

Stock Code: 2387



Sunrex Technology Corp.

2024 Annual report

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The annual report is available at:

<http://mops.twse.com.tw>

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Name: CPAs Wu Sung-Yuan and Wang Yu-Chuan

Name of Firm: PwC Taiwan

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V. Name of exchanges where the Company's securities are traded offshore, and the method of inquiring such offshore securities

None.

VI. Company website

<https://www.sunrex.com.tw/>

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Letter to Shareholders

Dear Shareholders,

Based on the core of steady growth, the Company continues to cultivate its R&D energy, and lay out diversified product deployment to lay the foundation for long-term competition. In response to the market trend of light weight and high delivery flexibility of notebook computers, the Company's R&D strategy for key components is outstanding. The Company has been certified by customers, and has solidified its technical capabilities and product quality, further improving customer recognition and market penetration. In addition, through the strategic resources integration and active development and shipment of products such as tablet PC outer keypads, touch panels and touch panels, the Company has established a diversified and flexible product portfolio to enhance the overall operational resilience. With the dual promotion of product innovation and market deployment, the Company's annual operating performance has been stable, and the Company has achieved more than half of its capital in profits for five consecutive years, which has demonstrated the effectiveness of the Company's strategic deployment.

The notebook computer market has reached maturity. In response to rising labor costs and changes in the supply chain structure, the Company continues to push forward with automation and process optimization. This enhances production efficiency and reduces reliance on manual labor, ensuring the stability and flexibility of the production system. The Company is also strengthening its vertical integration capabilities by increasing the proportion of self-manufactured key components. This improves cost control and operational efficiency while minimizing risks from external environmental fluctuations, demonstrating robust manufacturing resilience and market adaptability.

In line with the global trend toward sustainable development and stakeholders' growing focus on corporate social responsibility, the Company integrates sustainability into its core operations, crafting a roadmap for its future value. Energy-saving, carbon-reduction, and resource efficiency concepts are embedded in product design and process planning, with growing attention and management of environmental impacts throughout operations. Looking ahead, the Company will continue to strengthen its operations with a steady yet innovative approach, combining sustainability to create maximum profit and long-term value for shareholders.

I. Business Results for 2024

(I) 2024 business plan implementation results

1. Total consolidated revenue: NT\$23,548,015 thousand, an increase of NT\$1,933,233 thousand from NT\$21,614,782 thousand in 2023.
2. The operating performance was stable throughout the year, and the

gross profit margin was maintained at 16%, the same as that in 2023.

3. Earnings: NT\$2,461,631 thousand before tax, estimated income tax payable of NT\$ 976,979 thousand, profit after tax of NT\$1,484,652 thousand, and profit after tax rate of 6%.

(II) Budget execution status: None.

(III) 2024 consolidated financial position Unit: NT\$ thousand

Item	2024
Total assets	21,961,289
Total liabilities	10,237,390
Shareholder equity	11,723,899
Share capital	1,952,510
Retained earnings	9,282,546

Analysis of 2024 consolidated financial income, expenditure and profitability

Item	2024	2023
Operating revenue	23,548,015	21,614,782
Operating cost	19,738,110	18,220,442
Gross operating profit	3,809,905	3,394,340
Operating expenses	1,828,249	1,737,524
Net income before tax	2,461,631	1,789,694
Net profit after tax	1,484,652	1,227,216
Earnings per share (NT\$) (after tax)	7.81	6.50

(IV) Research and development status of the Company

R&D and mass production of the following products have been completed

1. Gaming keyboard
2. Backlit keyboard
3. External keyboard for tablet PC
4. Desktop wireless ultra-thin keyboard
5. Notebook touch panel
6. Stylus pen
7. The key components of the laptop keyboard are designed and approved by the customer

II. Overview of 2025 Business Plan

(I) Operation policy

1. Pursue maximum profit.
2. Consolidate quality management to ensure the quality of shipped products.
3. Reinforce development of new products and new processes to shorten the timeline for mass production.
4. Introduce automatic dies and production equipment for enhanced

production efficiency and efficacy.

5. Introduce environmentally-friendly processes and raw materials to meet the demand for reduced carbon emissions.

6. Develop add-on input devices such as leather-covered keyboards, gaming keyboards, and stylus pens and their mass production.

7. Develop keyboard key parts and components, produce and distribute them with prior approval from customers.

8. Seek collaboration or investment opportunities in peripheral sectors.

9. Set up plants in Thailand and Vietnam to meet customer and supply chain demand.

10. Incorporate sustainability into product development and business operations to build the Company's sustainability.

(II) Important Production and Distribution Policies

The Company will continue to develop computer input devices such as keyboards, touch panels and stylus pens, as well as self-produced key components for notebook keyboards, and obtain customer approval and sales.

III. Future Development Strategies of the Company

The Company adheres to the business philosophy of "Find the Right Customers, Vendors, and Employees" and is committed to expanding OEM and ODM businesses, making full play of core technologies, improving R&D capabilities and competitiveness, and establishing an effective cost control and inventory management system through manufacturing optimization and quality management to comprehensively enhance its operational efficiency and market competitiveness, in order to become a leading global manufacturer in the field of input devices.

Looking forward to the future, the Company will continue to uphold the strategy of steady operation and continuous innovation, gather the loyalty of all employees, strengthen the organization's resilience, and actively face market challenges and development opportunities. The Company also hopes that shareholders will continue to give us support and encouragement, and witness together the Company's steady growth and realization of our values. On behalf of the Board of Directors and all employees, I hereby express my most sincere thanks to all of you.

IV. Impacts of the external competitive environment, the regulatory environment, and the general business environment

In the face of changes from the global economy and competition in the industry, the Company continues to strengthen the automation of production lines and smart manufacturing, reduce the reliance on human resources, and improve production efficiency and flexibility to respond to the rapid changes

in market demand. Meanwhile, the Company will optimize the factory space and improve the efficiency of capacity allocation to stabilize the manufacturing momentum. In terms of products, our focus is on the research and development and innovation of key components of computer peripherals and keyboards, and active expansion of high value-added products and diversification of niche markets. Through the product differentiation strategy and the advantage of mass production, the Company is able to maintain a stable gross profit, strengthen the overall operational resilience, and ensure the return on shareholders' investment.

In response to the growing awareness of global sustainability and environmental protection regulations, the Company has actively invested in the development of green processes, imported energy-saving and carbon-reducing and resource efficiency management mechanisms, and ensured that our products and processes comply with the EU RoHS and REACH international environmental protection regulations. Our cross-strait management team continues to integrate R&D, production and sales capabilities, strengthen market responsiveness, and improve the overall competitive advantage. In addition, the Company actively recruits sustainability and technology talents to inject innovative and green momentum into the Company, and respond to the sustainable development trend of the global environment with concrete actions.

In response to the continuous update of domestic and foreign business regulations, the Company continues to optimize its internal control and management systems, and strengthen operational risk control and compliance. The Company has also implemented a rigorous business strategy and transparent information disclosure principle in compliance with relevant laws and regulations, so that investors and shareholders may better grasp the Company's current operating status and future development direction, and further enhance the Company's image and reputation in the international industry.

Chairman: Tsai Huo-Lu

Two. Corporate Governance Report

I. Information of directors, supervisors, president, vice presidents, assistant vice presidents, and heads of various departments and branches

(I) Information of directors and supervisors (I)

Book-closure date for general shareholders' meeting on March 31, 2025

Title (Note 1)	Nationality or place of registration	Name	Gender (age) (Note 2)	Election (appointment) date	Term of office	Date of first election (Note 3)	Shares held at the time of election		Current shareholding		Current shareholding of spouses and minor children		Shareholding in the name of others		Principal work experience and academic qualifications (Note 4)	Position (s) held concurrently in the company/In any other company	Other officers, directors or supervisors who are spouses, or relatives within the second degree of kinship			Remarks (Note 5)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Chairman	Taiwan	Tsai Huo-Lu	Male (75)	2022.6.17	3	1991.12.12	32,655,571	16.64	38,476,233	19.71	23,221,253	11.89	—	—	National Institute of Technology Director, Sunrex	—	Vice Chairman	Tsai-Tseng Shu-Ping	Husband and wife	—
Vice Chairman	Taiwan	Tsai-Tseng Shu-Ping	Female (74)	2022.6.17	3	1991.12.12	23,221,615	11.83	23,221,253	11.89	38,476,233	19.71	—	—	Commercial college Director, Sunrex	—	Chairman	Tsai-Huo-Lu	Husband and wife	—
Director	Taiwan	Tseng Su-E	Female (73)	2022.6.17	3	1991.12.12	1,000,751	0.51	1,000,751	0.51	—	—	—	—	Commercial college Director, Sunrex	The Company Division Head	Vice Chairman	Tsai-Tseng Shu-Ping	Sisters	—
Director	Taiwan	Li Ming-Tse	Male (56)	2022.6.17	3	2004.05.27	190,322	0.10	190,322	0.10	—	—	—	—	Institute of Industrial Engineering, Tunghai University Director, Sunrex	President of the Company	—	—	—	—
Director	Taiwan	Tsai Yu-Hsueh	Male (37)	2024.6.21	3	2024.6.21	3,000,000	1.53	3,000,000	1.53	—	—	—	—	University of British Columbia Director, Sunrex	—	Chairman	Tsai-Huo-Lu	Father and son	—
																	Vice Chairman	Tsai-Tseng	Mother and	

																		Shu-Ping	son	
Director	Taiwan	Yeh Yeh	Female (56)	2024.6.21	3	2024.6.21	—	—	—	—	—	—	—	—	Providence University Chaoyi Accounting Firm	—	—	—	—	—
Independent Director	Taiwan	Peng Yu-Ling	Female (55)	2022.6.17	3	2016.06.17	—	—	—	—	—	—	—	—	Graduate School of Accounting, National Taichung University of Science and Technology CPA, Hong Xing Accounting	—	—	—	—	—
Independent Director	Taiwan	Kuo Yuan-Ching	Male (59)	2022.6.17	3	2017.6.16	—	—	—	—	—	—	—	—	Ph.D., Department of Business Administration, National Chiayi University Executive Consultant, Deming Consulting	—	—	—	—	—
Independent Director	Taiwan	Wu Yuan-Fu	Male (48)	2022.6.17	3	2022.6.17	—	—	—	—	—	—	—	—	Department of Accounting, National Taiwan University Sunshine & Co., CPAs	—	—	—	—	—

Note 1: For the corporate shareholders, the name of the corporate shareholder and its representatives shall be listed separately (in the case of a representative of the corporate shareholder, the name of the corporate shareholder shall be indicated), and the following table 1 shall be completed.

