Li-Hua	0	0.00%
	Supervisor	JT Capital Advisors (Shares) Company Representative: Liu, Zhi-Xiong	97	1.02%
VIET NAM ABECO ELECTRONIC COMPANY	Director	ABECO Electronic Corporation Representative: Hu, Shiang-Chi	Capital Contribution USD1,800	100.00%
Seinoh Optical Co., Ltd.	Director & President	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	27,487	83.29 per cent.
	Director	ABICO NETCOM CO., LTD. Representative: Tong, Chun-Jen		
	Director	ABICO NETCOM CO., LTD. Representative: Tong, Chun-Yi		
	Director	ABICO NETCOM CO., LTD. Representative: Chou, Che-Yi		
	Director	ABICO NETCOM CO., LTD. Representative: Liu, Zhi-Xiong	1,462	4.43%
	Supervisor	ABICO AVY CO., LTD. Representative: Chiang, Chu-Chen		

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
S&G GLOBAL INC.	Director & President	Seinoh Optical Co., Ltd. Representative: Hu, Shiang-Chi	180	60.00%
	Director	Seinoh Optical Co., Ltd. Representative: Wang, Yu-Qi		
	Director	Epistar International Trading Limited Representative: Dong, Xiao-Qing	120	40.00%
	Supervisor	Liu, Zhi-Xiong	0	0.00%
ILENS INTERNATIONAL CO., LTD.	Director & President	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	4,700	58.75%
	Director	ABICO NETCOM CO., LTD. Representative: Liu, Zhi-Xiong	2,700	33.75%
	Director	NeoCore Technology Co., Ltd. Representative: Ji, Wen-Sheng		
	Supervisor	Seinoh Optical Co., Ltd. Representative: Wang, Zhi-Guo	600	7.50%
LEADER SPORT TRAINING CO., LTD.	Director	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	635	63.48%
	Director	ABICO NETCOM CO., LTD. Representative: Liu, Zhi-Xiong		
	Director & President	Fan, Bao-Lian	232	23.20%
	Supervisor	Wu, Yao-Yu	33	3.25%
TraniVerse Sports Technology Inc.	Director	ABICO NETCOM CO., LTD. Representative: Hu, Shiang-Chi	1,539	51.32%
	Director	ABICO NETCOM CO., LTD. Representative: Liu, Zhi-Xiong		
	Director & President	ABICO NETCOM CO., LTD. Representative: Chen, Jian-Yuan	600	20.01%
	Supervisor	UNIWILL TECHNOLOGY INC. Representative: Hu, Jia-Lun		
HONLYNN CO., LTD.	Chairman	ABICO AVY CO., LTD. Representative: Chang, Hsiao-Chi	3,500	13.36%
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Jen.		
	Director	ABICO AVY CO., LTD. Representative: Tong, Chun-Yi.		
	Director	Lin, Wen-Guo	81	3.17%
	Director & President	Lin, Chao-Bi	1,662	6.34%
	Supervisor	Zhang, Hong-Rong	0	
EMPTECH Co., LTD.	Chairman	Wei, Qi-Feng	200	40.00%
	Director	HONLYNN CO., LTD. Representative: Chang, Hsiao-Chi	300	60.00%
	Director	HONLYNN CO., LTD. Representative: Lin, Chao-Bi		
	Supervisor	Huang, Xiao-Ru	0	0

Company Name	Title	Name or Representative	Shareholding	
			Number of shares (in thousands)	Percentage of shareholding
CATCHTECH TECHNOLOGY CORPORATION	Responsible Person	Lin, Rui-Qun	Capital	49.00%
	Representative	Lin, Chao-Bi	Contribution NTD980	
Honyu Information Technology Co., Ltd.	Chairman	HONLYNN CO., LTD. Representative: Lin, Chao-Bi	3,000	100.00%
	Director	HONLYNN CO., LTD. Representative: Chang, Hsiao-Chi		
	Director	HONLYNN CO., LTD. Representative: Lin, Wen-Guo		
	Supervisor	HONLYNN CO., LTD. Representative: Huang, Xiao-Ru		
ABILITY INTERNATIONAL CO., LTD.	Chairman	CHIA MEI INVESTMENT CO., LTD. Representative: Chang, Hsiao-Chi	1,200	10.00%
	Director	CHIA MEI INVESTMENT CO., LTD. Representative: Tong, Chun-Jen	5,400	45.00%
	Director	ABILITY ENTERPRISE CO., LTD. Representative: Zhuo, Chao-Hong		
	Supervisor	Huang, Xiao-Ru	0	0.00%

Note 1: For Mainland China companies that do not adopt a shareholding system, capitalization amounts are presented as a reference.