Note 2: Please state the actual age, and the interval may be used, such as 41-50 years old or 51-60 years old.

Note 3: Fill in the time when first serving as a director or supervisor of the Company. If there is any interruption, it shall be explained in a note.

Note 4: Experience related to the current position. If the person has worked for the Company's CPA firm or affiliates in the aforementioned period, please specify the title of the position and the duties performed.

Note 5: Where the chairman of the board and the president or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, explain the reason, reasonableness, necessity, and response measure adopted (e.g. adding the number of independent directors, and a majority of directors should not concurrently be employees or managers, etc.).

Table 1: Major shareholders of corporate shareholders

Book-closure date for general shareholders' meeting on March 31, 2025

Name of corporate shareholder (Note 1)	Major shareholders of corporate shareholders (Note 2)
Jing-Yi Investment Co., Ltd.	Sunrex Technology Corporation

Note 1: For directors acting as the representatives of corporate shareholders, this section shall indicate the names of the corporate shareholders.

Note 2: If any of the 10 largest shareholders is a corporate shareholder, the name of the corporate shareholder and the holding percentage of each shall be stated. If the major shareholder is a legal entity, Table 2 shall be filled in.

Note 3: If a corporate shareholder is not a company, the name of the shareholder and shareholding ratio disclosed in the preceding paragraph shall be the name of the contributor or donor (please refer to the announcement by the Judicial Yuan) and their contribution or donation ratio. Where the donor has passed away, please add "deceased".

Table 2: If the major shareholder in Table 1 is a legal entity, its major shareholders

Book-closure date for general shareholders' meeting on March 31, 2025

Name of legal entity (Note 1)	Major shareholders of the legal entity (Note 2)
Sunrex Technology Corporation	Tsai Huo-Lu 19.71%, Tsai-Tseng Shu-Ping 11.89%, Jing You Investment Co., Ltd. 4.43%, Jing Li Investment Co., Ltd. 3.91%, Jing Hsiang Investment Co., Ltd. 3.79%, Special Investment Account of Standard Charter Bank as Custodian for Japan Securities Finance Corporation 1.65%, Chang You Investment Co., Ltd. 1.61%, Tsai You-Hsueh 1.54%, Special Investment Account of HSBC Taiwan as Custodian for Mitsubishi UFJ Morgan Stanley Securities 1.44%, Special Investment Account of JP Morgan Chase as Custodian for JP Morgan Securities 0.99%

Note 1: If a major shareholder listed in Table 1 is a legal entity, the name of the legal entity shall be stated.

Note 2: If any of those 10 largest shareholders is a legal entity, the name of the legal entity and the holding percentage of each shall be stated.

Note 3: If an institutional shareholder is not a corporate organization, the name of the shareholder and shareholding ratio disclosed in the preceding paragraph shall be the name of the contributor or donor and their contribution or donation ratio. Where the donor has passed away, please add "deceased".

Information on directors and supervisors (II)

I. Professional qualifications of directors and supervisors as well as independence of independent directors:

Criteria Name	Professional qualifications and experience (Note 1)	State of independence (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
Tsai Huo-Lu (Director)	<ul style="list-style-type: none"> ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Current Chairman of the Company ● Director of the Company ● Non-existence of the conditions mentioned in Article 30 of the Company Act. 	Not applicable.	None.
Tsai-Tseng Shu-Ping (Director)	<ul style="list-style-type: none"> ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Current Vice Chairman of the Company ● Director of the Company ● Non-existence of the conditions mentioned in Article 30 of the Company Act. 	Not applicable.	None.
Tseng Su-E (Director)	<ul style="list-style-type: none"> ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Current Division Head of the Company ● Director of the Company ● Non-existence of the conditions mentioned in Article 30 of the Company Act. 	Not applicable.	None.
Li Ming-Tse (Director)	<ul style="list-style-type: none"> ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Currently President of the Company ● Director of the Company ● Non-existence of the conditions mentioned in Article 30 of the Company Act. 	Not applicable.	None.

	Company Act.Company Act		
Tsai Yu-Hsueh (Director)	<ul style="list-style-type: none"> ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Current Director of the Company ● Non-existence of the conditions mentioned in Article 30 of the Company Act.Company Act 	Not applicable.	None.
Yeh Yeh (Director)	<ul style="list-style-type: none"> ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Current Director of the Company ● Non-existence of the conditions mentioned in Article 30 of the Company Act.Company Act 	Not applicable.	1
Peng Yu-Ling (Independent Director)	<ul style="list-style-type: none"> ● A judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and been awarded a certificate in a profession necessary for the business of the company. ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Non-existence of the conditions mentioned in Article 30 of the Company Act.Company Act 	<ul style="list-style-type: none"> ● The Company's independent director; in line with the independence criteria. ● The independent director, his/her spouse, or any relative within the second degree of kinship of the Company is not a director, supervisor, or employee of the Company or at any other affiliate; does not hold any shares of the Company; not a director, supervisor or employee of a company with which the Company has a specific relationship. ● This person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years. 	None.
Kuo Yuan-Ching (Independent Director)	<ul style="list-style-type: none"> ● An instructor or higher in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the company in a public or private junior college, college, or university ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. 	<ul style="list-style-type: none"> ● The Company's independent director; in line with the independence criteria. ● The independent director, his/her spouse, or any relative within the second degree of kinship of the Company is not a director, supervisor, or employee of the Company or at any other affiliate; does not hold any shares of the Company; not a director, 	None.

	<ul style="list-style-type: none"> ● Non-existence of the conditions mentioned in Article 30 of the Company Act. 	<ul style="list-style-type: none"> supervisor or employee of a company with which the Company has a specific relationship. ● This person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years. 	
Wu Yuan-Fu (Independent Director)	<ul style="list-style-type: none"> ● A judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and been awarded a certificate in a profession necessary for the business of the company. ● Work experience in commercial, legal, financial and accounting fields, or in the fields required by the Company's business. ● Non-existence of the conditions mentioned in Article 30 of the Company Act. 	<ul style="list-style-type: none"> ● The Company's independent director; in line with the independence criteria. ● The independent director, his/her spouse, or any relative within the second degree of kinship of the Company is not a director, supervisor, or employee of the Company or at any other affiliate; does not hold any shares of the Company; not a director, supervisor or employee of a company with which the Company has a specific relationship. ● This person has not received remuneration from the Company or its affiliates for providing commercial, legal, financial and accounting services in the past two years. 	None.

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of individual directors and supervisors. If the person is a member of the Audit Committee with accounting or financial expertise, their accounting or financial background and work experience shall be specified; while stating whether there is none of the circumstances in Article 30 of the Company Act.

Note 2: For independent directors, their state of independence must be specified, including but not limited to whether they, their spouses, second-degree relatives serve as a director, supervisor or employee in the Company or affiliates; the proportion of shares held by the independent director himself/herself, their spouses or relatives within second degree of kinship (or in the name of others); whether the independent director serves as a director, supervisor or an employee of a company with which the Company has a specific relationship (refer to Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and amount of remuneration receive for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.

II. Diversity and independence of the Board of Directors:

(I) Diversification of Board of Directors:

The composition of the Board of Directors should be diverse to strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors. Diversification is required in gender, age, and nationality, and directors should possess experience in industry, finance, and marketing services, as well as professional abilities in financial accounting, crisis management, and international market perspectives.

At present, the Board of Directors has 9 directors, including 3 independent directors. The implementation of diversification is as follows:

Female directors account for 44% ,while male directors account for 56%. 3 directors are over 70 years old, 4 directors 50~60 years old, 1 director 40~49 years old, and 1 director below 40 years old.

Specific management objectives of director diversity policy, and the implementation status:

Management goals	Achievement status
The proportion of female directors reaches one-third	Achieved. The female directors account for 44%. (the number of directors of either gender reaches one-third of the total number)
The number of independent directors reaches one third.	Achieved. There are 9 directors (including 3 independent directors), and the number of independent directors is 33.3%.
There is no more than three terms of office for the independent directors	Achieved. The length of service of independent directors has not exceeded three terms.
Adequate diversified professional knowledge and skills.	Achieved.

The Company's current Board of Directors diversity policy and implementation are as follows:

Diversification Core Items Name of Director	Nationality	Gender	Age				Length of term of independent directors		Industry experience			Professional ability		
			Less than 40 years	40~50	51~60	71~79	Less than 3 years	6 to 9 years	Mold manufacturing	Finance	Marketing	Financial accounting	Crisis management	International market perspective
Tsai Huo-Lu	Republic of China	Male				✓			✓	✓	✓	✓	✓	✓
Tsai-Tseng Shu-Ping	Republic of China	Female				✓			✓	✓	✓	✓	✓	✓
Tseng Su-E	Republic of China	Female				✓			✓	✓	✓	✓	✓	✓
Li Ming-Tse	Republic of China	Male			✓				✓	✓	✓	✓	✓	✓
Tsai Yu-Hsueh	Republic of China	Male	✓							✓	✓	✓	✓	✓
Yeh Yeh	Republic of China	Female			✓					✓	✓	✓	✓	✓
Peng Yu-Ling	Republic of China	Female			✓			✓		✓		✓	✓	✓
Kuo Yuan-Ching	Republic of	Male			✓			✓		✓		✓	✓	✓

	China													
Wu Yuan-Fu	Republic of China	Male		✓			✓			✓		✓	✓	✓

(II) Independence of the Board of Directors:

The Company's Board of Directors currently consists of 9 directors, including 3 independent directors (accounting for 33.33% of the board) and 6 non-independent directors (accounting for 66.67% of the board). The members are experienced in finance, legal compliance, accounting, commerce, and management, with rich experience and professional operation ability. All independent directors maintain their independence when performing their duties; they do not have conflict of interest with the Company, and also serve as members of the Audit Committee to appropriately express the Company's financial statements.

Three of the directors are first degree relatives and two of the directors are second degree relatives, meeting the requirement in Paragraph 3, Article 26-3 of the Securities and Exchange Act. Therefore, the Company's Board of Directors meet the independence requirement.

(II) Information of president, vice presidents, assistant vice presidents, and heads of various departments and branches

Information of president, vice presidents, assistant vice presidents, and heads of various departments and branches

Book-closure date for general shareholders' meeting on March 31, 2025

Title (Note 1)	Nationality	Name	Gender	Election (appointment) date	Number of shares held		Shares held by spouse and minor children		Shareholding in the name of others		Principal work experience and academic qualifications (Note 2)	Position(s) held concurrentl y in any other company	In a spousal relationship or familial relationship within the second degree of kinship with a manager			Remarks (Note 3)
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareh olding ratio			Title	Name	Relatio nship	
President	Taiwan	Li Ming-Tse	Male	2014.08.12	190,322	0.10	0	0.00	—	—	Graduate School, Tunghai University	—	—	—	—	—
Vice President	Taiwan	Liu Tien-Shan	Male	2010.02.01	4,088	0.00	0	0.00	—	—	Shin Min High School of Business	—	—	—	—	—
Vice President	Taiwan	Lo Yi	Male	2024.01.01	5,946	0	0	0	—	—	New York University	—	—	—	—	—
Vice President	Taiwan	Kuo Han-Wen	Male	2024.01.01	0	0	0	0	—	—	Nanyang Technological University, Singapore	—	—	—	—	—
Vice President	Taiwan	Liao Hsien-Chung	Male	2025.01.01	0	0	0	0	—	—	National Tsing-Yi Vocational High School	—	—	—	—	—
Vice President	Taiwan	Hsiao Tsung-Han	Male	2025.01.01	0	0	0	0	—	—	University of Toronto	—	—	—	—	—
Division Head	Taiwan	Tseng Su-E	Female	1991.10.01	1,000,751	0.51	0	0.00	—	—	Commercial college	—	—	—	—	—
Finance and accounting supervisor	Taiwan	Wu Ming-Hung	Male	2011.08.29	238	0.00	0	0.00	—	—	Accounting, National Chung Hsing University	—	—	—	—	—

Note 1: Information of the president, vice presidents, assistant vice presidents, and the chiefs of all company divisions and branch units, as well as the positions equivalent to the President, vice President, assistant vice President, regardless of their job titles, shall also be disclosed.

Note 2: Experience related to the current position. If the person has worked for the Company's CPA firm or affiliates in the aforementioned period, please specify the title of the position and the duties performed.

Note 3: Where the president or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto. (e.g. adding the number of independent directors, and a majority of directors should not be employees or managers, etc.).

Note 4: Vice President Liao Jui-Tse retired on October 31, 2024. New positions of Vice Presidents Liao Hsien-Chung and Hsiao Tsung-Han took effect on January 1, 2025.

II. Remuneration to directors, president and vice presidents in the most recent year

(1) Remuneration to directors and independent directors (the name and how the remuneration is paid shall be disclosed separately)

Unit: NT\$ thousands

Title	Name	Remuneration to directors								Sum of A, B, C and D and its proportion to profit after tax (%) (Note 10)		Remuneration received as company part-time employee								Total sum of A, B, C, D, E, F and G, and their proportion to net income (Note 10)		Remuneration received from investees other than subsidiaries or parent company (Note 11)		
		Reward (A) (Note 2)		Severance pay and pension (B)		Remuneration to directors (C) (Note 3)		Expenses for services rendered (D) (Note 4)				Salaries, bonuses and special allowances (E) (Note 5)		Severance pay and pension (F)		Remuneration to employees (G) (Note 6)								
		The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Company	All companies included in the financial report (Note 7)	The Companies included in the financial report (Note 7)		Cash amount	Stock amount	Cash amount	Stock amount		The Company	All companies included in the financial report (Note 7)
Chairman	Tsai Huo-Lu	0	0	0	0	200	200	0	0	200 0.01%	200 0.01%	1,440	1,440	86	86	0	0	0	0	0	0	1,726 0.12%	1,726 0.12%	None.
Director	Tsai-Tseng Shu-Ping	0	0	0	0	200	200	0	0	200 0.01%	200 0.01%	960	960	58	58	0	0	0	0	0	0	1,218 0.08%	1,218 0.08%	None.
Director	Tseng Su-E	0	0	0	0	200	200	0	0	200 0.01%	200 0.01%	1,684	1,684	68	68	0	0	0	0	0	0	1,952 0.13%	1,952 0.13%	None.
Director	Li Ming-Tse	0	0	0	0	200	200	0	0	200 0.01%	200 0.01%	6,385	6,385	168	168	0	0	0	0	0	0	6,753 0.45%	6,753 0.45%	None.
Director	Yeh Yeh	0	0	0	0	100	100	0	0	100 0.01%	100 0.01%	0	0	0	0	0	0	0	0	0	0	100 0.01%	100 0.01%	None.
Director	Tsai Yu-Hsueh	0	0	0	0	100	100	0	0	100 0.01%	100 0.01%	0	0	0	0	0	0	0	0	0	0	100 0.01%	100 0.01%	None.
Independent Director	Peng Yu-Ling	0	0	0	0	200	200	160	160	360 0.02%	360 0.02%	0	0	0	0	0	0	0	0	0	0	360 0.02%	360 0.02%	None.
Independent Director	Kuo Yuan-Ching	0	0	0	0	200	200	160	160	360 0.02%	360 0.02%	0	0	0	0	0	0	0	0	0	0	360 0.02%	360 0.02%	None.
Independent Director	Wu Yuan-Fu	0	0	0	0	200	200	160	160	360 0.02%	360 0.02%	0	0	0	0	0	0	0	0	0	0	360 0.02%	360 0.02%	None.
1. Please describe the policy, system, standard and structure of remuneration to independent directors, and the relevance of the amount of remuneration based on factors such as responsibilities, risks, and time invested: A fixed payment is paid by referring to the general standards in the same industry and region.																								
2. In addition to the disclosure in the table above, remuneration received in the most recent year by providing services (e.g. serving as a consultant who is not an employee) to any company in the financial report: None.																								

Note: A company that has had an insufficient director shareholding percentage for 3 consecutive months or longer during the most recent fiscal year shall disclose the remuneration of individual directors; one that has had an insufficient supervisor shareholding percentage for 3 consecutive months or more during the most recent fiscal year shall disclose the remuneration of individual supervisors: None.

Note: A company that has had an average ratio of share pledging by directors or supervisors in excess of 50 percent in any 3 months during the most recent fiscal year shall disclose the remuneration paid to each individual director or supervisor having a ratio of pledged shares in excess of 50 percent for each such month: None.

Note: If the total amount of remuneration received by all of the directors and supervisors in their capacities as directors or supervisors of all of the companies listed in the financial reports exceeds 2 percent of the net income after tax, and the remuneration received by any individual director or supervisor exceeds NT\$15 million, the company shall disclose the remuneration paid to that individual director or supervisor: None.

Remuneration range table

Range of remuneration paid to directors of the Company	Name of Director			
	Total remuneration (A+B+C+D)		Total remuneration (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies included in the financial report (Note 9) I
Below NT\$1,000,000	Tsai Huo-Lu, Tsai-Tseng Shu-Ping, Tseng Su-Er, Li Ming-Tse, Yeh Yeh, Tsai Yu-Hsueh, Peng Yu-Ling, Kuo Yuan-Ching, Wu Yuan-Fu	Tsai Huo-Lu, Tsai-Tseng Shu-Ping, Tseng Su-Er, Li Ming-Tse, Yeh Yeh, Tsai Yu-Hsueh, Peng Yu-Ling, Kuo Yuan-Ching, Wu Yuan-Fu	Peng Yu-Ling, Kuo Yuan-Ching, Wu Yuan-Fu, Yeh Yeh, Tsai Yu-Hsueh	Peng Yu-Ling, Kuo Yuan-Ching, Wu Yuan-Fu, Yeh Yeh, Tsai Yu-Hsueh
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	—	—	Tsai Huo-Lu, Tsai-Tseng Shu-Ping, Tseng Su-Er	Tsai Huo-Lu, Tsai-Tseng Shu-Ping, Tseng Su-Er
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	—	—	—	—
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	—	—	—	—
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	—	—	Li Ming-Tse	Li Ming-Tse
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	—	—	—	—
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	—	—	—	—
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	—	—	—	—
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	—	—	—	—
Above NT\$100,000,000	—	—	—	—
Total	9 people	9 people	9 people	9 people

Note 1: Names of directors shall be separately presented (for corporate shareholders, the name of the corporate shareholder and its representative are presented separately) and distinguished between independent and non-independent directors, while the amounts are presented in aggregate sums. If a director is concurrently the president or vice president, fill in this table and the following table (3-1), or the following table (3-2-1) and (3-2-2).