vi. Overview of Operations of Affiliated Companies

December 31, 2024; Unit: NT\$ thousands

Company Name	Capital	Total assets	Total liabilities	Net asset value	Operating revenue	Operating income	Profit (loss) for the period (after tax)	Earnings (loss) per share, after tax (NTD)
AVY CO., LTD.	595,976	1,063,264	53,103	1,010,161	69,016	7,455	(8,158)	(0.14)
GOLD MARKET INVESTMENT LIMITED	141,274	2,840,032	100,332	2,739,700	0	(55,808)	(70,023)	-
AVY HIGH TECH LTD.	222,151	327,894	7,560	320,334	0	(9,427)	501	-
AVY TECHNOLOGY LTD.	1,311	1,120	0	1,120	0	0	12	-
Ability I Venture Capital Corporation	283,342	205,672	930	204,742	0	(398)	2,100	0.74
ABICO Optical (HK) Ltd.	39,393	2,215	43	2,173	0	0	0	-
VIEWQUEST INVESTMENT CO., LTD.	154,360	199,318	4,693	194,625	0	(2,436)	17,180	11.13
NENG DING INVESTMENT CO., LTD.	265,000	287,376	527	286,848	0	(1,397)	21,865	8.25
Dong Guan Cheng Guang Metal Products Co., Ltd.	160,843	189,232	127,767	61,465	0	(31,877)	(10,932)	-
Dong Guan Cheng Guang Precision Industry Co., Ltd.	568,421	530,626	33,332	497,295	113,155	(78,085)	(55,955)	-
Dong Guan Cheng Guang Trading Co., Ltd.	555,213	587,634	3,513	584,120	889	(14,706)	7,166	-
ABICO NETCOM CO., LTD.	518,543	1,242,049	573,610	668,439	9,857	(30,406)	(45,954)	(0.89)
JABON INTERNATIONAL CO., LTD.	284,793	1,470,218	399,635	1,070,583	19,363	(17,673)	10,237	35.95
EKEEN PRECISION CO., LTD.	150,000	1,035,955	522,870	513,085	1,329,622	7,721	(20,012)	(1.33)
Phoenix Place Holdings Ltd.	329,322	547,178	0	547,178	0	0	(448)	(0.04)
Best Achieve Industrial Ltd.	25,802	0	0	0	0	0	0	0.00
Cranmer Enterprises Ltd.	235,930	221,691	646	221,045	0	0	(40,884)	(5.49)
ART Empire Industrial Ltd.	1,510	362,062	208,629	153,433	1,134,493	3,367	142,724	2,854.48

Company Name	Capital	Total assets	Total liabilities	Net asset value	Operating revenue	Operating income	Profit (loss) for the period (after tax)	Earnings (loss) per share, after tax (NTD)
Precise Plus Group Ltd.	83,972	13,396	0	13,396	0	0	(112,257)	(42.36)
Sinobridge Corporation	11,316	159,916	611	159,305	0	0	9,969	28.48
IKKA Holdings (Cayman) Limited	332,021	2,203,972	147,820	2,056,152	0	(50,285)	191,666	6.17
DONGGUAN QUNSHENG POWDER METALLURGY CO., LTD.	202,138	316,873	103,176	213,697	358,230	7,062	(41,349)	-
DONGGUAN BESTACHIEVE INDUSTRIAL LIMITED	83,863	453,738	440,469	13,269	1,177,652	(29,714)	(112,266)	-
DaiichiKasei Co.,Ltd.	627,091	2,760,277	998,750	1,761,527	1,471,565	130,141	201,515	3,144.70
M.A.C Technology(Malaysia) San.Bhd	380,603	186,696	44,623	142,073	215,126	386	5,194	0.12
IKKA Technology(Vietnam) Co.,Ltd.	58,346	662,864	161,731	501,133	815,239	77,337	50,622	20.25
IKKA (Hong Kong) Co.,Ltd.	292,545	626,504	71,202	555,302	255,278	795	54,346	0.68
Sol-Plus (HK) Co.,Ltd.	282,535	265,032	656	264,375	0	(162)	52,325	7.48
Sol Plus Co.,Ltd (JP)	191,587	310,138	113,012	197,126	144,009	12,772	50,337	0.01
Hiraseimitsu (Thailand) Co.,Ltd.	250,708	312,480	220,973	91,507	463,582	36,985	39,590	15.84
IKKA Technology DongGuan Co., Ltd.	232,837	732,552	316,948	415,604	803,059	48,634	52,013	-
JABON PRECISION CO., LTD.	0	0	0	0	18,687	(6,967)	(7,490)	-
JieCheng Co., Ltd.	2,000	6,726	2,883	3,843	7,641	1,473	1,536	7.68
Best Achieve Industrial Ltd.(HK)	1,510	283,328		1,119	1,060,093	(208)	130	2.60
Best Achieve Technology (M) Sdn. Bhd.	18,753	42,163	27,251	14,912	27,477	(5,227)	(4,955)	(1.76)
Best Select Industrial Ltd.	283,917	264,760	0	264,760	0	0	(27,625)	(3.05)
BEST SELECT (SUZHOU) INDUSTRIAL LTD.	282,260	408,278	143,518	264,760	488,217	(25,781)	(27,625)	-