Note 2: Refers to the remuneration of directors in the most recent year (including directors' salary, job bonus, severance payment, various bonuses, incentives, etc.).

Note 3: This is the amount of directors' remuneration approved by the Board of Directors in the most recent year.

Note 4: Refers to a director's relevant business execution expenses in the most recent year (including transportation fees, special expenses, various allowances, dormitory, vehicle allocated, etc.). When providing housing, cars and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, the actual or fair market price rent, fuel and other payments shall be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the Company to the driver, but it will not be included in the remuneration.

Note 5: Refers to the salary, job bonus, severance payment, various bonuses, incentive payments, transportation fees, special expenses, various allowances, dormitory,

vehicle allocation and other in-kind provisions received by directors who also serve as employees (including also serving as the president, vice president, other officer or employee) in the most recent year. When providing housing, cars and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, the actual or fair market price rent, fuel and other payments shall be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the Company to the driver, but it will not be included in the remuneration. Also, salary expenses recognized in accordance with IFRS2 “shares-based payment”, including obtaining employee stock options, restricting employee rights, new shares, and participating in capital injection subscription shares, should also be included in remuneration.

Note 6: Refers to those who have received employee remuneration (including stocks and cash) for concurrent directors (including concurrently serving as the president, vice president, other officer or employee) in the most recent year. The amount of employee remuneration approved by the Board of Directors in the most recent year shall be disclosed. If it is not possible to estimate, the proposed distribution amount for this year shall be calculated based on the actual distribution amount last year, and the attached Table 1-3 shall be filled in.

Note 7: The total amount of remuneration paid to the directors of the Company by all companies (including the Company) in the consolidated report shall be disclosed.

Note 8: The Company pays the total amount of remuneration to each director, and reveals the name of the director in the attribution level.

Note 9: The total amount of remuneration paid to each director of the Company by all companies (including the Company) in the consolidated report shall be disclosed, and the names of the directors shall be disclosed in the attribution level.

Note 10: Net income refers to profit after tax in the most recent year. If IFRSs have been adopted, net income refers to the profit after tax on the parent company only or individual financial reports.

Note 11:

- a. This column should clearly indicate the amount of relevant remuneration received by the directors of the Company from the subsidiary company or the parent company. (If there is none, please fill in “None”).
- b. If the directors of the Company receive relevant remuneration from re-invested businesses other than subsidiaries or the parent company, they shall transfer the remuneration received by the Company directors to the re-invested businesses other than subsidiaries or the parent company. Incorporate this into column I of the remuneration grading table and change the name of the column to “Parent Company and All Reinvested Enterprises”.
- c. Remuneration refers to the compensation, remuneration (including remuneration of employees, directors and supervisors) and business execution expenses received by the directors of the Company as directors, supervisors or officers of non-subsidiary investment enterprises or parent company remuneration.

* The content of the remuneration disclosed in this table is different from the income concept of the income tax law, so the purpose of this table is for information disclosure and not for taxation.

(2) Remuneration to the president and vice presidents (individual disclosure by name and remuneration)

Title	Name	Salary (A) (Note 2)		Severance pay and pension (B)		Bonus and special expenditure, etc. (C) (Note 3)		Amount of remuneration to employees (D) (Note 4)				Sum of A, B, C and D and its proportion to profit after tax (%) (Note 8)		Remuneration received from investees other than subsidiaries or parent company (Note 9)
		The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company		All companies included in the financial report (Note 5)		The Company	All companies included in the financial report (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Li Ming- Tse	3,000	3,000	168	168	3,385	3,385	0	0	0	0	6,553 0.44%	6,553 0.44%	0
Vice President	Lo Yi	1,080	1,080	65	65	1,808	1,808	0	0	0	0	2,953 0.20%	2,953 0.20%	0
Vice President	Liao Jui-Tse (Note 1)	1,060	1,060	64	64	1,090	1,090	0	0	0	0	2,214 0.15%	2,214 0.15%	0
Vice President	Liu Tien- Shan	1,140	1,140	68	68	1,240	1,240	0	0	0	0	2,448 0.16%	2,448 0.16%	0
Vice President	Kuo Han- Wen	1,380	1,380	83	83	1,015	1,015	0	0	0	0	2,478 0.17%	2,478 0.17%	0

*Regardless of the job title, any person whose position is equivalent to that of a President or deputy President (e.g. president, chief executive officer, director, etc.) shall be disclosed.

Note 1: Vice President Liao Jui-Tse retired on October 31, 2024.

Remuneration range table

Range of remunerations paid to the Company's President and Vice Presidents	Name of President and Vice Presidents	
	The Company (Note 6)	All companies included in the consolidated financial statements (Note 7) E
Below NT\$1,000,000	—	—
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	—	—
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	Lo Yi, Liao Jui-Tse, Liu Tien-Shan, Kuo Han-Wen	Lo Yi, Liao Jui-Tse, Liu Tien-Shan, Kuo Han-Wen

NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	—	—
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Li Ming-Tse	Li Ming-Tse
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	—	—
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	—	—
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	—	—
Above NT\$100,000,000	—	—
Total	5 people	5 people

Note 1: The names of the President and deputy President shall be listed separately, and the respective payment amounts shall be disclosed in an aggregate manner. If a director is concurrently the President or deputy President, fill in this table and the table above (1-1), or (1-1), or (1-2-1) and (1-2-2).

Note 2: Refer to the salary, job bonus, and severance payment of the President and deputy President in the most recent year.

Note 3: Refer to the amount of various bonuses, incentive payments, transportation fees, special expenses, various allowances, dormitory, vehicle allocation and other in-kind provisions received by the Presidents and deputy President in the most recent year. When providing housing, cars and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, the actual or fair market price rent, fuel and other payments shall be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the Company to the driver, but it will not be included in the remuneration. Also, salary expenses recognized in accordance with IFRS2 “shares-based payment”, including obtaining employee stock options, restricting employee rights, new shares, and participating in capital injection subscription shares, should be included in remuneration.

Note 4: The amount of employee remuneration (including stocks and cash) approved by the Board of Directors for distribution to the President and deputy President in the most recent year. If it is not possible to estimate, the proposed distribution amount for this year shall be calculated based on the actual distribution amount last year, and the attached Table 1-3 shall be filled in. Net income refers to profit after tax in the most recent year. If IFRSs have been adopted, net income refers to the profit after tax on the parent company only or individual financial reports.

Note 5: The total amount of remuneration paid to the President and deputy President of the Company by all companies (including the Company) in the consolidated report shall be disclosed.

Note 6: The Company pays the total amount of remuneration to each President and vice President, and reveals the names of the President and deputy President in the attribution level.

Note 7: The total amount of remuneration paid to each President and vice President of the Company by all companies (including the Company) in the consolidated report shall be disclosed, and the names of the President and deputy President shall be disclosed in the attribution level.

Note 8: Net income refers to profit after tax in the most recent year. If IFRSs have been adopted, net income refers to the profit after tax on the parent company only or individual financial reports.

Note 9:

- a. This column should clearly state the amount of relevant remuneration received by the President and deputy President of the Company from the subsidiary company or the parent company (if none, please fill in “none”).
- b. If the President or deputy President of the Company receive relevant remuneration from the out-of-subsidary investment business or the parent company, they shall transfer the remuneration received by the Company directors to the out-of-subsidary investment business or the parent company. Incorporate this into column I of the remuneration grading table and change the name of the column to “Parent Company and All Reinvested Enterprises”.
- d. Remuneration is the applicable payments such as compensation, rewards (including the remuneration to employees, directors, and supervisors), and business execution expenses received by the Company’s President and Deputy President when they serve as directors, supervisors, or managers of reinvested businesses other than subsidiaries or the parent company.

* The content of the remuneration disclosed in this table is different from the income concept of the income tax law, so the purpose of this table is for information disclosure and not for taxation.

(4) Remuneration to the top 5 executives with the highest remuneration (individual disclosure by name and remuneration)

Title	Name	Salary (A) (Note 2)		Severance pay and pension (B)		Bonus and special expenditure, etc. (C) (Note 3)		Amount of remuneration to employees (D) (Note 4)				Sum of A, B, C and D and its proportion to profit after tax (%) (Note 8)		Remuneration received from investees other than subsidiaries or parent company (Note 9)
		The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company		All companies included in the financial report (Note 5)		The Company	All companies included in the financial report (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Li Ming- Tse	3,000	3,000	168	168	3,385	3,385	0	0	0	0	6,553 0.44%	6,553 0.44%	0
Vice President	Lo Yi	1,080	1,080	65	65	1,808	1,808	0	0	0	0	2,953 0.20%	2,953 0.20%	0
Vice President	Liao Jui-Tse	1,060	1,060	64	64	1,090	1,090	0	0	0	0	2,214 0.15%	2,214 0.15%	0
Vice President	Liu Tien- Shan	1,140	1,140	68	68	1,240	1,240	0	0	0	0	2,448 0.16%	2,448 0.16%	0
Vice President	Kuo Han- Wen	1,380	1,380	83	83	1,015	1,015	0	0	0	0	2,478 0.17%	2,478 0.17%	0

Note 1: The “top 5 executives with the highest remuneration” refer to managers of the Company. The criteria for the determination of managerial managers are in accordance with the scope of “managers” as stipulated in the Order Letter Tai-Cai-Zheng(3) 0920001301 dated March 27, 2003 issued by the former Securities and Futures Commission, Ministry of Finance. The determination for the calculation of the “top 5 executives with the highest remuneration” is based on the total amount of salaries, pensions, bonuses and special allowances received by the managerial officers from all companies included in the consolidated financial statements, as well as the amount of remuneration to employees (the total of A+B+C+D), and then ranked by the highest paid executives). If a director is also a supervisors listed above, he/she should fill in this table and the table (1-1) above.

Note 2: Refers to the salary, job bonus and severance payment for top 5 executives with the highest remuneration in the last year.

Note 3: Refers to various bonuses, incentive payments, transportation fees, special expenses, various allowances, dormitory, vehicle allocation and other in-kind provisions and other remuneration received by top 5 executives with the highest remuneration in the most recent fiscal year. When providing housing, cars and other means of transportation or exclusive personal expenses, the nature and cost of the assets provided, the actual or fair market price rent, fuel and other payments shall be disclosed. In addition, if there is a driver, please note the relevant remuneration paid by the Company to the driver, but it will not be included in the remuneration. Also, salary expenses recognized in accordance with IFRS2 “shares-based payment”, including obtaining employee stock options, restricting employee rights, new shares, and participating in capital injection subscription shares, should also be included in remuneration.

Note 4: The amount of employee remuneration (including stocks and cash) approved by the Board of Directors for distribution to the top 5 executives with the highest

remuneration in the most recent year. If it is not possible to estimate, the proposed distribution amount for this year shall be calculated based on the actual distribution amount last year, and the attached Table 1-3 shall be filled in.

Note 5: The total amount of remuneration paid by all companies (including the Company) to the top 5 executives with the highest remuneration of the Company in the consolidated report should be disclosed.

Note 6: Profit after tax refers to the profit after tax on the parent company only or individual financial reports for the most recent fiscal year.

Note 7:

- a. This column should clearly state the amount of relevant remuneration received by the top 5 executives with the highest remuneration of the Company from the subsidiary company or the parent company (if none, please fill in “none”).
- b. Remuneration refers to the when top 5 executives with the highest remuneration of the Company serves as a director, supervisor, or manager of reinvested businesses or parent companies, etc. other than a subsidiary and in that position receives remuneration or rewards (including remuneration for employees, directors and supervisors) and payments related to business execution expenses.
- c. * The content of the remuneration disclosed in this table is different from the income concept of the income tax law, so the purpose of this table is for information disclosure and not for taxation.

Names of managers who receive employee remuneration and distribution status

December 31, 2024: NT\$ thousands

	Title (Note 1)	Name (Note 1)	Amount of stock bonus	Amount of cash bonus	Total	Total amount to net income (%)
Manager	President	Li Ming-Tse	0	0	0	0
	Vice President	Lo Yi	0	0	0	0
	Vice President	Liao Jui-Tse	0	0	0	0
	Vice President	Liu Tien-Shan	0	0	0	0
	Vice President	Kuo Han-Wen	0	0	0	0
	Division Head	Tseng Su-E	0	0	0	0
	Finance and accounting supervisor	Wu Ming-Hung	0	0	0	0

Description: In accordance with Article 235 of the Company Act, Paragraphs 2 to 4 have been deleted to regulate the recipients of non-earnings distribution, and Article 235-1 of the Company Act is added to specify that the Company shall distribute employee compensation at a fixed amount or percentage based on the profit status of the current year, and the authority for resolution to make amendments to the distribution is the Board of Directors. Therefore, relevant regulations and terms regarding employee remuneration have been amended.

Note 1: Names and titles shall be disclosed separately, whereas the amount of remuneration has been disclosed in aggregate.

Note 2: Refer to the amount of employee remuneration (including shares and cash) distributed to managers through the board of directors in the most recent year. If it is impossible to estimate the value proposed to be distributed this year, the actual value distributed last year will be calculated proportionally. Net income refers to profit after tax in the most recent year. If IFRSs have been adopted, net income refers to the profit after tax on the parent company only or individual financial reports.

Note 3: The scope of officers shall be defined under Letter Tai-Cai-Zheng-(III)-Zi No.0920001301 dated March 27 2003, which is specified below:

- (1) President and equivalent rank
- (2) Deputy President and equivalent rank
- (3) Assistant President and equivalent rank
- (4) Head of Finance Department
- (5) Head of Accounting Department
- (6) Persons who manage company affairs and are authorized to affix signature on behalf of the Company

Note 4: For directors, Presidents and Assistant Presidents who receive employee remuneration (including shares and cash), details have been disclosed in this Table in addition to Table 1-2.

Note 1: Vice President Liao Jui-Tse retired on October 31, 2024.

(IV) Total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by the Company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, Presidents, and assistant Presidents, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

1. Total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by the Company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, Presidents, and assistant Presidents:

Unit: NT\$ thousands

Year Item	2024				2023			
	Total amount of remuneration		Percentage of net profit after tax (%)		Total amount of remuneration		Percentage of net profit after tax (%)	
	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report
Remuneration to directors	1,600	1,600	0.11	0.11	1,400	1,400	0.11	0.11
Remuneration to president and vice presidents	16,646	16,646	1.10	1.10	11,350	11,350	0.91	0.91

Note: The above remuneration includes transportation, remuneration and other compensation.

Clarification:

1. The remuneration paid to the Company's directors and supervisors in the last two years
The amount in 2024 was NT\$1,600 thousand, and the amount in 2023 was NT\$1,400 thousand. The increase in 2024 was NT\$200 thousand, mainly because there were 7 directors (including independent directors) in 2023, but 9 directors (including independent directors) in 2024, an increase of 2 directors.
2. Total remuneration to the President and Vice Presidents as a percentage of profit after tax stated in the parent company only financial report or individual financial report
The remuneration to the President and Vice Presidents in 2024 was NT\$16,646 thousand, and the remuneration to the President and Vice Presidents in 2023 was NT\$11,350 thousand. The amount in 2024 increased by NT\$5,296 thousand from that in 2023. The total amount of remuneration to the President and Vice Presidents as a percentage of profit after tax (%) in 2024 was 1.10%, and that in 2023 was 0.91%. The total amount of remuneration to the President and Vice Presidents as a percentage of profit after tax (%) in both years was within a reasonable range and therefore reasonable.
3. The remuneration policy, standard and combination and the procedure of determining remuneration, and their link to business performance and future risks.
The remuneration to the Company's directors, supervisors, President and deputy President is paid in accordance with the Articles of Incorporation and the Company's regulations in an appropriate ratio. Reasonable remuneration is determined by the Board of Directors after the Remuneration Committee has made a recommendation, based on the salary level of the position in the industry market, the scope of their authority and responsibility within the Company, the degree of their contribution to the Company's operation, and their performance achievement rate.
4. Link to business performance and future risks: None.

III. Operation status of corporate governance

(I) Operation status of corporate governance:

Information on the operation status of the Board of Directors

The Board of Directors met 6 times in the most recent year, and held 1 meeting in 2025 up to March 31, 2025, the printing date of this annual report, for a total of 7 meetings (A). The attendance of directors is as follows:

Title	Name (Note 1)	Actual number of voting (non- voting) attendance B	Number of attendance by proxy	Actual voting (non-voting) attendance rate (%) (B/A) (Note 2)	Remark
Chairman	Tsai Huo-Lu	7	0	100%	—
Director	Tsai-Tseng Shu-Ping	7	0	100%	—
Director	Tseng Su-E	7	0	100%	—
Director	Li Ming-Tse	7	0	100%	—
Director	Tsai Yu- Hsueh	5	0	100%	Newly appointed on June 21, 2024
Director	Yeh Yeh	5	0	100%	Newly appointed on June 21, 2024
Independent director	Peng Yu- Ling	7	0	100%	—
Independent director	Kuo Yuan- Ching	7	0	100%	—
Independent director	Wu Yuan-Fu	7	0	100%	—

Other matters to be recorded:

- I. For Board of Directors meetings that meet any of the following descriptions, state the date, session, the discussed agenda, independent directors' opinions and how the company has responded to such opinions:
 - (I) Items listed under Article 14-3 of the Securities and Exchange Act: As of March 31, 2025, all independent directors had no objections or reservations. Please refer to page 54 of the Board of Directors' meeting minutes on important resolutions.
 - (II) Except for the preceding matters, any matter resolved by the Board of Directors with an independent director expressing an objection or reservation that has been included in records or stated in writing: None.
 - (III) Other matters suggested by directors: None.
- II. Recusal of the directors from motions involving their interest, specify the names of the directors, the content of the motions, the reason for recusal, and the participation in voting: None.
- III. Companies listed at TWSE or TPEx shall disclose information such as the interval, duration, scope, method, and content of self-evaluation (or peer evaluation) of the Board of Directors, and the implementation of the evaluation by the Board of Directors: Please refer to Table 1.
- IV. Objectives (e.g. forming an audit committee, improving information transparency) to

enhance Board functions during the most recent fiscal year and evaluation of the implementation:

- (I) The current Board of Directors consists of 9 directors (including 3 independent directors). The directors have the financial and business experience necessary for the operation of the Company, and the Board's operation is in line with the "Rules of Procedures for Meetings of the Board of Directors" established by the Company.
- (II) The Board of Directors reports the implementation of the previous meeting and the important financial, business, and audit reports to the directors each time, so that the Board of Directors can fully grasp the progress of the Company's plans and implement business decisions.
- (III) The CPAs present the audit results to the directors in person when they present the financial statements.
- (IV) The Company has set up the Remuneration Committee and the Audit Committee to strengthen corporate governance. They are composed of those with rich financial and business experience (including 3 independent directors). In the future, other types of functional committees will be established depending on operational needs.
- (V) The Company has a spokesperson and an acting spokesperson system in place, and discloses material financial and business information on the Market Observation Post System and the Company's website as required.

Note 1: Where the directors and supervisors are corporate entities, the name of the corporate shareholder and the names of their representatives shall be disclosed.