Company Name	Capital	Total assets	Total liabilities	Net asset value	Operating revenue	Operating income	Profit (loss) for the period (after tax)	Earnings (loss) per share, after tax (NTD)
ABICO FS International Ltd	327,850	293,638	948	292,690	7,675	3,746	4,174	-
AVY International Ltd	163,925	220,507	685	219,822	0	(39)	1,398	-
AVY Precision Metal Components (SuZhou) Co., Ltd.	134,419	245,849	29,748	216,101	243,013	297	1,365	-
SUZHOU SEINOH OPTICAL CO., LTD.	24,589	7,749	458	7,292	(83)	(742)	(374)	-
Prosper Plastic Factory (HK) Co., Ltd.	165,564	608,453	237,488	370,964	318,722	9,173	(19,575)	-
LEHING PLASTIC (SHENZHEN) LTD.	183,596	432,499	94,666	337,832	427,766	2,490	9,607	-
PROSPER PLASTIC FACTORY (SAMOA) LIMITED	55,735	60,094	1,361	58,733	0	(3,238)	(6,241)	-
FIT ACTIVE (VIETNAM) PRECISION CO., LTD.	309,818	208,789	31,984	176,805	179,722	(12,569)	(9,436)	-
SHINE TRADE INTERNATIONAL LIMITED	91,798	80,452	89,845	(9,393)	26,073	(18,151)	(22,138)	-
Dongguan Ashine Precision Plastics Co., Ltd.	0	0	0	0	0	0	0	-
KKCK CORPORATION LTD.	30,500	16,264	3,819	12,446	17,093	(2,641)	(2,570)	(0.84)
Newec Corporation	50,000	12,934	2,943	9,992	411	(2,402)	(2,259)	(0.45)
Ho Vision Entertainment Co., Ltd.	5,000	6,899	2,875	4,025	2,188	(201)	(153)	(0.31)
AABIking INTERNATIONAL INC.	45,000	41,749	41,214	535	16,791	(6,252)	(6,897)	(1.53)
Empower Technology Corporation.	147,759	165,554	28,021	137,533	102,258	(17,912)	(10,530)	(0.71)
POSITIVE ENERGY SPORT CO., LTD.	28,440	88,615	51,967	36,647	169,278	13,925	8,858	3.11
ITRAVEL TECH CO., LTD.	7,900	28	0	28	0	0	0	0.00
ABECO Electronic Co., Ltd.	94,962	548,577	344,215	204,362	722,026	60,723	46,798	4.93

Company Name	Capital	Total assets	Total liabilities	Net asset value	Operating revenue	Operating income	Profit (loss) for the period (after tax)	Earnings (loss) per share, after tax (NTD)
Viet Nam Abeco Electronic Company	53,879	50,561	9,639	40,922	33,755	(2,092)	(2,097)	-
Seinoh Optical Co., Ltd.	330,000	255,250	93,056	162,194	115,781	(13,018)	(11,322)	(0.34)
S&G GLOBAL INC.	3,000	2,341	946	1,396	2,668	(677)	(550)	(1.83)
ILENS INTERNATIONAL CO., LTD.	80,000	120,054	105,176	14,878	4,460	(7,038)	(29,125)	(0.90)
LEADER SPORT TRAINING CO., LTD.	10,000	8,031	14,986	(6,955)	11,899	(6,333)	(5,863)	(5.86)
Leader Integrated Marketing Co., Ltd.	1,000	0	0	0	0	(63)	(78)	-
TraniVerse Sports Technology Inc.	29,990	28,683	2,355	26,328	123	(3,706)	(3,662)	(1.22)
HONLYNN CO., LTD.	262,000	1,157,274	771,894	385,380	1,404,975	44,462	30,305	1.16
EMPTECH Co., LTD.	5,000	8,892	2,401	6,491	11,175	1,895	1,422	2.84
CATCHTECH TECHNOLOGY CORPORATION	2,000	3,220	2,312	908	3,423	(1,436)	(1,393)	-
Honyu Information Technology Co., Ltd.	30,000	31,049	411	30,638	13,000	684	638	0.21
ABILITY INTERNATIONAL CO., LTD.	120,000	517,338	310,485	206,853	331,461	(4,295)	(3,036)	(0.25)

Note: The exchange rates used for translation are as follows:

Balance Sheet Rates: US Dollar (USD) 1 = NT\$32.7850, Renminbi (RMB) 1 = NT\$4.4780, Hong Kong Dollar (HKD) 1 = NT\$4.2220, and Japanese Yen (JPY) 1 = NT\$0.2099.