Note 2:

- (1) If a director or supervisor resigns before the end of the year, the resignation date shall be indicated in the Remark field. The actual attendance rate (%) was calculated on the basis of the number of board meetings held during each director's term and the number of meetings actually attended by that director.
- (2) If there was an election of directors before the end of the fiscal year, fill in the information on the former and the new directors, and specify if the director is newly elected to office or re-elected for a second term of office, and the date of the election. The percentage (%) of actual attendance will be calculated based on the number of actual attendance.

(II) Implementation of Board of Directors Evaluations:

Information on the implementation of Board of Directors self-evaluations is provided in the table below:

Table 1:

Evaluation cycle (Note 1)	Evaluation period (Note 2)	Evaluation scope (Note 3)	Evaluation method (Note 4)	Evaluation content (Note 5)
Once a year	2024	1. Board of Directors 2. Board members 3. Functional Committee (Remuneration Committee)	Based on the Company's Board of Directors and functional committee members' responses to relevant questionnaires and the actual situation of	Participation in the operation of the Company, improvement of the quality of the Board of Directors' decision-making, composition and structure of the Board of Directors, election and continuing

			meetings held.	education of directors, and internal control. Level of participation in the Company's operations, awareness of the responsibilities of the functional committees, improvement of the quality of decision-making of the functional committees, composition of the functional committees, selection of members, and internal control.
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Note 1: Refers to the execution cycle of BOD evaluation. Example: Once a year.

Note 2: Refers to the period of BOD evaluation. Example: Evaluation of the performance of the Board of Directors from January 1, 2024 to December 31, 2024.

Note 3: The scope of evaluation includes the Board of Directors, individual board members, and functional committees.

Note 4: Evaluation methods of performance evaluations include internal self-evaluation of the Board of Directors, peer evaluation, appointment of external professional institutions, experts, or other appropriate methods. The evaluation results were submitted to the Board of Directors on February 26, 2025.

Note 5: The contents of evaluation shall at least include the following items according to the scope of evaluation:

- (1) Performance evaluation of the Board of Directors: Shall at least cover participation in the operation of the Company, the quality of the Board of Directors' decision-making, composition and structure of the Board of Directors, election and continuing education of directors, and internal control.
- (2) Performance evaluation of individual board members: Shall at least cover the Company's goals and tasks, directors' awareness of responsibilities, the level of participation in the Company's operations, internal relationship management and communication, directors' professionalism and continuing education, and internal control.
- (3) Performance evaluation of functional committees: Level of participation in the Company's operations, awareness of the responsibilities of the functional committees, the quality of decision-making of the functional committees, composition of the functional committees, selection of members, and internal control.

(II) Status of Operation of the Audit Committee:

Operation of the Company's Audit Committee:

Audit Committee's annual work focus

1. Formulate or amend the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
2. Evaluate the effectiveness of the internal control system.
3. Formulate or amend the procedures for significant financial activities such as the acquisition or disposal of assets, derivative transactions, loaning of funds to others, and endorsements and guarantees for others in accordance with Article 36-1 of the Securities and Exchange Act
4. Any matters involving the personal interests of the directors themselves.
5. Significant asset or derivative transactions.
6. Significant loans, endorsements or guarantees.
7. Offering, issuance or private placement of equity securities.
8. Appointment, dismissal or remuneration of the certifying CPAs.
9. Appointment or dismissal of finance, accounting or internal audit supervisors.
10. Annual financial report and semi-annual financial report.
11. Significant matters regulated by other companies or the competent authority.

The Audit Committee met 5 times in the most recent year and 1 times in 2025 up to March 31, 2025, when this Annual Report was printed, that is, for a total of 6 times (A). The voting and non-voting attendance of independent directors on the Audit Committee is as follows:

Title	Name	Number of actual attendance (B)	Number of attendance by proxy	Actual attendance rate (%) (B/A) (Notes 1 and 2)	Remark
Independent director	Kuo Yuan-Ching	6	-	100%	-
Independent director	Peng Yu-Ling	6	-	100%	-
Independent director	Wu Yuan-Fu	6	-	100%	-

Other matters to be recorded:

- I. For Audit Committee meetings that meet any of the following descriptions, state the date and session of the Audit Committee meeting held, the discussed topics, the content of the objections, reservations or material recommendations of independent directors, the Audit Committee's resolution, and how the company responded to Audit Committee's opinions:

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

Audit Committee meeting date	Motions discussed and subsequent handling	Matters listed in Article 14-5 of the Securities and	Matters not passed by the Audit Committee, but approved by more than two-thirds of all directors

			Exc hang e Act:	
9th meeting of the 1st term March 12, 2024	<div><div>1. Parent company-only financial statements and consolidated financial statements of the Company for 2023; proposed for discussion.</div><div>2. 2023 earnings distribution; proposed for review.</div><div>3. Distribution of the Company’s remuneration to employees, directors, the Compensation Committee, and the Audit Committee for 2023; proposed for review.</div><div>4. Motion for evaluation of the independence and suitability of the Company's certifying public accountants; proposed for review.</div><div>5. Appointment of the Company’s certifying CPAs for 2024; proposed for review.</div><div>6. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</div><div>7. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</div><div>8. Motion for details of the Group's loaning of funds to others as of March 12, 2024; proposed for resolution.</div><div>9. Motion for adding the Company’s endorsement/guarantee for the re-invested company Best Elite Holdings Limited; proposed for review.</div><div>10.The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</div><div>11.Motion for 2023 "Assessment of the Effectiveness of the Internal Control System" and "Declaration of Internal Control System"; proposed for resolution.</div><div>12.Motion for revision of the Company's "Rules of Procedures for Meetings of the Board of Directors"; proposed for resolution.</div><div>13.Plan to revise the Company's "Charter of the Audit Committee"; proposed for resolution.</div></div>	○	X	
	The Audit Committee resolved to pass the motion as proposed. The Company’s handling of the Audit Committee’s opinions: None; submitted to the Board of Directors and approved.			
10th meeting of the 1st term 2024.05.09	<div><div>1. The Company’s consolidated financial statements for Q1 2024; proposed for discussion.</div><div>2. Motion for adding the Company's loaning of</div></div>	○	X	

		<p>funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>3. Motion for adding the Company's loaning of funds to Sunrex Technology (Vietnam) Co., Ltd., a 100% owned company; proposed for review.</p> <p>4. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>5. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</p> <p>6. Motion for details of the Group's loaning of funds to others as of May 9, 2024, proposed for resolution.</p> <p>7. Motion for adding endorsement/guarantee for the invested company Best Elite Holdings Limited and Forward Optics Co., Ltd. proposed for review.</p> <p>8. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p>		
		<p>The Audit Committee resolved to pass the motion as proposed.</p> <p>The Company's handling of the Audit Committee's opinions: None; submitted to the Board of Directors and approved.</p>		
	11th meeting of the 1st term 2024.08.09	<p>1. The Company's consolidated financial statements for Q2 2024; proposed for discussion.</p> <p>2. Motion for capital increase in cash for Sunrex Technology (Singapore) Co., Ltd. and Sunrex Technology (Vietnam) Co., Ltd., re-invested companies of the Company; proposed for review.</p> <p>3. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>4. Motion for adding the Company's loaning of funds to Sunrex Technology (Thailand) Co., Ltd., a re-invested company; proposed for review.</p> <p>5. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>6. Motion for details of the Group's loaning of funds to others as of August 9, 2024; proposed for resolution.</p> <p>7. Motion for adding endorsement/guarantee for the invested companies, Best Elite Holdings Limited and Sunrex Technology (Jiangsu) Co., Ltd. proposed for review.</p>	○	X

		<p>8. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>9. Motion for amendments to the Company's "Procedures for Prevention of Insider Trading"; proposed for resolution.</p>		
		<p>The Audit Committee resolved to pass the motion as proposed. The Company's handling of the Audit Committee's opinions: None; submitted to the Board of Directors and approved.</p>		
	12th meeting of the 1st term 2024.11.11	<p>1. The Company's consolidated financial statements for Q3 2024; proposed for discussion.</p> <p>2. Motion for regular (once a year) assessment of the independence of certifying CPAs.</p> <p>3. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>4. Motion for adding the Company's loaning of funds to Sunrex Technology (Vietnam) Co., Ltd., a 100% owned company; proposed for review.</p> <p>5. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</p> <p>6. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>7. Motion for details of the Group's loaning of funds to others as of November 11, 2024; proposed for resolution.</p> <p>8. Motion for adding the Company's endorsement/guarantee for the re-invested company Best Elite Holdings Limited; proposed for review.</p> <p>9. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>10. The Company's internal audit plan for 2025; proposed for resolution.</p> <p>11. Formulation of the Company's "Charter of the Sustainable Development Committee"; proposed for resolution.</p>	○	X
		<p>The Audit Committee resolved to pass the motion as proposed. The Company's handling of the Audit Committee's opinions: None; submitted to the Board of Directors and approved.</p>		
	13th meeting of the 1st term 2024.12.24	<p>1. Amendment to the Company's "Corporate Governance Best Practice Principles"; proposed for resolution.</p> <p>2. Amendment to the Company's "Guidelines for Ethical Corporate Management and Code of</p>	○	X