Income Statement Rates: US Dollar (USD) 1 = NT\$32.1121, Renminbi (RMB) 1 = NT\$4.4543, Hong Kong Dollar (HKD) 1 = NT\$4.1152 and Japanese Yen (JPY) 1 = NT\$0.2121.

b. Statement of Consolidated Financial Statements of Affiliated Companies

ABICO AVY CO., LTD. and Subsidiaries.

Statement of Consolidated Financial Statements of Affiliated Companies

ABICO AVY CO., LTD. and Subsidiaries.

For the year ended December 31, 2024 (January 1 to December 31, 2024), the entities that are required to be included in the preparation of the consolidated For the year ended December 31, 2024 (January to December 31, 2024), the entities that are required to be included in the preparation of the consolidated financial statements of affiliated companies in accordance with the "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Companies" shall be included. Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Enterprises" are identical to those required to be included in the consolidated financial statements of parent and subsidiaries under IFRS 10. All required disclosures for affiliated companies have been properly presented in the aforementioned consolidated financial statements of parent and subsidiaries. Accordingly, a separate set of consolidated financial statements of affiliated companies is not prepared.

This is hereby declared.

Company name: ABICO AVY CO., LTD.

Responsible Person: Tong, Chun-Jen

March 24, 2025

c. Relationship report

Statement

The Relationship Report of the Company for the year ended December 31, 2024 (January 1 to December 31, 2024), has been prepared in accordance with the “Guidelines for the Preparation of the Consolidated Business Report, Consolidated Financial Statements, and Relationship Report of Affiliated Enterprises.” The information disclosed herein is not materially inconsistent with the relevant disclosures in the financial statement footnotes for the same period.

This is hereby declared.

Company name: ABICO AVY CO., LTD.

Responsible Person: Tong, Chun-Jen

March 24, 2025

ABICO AVY CO., LTD.

CPA Review Report on the Relationship Report

UGC Composite No. 24010802

To ABICO AVY CO., LTD.:

The Relationship Report of ABICO AVY CO., LTD. for the year ended December 31, 2024, prepared on March 24, 2025, has been declared by the Company as being compiled in accordance with the “Guidelines for the Preparation of the Consolidated Business Report, Consolidated Financial Statements, and Relationship Report of Affiliated Enterprises.” The disclosed information is not materially inconsistent with the relevant disclosures in the financial statement footnotes for the same period.

We have reviewed the Relationship Report prepared by ABICO AVY CO., LTD. and compared it with the notes to the financial statements for the year ended December 31, 2024, in accordance with the aforementioned Guidelines. Based on our review, we did not identify any material inconsistencies with the Company’s declaration.

PricewaterhouseCoopers Taiwan

Feng, Min-Chuan

CPA:

Juanlu, Man-Yu.

Former Securities and Futures Bureau, Financial Supervisory
Commission, Executive Yuan

Approval Document No: Jin-Guan-Zheng-VI No. 0960038033

Former Financial Supervisory Commission (FSC)

Approval Document No: Jin-Guan-Zheng-Zi No. 0990058257

March 24, 2025



i. Overview of Relationships Between Controlling and Subsidiary Companies

Name of Controlling Company	Basis of Control	Shareholding and Pledge Status of the Controlling Company			Appointments of Directors, Supervisors, or Managers by the Controlling Company	
		Number of shares held	Shareholding Percentage	Number of Pledged Shares	Title	Name
CHIA MEI INVESTMENT CO., LTD.	Ultimate Parent Company	-	-	-	-	-
ABICO INTERNATIONAL CO., LTD.	Major Shareholders	22,095,328	13.07%	-	Chairman Vice Chairman Director Director Director	Tong, Chun-Jen Tong, Chun-Yi Tong, Ching-Hsi Hu, Shiang-Chi Huang, Li-An

ii. Transactions Between Subsidiaries and Controlling Companies

(1) Purchase and sales transactions: None

(2) Property transactions: None

(3) Asset lease arrangements: None

(4) Other significant transactions: None

iii. Endorsements and Guarantees: None



2. **Private placements of securities in the most recent fiscal year and up to the date of publication of the annual report: None.**
3. **Other necessary supplemental disclosures: None.**

VII. Material events that had a significant impact on shareholders' equity or the market price of securities, pursuant to Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act, for the most recent fiscal year and up to the date of publication of the annual report: None

ABICO AVY CO., LTD.

Chairman: Tong, Chun-Jen