		<p>Conduct”; proposed for resolution.</p> <p>3. Formulation of the Company’s "Sustainability Information Management Measures" proposed for resolution.</p> <p>4. Amendment to the Company’s "Enforcement Rules for Internal Audits"; proposed for resolution.</p> <p>5. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>6. Motion for details of the Group's loaning of funds to others as of December 24, 2024; proposed for resolution.</p> <p>7. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p>		
		<p>The Audit Committee resolved to pass the motion as proposed. The Company’s handling of the Audit Committee’s opinions: None; submitted to the Board of Directors and approved.</p>		
	14th meeting of the 1st term 2025.02.26	<p>1. Parent company-only financial statements and consolidated financial statements of the Company for 2024; proposed for discussion.</p> <p>2. 2024 earnings distribution; proposed for review.</p> <p>3. Motion for evaluation of the independence and suitability of the Company's certifying public accountants; proposed for review.</p> <p>4. Appointment of the Company’s certifying CPAs for 2025; proposed for review.</p> <p>5. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>6. Motion for adding the Company's loaning of funds to Sunrex Technology (Vietnam) Co., Ltd., a 100% owned company; proposed for review.</p> <p>7. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</p> <p>8. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>9. Motion for details of the Group's loaning of funds to others as of February 26, 2025; proposed for resolution.</p> <p>10. Motion for adding the Company’s endorsement/guarantee for the re-invested company Best Elite Holdings Limited; proposed for review.</p> <p>11. The Company's application for and renewal</p>	○	X

		<p>of bank credit facilities are presented to the Board of Directors for review.</p> <p>12.Motion for 2024 "Assessment of the Effectiveness of the Internal Control System" and "Declaration of Internal Control System"; proposed for resolution.</p> <p>13.Motion for amendment to the “Internal Control System”; proposed for resolution.</p> <p>14.Amendment to the Company’s “Articles of Incorporation”; proposed for resolution.</p>		
		<p>The Audit Committee resolved to pass the motion as proposed.</p> <p>The Company’s handling of the Audit Committee’s opinions: None; submitted to the Board of Directors and approved.</p>		

(II) Except for the preceding matters, any matter that has not been passed by the Audit Committee, but has been adopted with the approval of two-thirds or more of all board directors: None.

II. Recusal of the independent directors from motions involving their interest, specify the names of the independent directors, the content of the motions, the reason for recusal, and the participation in voting: None.

III. State of communication between independent directors, chief internal auditor and accountants (such as materials matters, methods and results of communications on the Company’s finances and business status)

Communication between independent directors and chief internal auditor and accountants

Convene a separate meeting between the independent directors, chief internal auditor and CPAs at least once a year to discuss the completed audit opinions of the chief internal auditor and the CPAs, as well as communicating about the audit deficiencies in the year, with meeting minutes recorded. The internal audit officer submits the audit report and the report for internal control deficiencies tracking to the independent directors for review on the implementation status of the annual audit plan and the improvement of internal control deficiencies tracking. There was no such irregularity in the most recent fiscal year.

In the event of a significant irregularity or matter that the independent directors, the audit officer, or the accountant deem necessary to communicate independently, a meeting may be held periodically for communication.

So far, the communication between the Company's independent directors and chief internal auditor and accountants has been good.

Note 1: If an independent director resigns before the end of the year, the resignation date shall be indicated in the Remark field. The actual attendance rate (%) was calculated on the basis of the number of board meetings held during each director’s term and the number of meetings actually attended by the Audit Committee member.

Note 2: If there was an election of independent directors before the end of the year, the new and former independent directors and supervisors must be stated in the Remark field, and indicate if an independent director or supervisor is old, new, or reelected, as well as the reelection date. The percentage of actual (proxy) attendance (%) will be calculated based on the number Audit Committee meetings held during active duty and the number of actual (proxy) attendance.

(III) State of corporate governance operations and any difference from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference

Evaluation Item	The State (Note)			Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance principles in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	✓		The Company has established the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and disclosed it on the Company's website under the section of Corporate Governance - Company Regulations; please refer to the Company's website at http://www.sunrex.com.tw .	In compliance with the Corporate Governance Best-Practice Principles.
II. Equity structure and shareholders' equity				
(I) Has the company formulated internal procedures regulated to handle shareholders' proposals, doubts, disputes, and litigation matters and have the procedures been implemented accordingly?	✓		(I) The Company appoints spokespersons, acting spokespersons, and stock affairs units to handle stock affairs and shareholders' suggestions or disputes.	In compliance with the Corporate Governance Best-Practice Principles.
(II) Does the company possess a list of the company's major shareholders and a list of the ultimate controllers of its major shareholders?	✓		(II) The Company has a stock affairs unit to provide the Company with a list of major shareholders and their ultimate controllers, which are regularly disclosed as required.	In compliance with the Corporate Governance Best-Practice Principles.
(III) Has the company established and implemented the risk control and firewall mechanisms between the affiliates?	✓		(III) The Company has conducted business and financial transactions with affiliates in compliance with laws and regulations, and has established written guidelines in accordance with the relevant regulations of the competent authority.	In compliance with the Corporate Governance Best-Practice Principles.
(IV) Has the company set up internal regulations to	✓		(IV) According to the Company's "Procedures for Prevention of	In compliance with the Corporate Governance

prohibit internal personnel from utilizing the undisclosed information to trade securities?			Insider Trading", insiders are prohibited from using undisclosed information to trade securities.	Best-Practice Principles.
III. Composition and duties of the Board of Directors				
(I) Has the board formulated a diversity policy and specific management objectives, and have they been implemented?	✓		(I) The Company's Board of Directors is composed of experts with business, legal, and financial experience.	In compliance with the Corporate Governance Best-Practice Principles.
(II) Apart from the remuneration committee and audit committee, has the company voluntarily established other functional committees?	✓		(II) Except for the Remuneration Committee and Audit Committee, the Company established a Sustainability Development Committee on November 11, 2024.	In compliance with the Corporate Governance Best-Practice Principles.
(III) Has the company established Regulations Governing the Board Performance Evaluation and its evaluation methods, and does the company conduct a performance evaluation each year, submit the performance evaluation results to the board of directors and use them as reference in determining remuneration for individual directors, and nomination for reappointment?	✓		(III) The Company has established the "Regulations Governing the Board Performance Evaluation", which provides detailed information on the directors' level of participation in the operation of the Company, the awareness of directors' responsibilities, improvement of decision-making quality of the Board of Directors, composition and structure of the Board of Directors, management of internal relations and communication, professionalism of directors, election of directors and continuing education, etc. These are regularly tracked and recorded. The 2024 performance evaluation results were presented to the Board of Directors on February 26, 2025	In compliance with the Corporate Governance Best-Practice Principles.
(IV) Does the company regularly assess the independence of its	✓		(IV) The Company's board of directors reviews the independence of the CPAs on	In compliance with the Corporate Governance Best-Practice Principles.

CPAs?		<p>a regular basis each year, and evaluates whether there is any violation of the Statement of Professional Ethics No. 10. The appointed CPAs have no financial interests or business relationship with the Company, except for the expenses incurred in the certification and taxation cases. Appointment of CPAs and fee review are conducted only after the CPAs have been assured to be independent. The evaluation results were submitted to the Audit Committee and the Board of Directors for review on February 26, 2025. After evaluation, they met the Company's evaluation criteria for independence and suitability.</p>	
I. Has the company designated an appropriate number of personnel that specialize in corporate governance affairs (including but not limited to providing directors/supervisors with the information needed and assist directors and supervisors in complying with the laws and regulations to perform their duties, convention of board meetings and shareholders' meetings, preparation of board meeting and shareholders' meeting minutes, etc.)?	✓	<p>The Company's Board of Directors appointed Wu Ming-Hung, the head of finance and accounting, as the head of corporate governance on June 21, 2023. The date of appointment was June 21, 2023, and the scope of powers is to:</p> <ol style="list-style-type: none"> 1. Handle board meeting and shareholders' meeting related matters in accordance with the law. 2. Prepare minutes of board meetings and shareholders' meetings. 3. Assist directors in their assumption of office and continuing education. 4. Provide data required for the directors to perform their duties. 5. Assist directors to comply with laws and regulations. 6. Report to the Board of Directors on the review result on the compliance of qualifications of the independent directors during the nomination, election and term of office. 7. Handle matters concerning change of directors. 	In compliance with the Corporate Governance Best-Practice Principles.

		8. Other matters stipulated in the Articles of Incorporation or contracts. Complete the professional training as required by law.	
V. Has the company established channels for communication with the stakeholders (including but not limited to shareholders, employees, customers, and suppliers), and set up a section for stakeholders on the official website of the company with a proper response to the concerns of the stakeholders on issues related to corporate social responsibility?	✓	The Company has established an "Investors" section on its website to provide contact information. The Company has spokespersons and acting spokespersons to maintain open communication channels with stakeholders. A stakeholder section has been set up on the Company's website to provide contact information and to find a timely communication window.	In compliance with the Corporate Governance Best-Practice Principles.
VI. Does the company engage a professional stock transfer agency to handle affairs related to shareholders' meetings?	✓	The Company commissioned Capital Securities Corp. to handle affairs related to shareholders' meetings.	No significant difference.
VII. Information disclosure (I) Does the Company set up a website to disclose financial, business and corporate governance information? Does the company have a website set up where its financial business, and corporate governance information is disclosed?	✓	(I) The Company's website is http://www.sunrex.com.tw . Disclosure of information about the Company's financial operations.	In compliance with the Corporate Governance Best-Practice Principles.
(II) Has the company adopted other information disclosure methods (e.g. establishing an English website, designating a responsible person for collecting and disclosing information of the company, substantiating the spokesman system, and upload the procedure of	✓	(II) The Company has assigned personnel to be responsible for information collection and disclosure as required by law. The Company discloses information that affects shareholders' and stakeholders' decision-making in a timely manner, and selects suitable personnel to serve as spokespersons and acting spokespersons as required by law.	In compliance with the Corporate Governance Best-Practice Principles.

investors conference on its website, etc.)? (III) Has the company published and reported its annual financial report within two months after the end of a fiscal year, and published and reported its financial reports for the first, second, and third quarters, as well as its operating status for each month before the specified deadline?	✓	(III) The Company announces and declares its operations status every month as required by law, and announces and declares the financial report for the first, second and third quarters before the prescribed deadlines. The financial statements for 2024 were announced and reported on February 27, 2025.	In compliance with the Corporate Governance Best-Practice Principles.
VIII. Is there any important information (including but not limited to employee rights and benefits, employee care, investor relations, supplier relations, stakeholder rights, the continuing education of the directors and supervisors, implementation of risk management policy and risk measurement criteria, the pursuit of customer policy, and the purchase of liability insurance for the company's directors and supervisors) that is helpful in understanding the corporate governance operation of the company?	✓	<p>The Company has always treated the rights of its employees and employee care with honesty and integrity and established an employee welfare committee. The Company provides employees with labor and health insurance, as well as free regular health checks, allocate pension according to laws, provide employees with on-the-job training, and a comfortable and safe working environment .</p> <p>The Company has a spokesperson and an acting spokesperson to maintain smooth communication channels with investors and stakeholders.</p> <p>The Company has always maintained good relationship with its suppliers.</p> <p>The Company's directors have participated in corporate governance-related courses, and are also informed of the latest legal updates on corporate governance.</p> <p>The Company's directors attend the Board meetings normally to keep abreast of the Company's operation status. The Company takes out liability insurance for its directors.</p>	In compliance with the Corporate Governance Best-Practice Principles.
<p>IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by TWSE Corporate Governance Center, and propose priorities for enhancement matters and measures for any issues that are to be improved.</p> <p>The Company conducts self-evaluation on corporate governance in accordance with the regulations of the competent authority, and gradually improves the corporate governance and image of the Company.</p>			

Note: “Yes” and “No” is checked for the state of operations with the Company being the main body. Please refer to the description.

(IV) Where the company has a compensation committee, disclose its composition, responsibilities, and operation:

(1) Information of the Remuneration Committee members

March 31, 2025

Status Name (Note 1)	Criteria	Professional qualifications and experience (Note 2)	State of independence (Note 3)	Number of other public companies in which the individual is concurrently serving as a member of a Remuneration Committee
Independent director (Convener)	Kuo Yuan-Ching	Please refer to “Information disclosure of professional qualification of directors and supervisors as well as independence of independent directors” on pages 6 to 8.		0
Independent director	Peng Yu-Ling	Please refer to “Information disclosure of professional qualification of directors and supervisors as well as independence of independent directors” on pages 6 to 8.		0
Independent director	Wu Yuan-Fu	Please refer to “Information disclosure of professional qualification of directors and supervisors as well as independence of independent directors” on pages 6 to 8.		0

Note 1: Please specify in the Table the years of work, professional qualifications and experience and independence of each member of the Remuneration Committee. If the member is an independent director, please indicate in a note for relevant contents (e.g. please refer to Table 1 for Information on directors and supervisors (I). For identity, please fill in “independent director” or “other” (please specify for a convener).

Note 2: Professional qualifications and experience: Specify professional qualifications and experience of each Remuneration Committee member.

Note 3: State of independence: The state of independence of members of the Remuneration Committee must be specified, including but not limited to whether they, their spouses, second-degree relatives serve as a director, supervisor or employer in the Company or affiliates; the proportion of shares held by the independent director himself/herself, their spouses or second-degree relatives (or in the name of others); whether the independent director serves as a director, supervisor or an employee of a company with which the Company has a specific relationship (refer to Subparagraphs 5 to 8, Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and amount of remuneration receive for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.

(2) Responsibilities of the Remuneration Committee

1. Regularly review the Company's remuneration regulations and propose amendment suggestions.
2. Formulate and regularly review the performance evaluation of directors and managers, and the policies, systems, standards and structures of their remuneration.
3. Regularly evaluate and determine the remuneration to directors and managers.

(3) Information of the state of the Remuneration Committee:

I. The Company's Remuneration Committee consists of 3 members.

II. The term of office of the current committee members is from June 17, 2022 to June 16, 2025.

The Remuneration Committee met 2 times in the most recent year, and held 1 meeting in 2025 up to March 31, 2025, the printing date of this annual report, for a total of 3 meetings

(A). The qualifications and attendance of committee members are as follows:

Title	Name	Actual attendance rate (B)	Number of attendance by proxy	Actual attendance rate (%) (B/A)(note)	Remark
Convener	Kuo Yuan-Ching	3	—	100%	—
Committee member	Peng Yu-Ling	3	—	100%	—
Committee member	Wu Yuan-Fu	3	—	100%	—

Other matters to be recorded:

- I. If the board of directors declines to adopt or modify a recommendation from the remuneration committee, the date, session, topic discussed and the resolution of the board meeting and handling of the resolution of the remuneration committee shall be specified (if the remuneration package approved by the Board is better than the recommendation made by the committee, please specify the discrepancy and its reason): None.
- II. As to the resolution of the remuneration committee, if a member expresses any objection or reservation, either by recorded statement or in writing, the date, session and topic discussed of the committee meeting, all members' opinions and handling of members' opinions shall be specified: None.
- III. Discussion matters of the Remuneration Committee, the resolutions, and the Company's handling of the opinions of the members:

Date of the Remuneration Committee Meeting	Discussion matter	Resolution	The Company's handling of the opinions of the members
2024.03.12	Distribution of the Company's remuneration to employees, directors, the Compensation Committee, and the	The motion was unanimously approved by all members.	The motion was unanimously approved by all attending directors.

		Audit Committee for 2023; proposed for review.		
	2024.12.24	Appointment of managers; proposed for discussion. The Remuneration Committee has reviewed and approved the distribution of 2023 remuneration to the Company's managers; proposed for review.	The motion was unanimously approved by all members.	The motion was unanimously approved by all attending directors.
	2025.02.26	Distribution of the Company's remuneration to employees, directors, the Compensation Committee, and the Audit Committee for 2024; proposed for review.	The motion was unanimously approved by all members.	The motion was unanimously approved by all attending directors.

Note:

- (1) If a particular member of the Remuneration Committee resigned from office prior to the end of the fiscal year, specify the date of resignation in the field provided. The attendance (or attend as observer) rate to the session of the committee (%) shall be calculated on the basis of the number of sessions held in such period and the number of meetings actually attended by that member.
- (2) If there was an election of new members for the Remuneration Committee before the end of the fiscal year, fill in the information on the former and the new members, and specify if the member is newly elected to office or re-elected for a second term of office, and the date of the election. The percentage of actual (proxy) attendance (%) will be calculated based on the number Remuneration Committee meetings held during active duty and the number of actual (proxy) attendance.

(V) State of the promotion of sustainable development operations and any difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such difference:

State of the promotion of sustainable development operations and any difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
I. Has the company established a governance structure to promote sustainable development and set up a special (part-time) unit to promote sustainable development which is authorized by the board of directors to be handled by senior management and supervised by the board of directors? (Implementation status shall be declared by TWSE/TPEX listed companies - not compliance or interpretation.)	✓		<p>1. Governance structure for sustainable development In response to the domestic and overseas sustainable development trends, and to implement the objectives of promoting the Company's sustainable operations and strengthen the promotion of ESG, the Company established the "Sustainable Development Committee" under the Board of Directors on November 11, 2024, as a dedicated governance body to promote sustainable development. The Committee has several implementation groups under it, including the "Corporate Governance Group", "Sustainable Environment Group", "Social Welfare Group" and "Sustainable Information Disclosure Group", to be responsible for the promotion and implementation of various sustainability issues in a division of labor manner.</p> <p>2. Status of operation of the Sustainable Development: The Sustainable Development Committee is composed of directors, with Director and President Li Ming-Tse serve as the convener. The committee members include Chairman Tsai Huo-Lu, Independent Director Kuo Yuan-Ching, Independent Director Peng Yu-Ling, and Independent Director Wu Yuan-Fu. The committee is responsible for integrating the</p>	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			<p>promotion of sustainable development of the cross-department groups of the Company, and the works and responsibilities include: (1) Formulation, promotion and strengthening of the Company's sustainable development policy, annual plan and strategy. (2) Review, tracking and revision of the implementation of sustainable development and results. (3) Supervision of sustainable information disclosure and review of the sustainability report. (4) Supervision of the Company's business or other matters related to the implementation of sustainable development resolved by the Board of Directors. The committee consists of five members, and one meeting was held in 2024, with an actual attendance rate of 100%. The Company's "Regulations Governing the Management of Sustainable Information" was established in the meeting on December 24, 2024, and was submitted to and approved by the Board of Directors.</p> <p>3. Status of operation of the Board of Directors: At least once a year, the implementation status of sustainable development is reported to the Board of Directors, including the establishment of sustainable development management guidelines, strategy and goal, risk management operation, greenhouse gas management, and sustainable development report.</p>	
II. Does the Company follow the principle of materiality, conduct risk assessments on	✓		The Company takes into account major risks during the business process. According to the core element of the TCFD	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference						
	Yes	No	Summary							
environmental, social, and corporate governance issues related to corporate operations, and formulate relevant risk management policies or strategies? (Note 2) (For TWSE/TPEX-listed companies, the status of implementation shall be reported instead of compliance or interpretation.)			<div>- "Strategy", the President calls the heads of each department and the Sustainable Office to conduct risk identification and assessment, and propose response strategies based on the "Risk Management Policy and Procedure" established by the Company. The boundary of analysis is the headquarters of Taiwan. Through the procedures of risk identification, risk assessment, response, risk monitoring and risk reporting, the Company's environmental, social and corporate governance risks related to its operations are identified. The risk exposure (C = (A) x (B)) of each indicator is calculated based on the probability of occurrence of each risk topic (A) and the severity of risk (B). The indicators are used to identify the level of risk. A score of 15 points or more indicates a high risk/opportunity, and a score of 9 points or more indicates a moderate risk. The identified moderate and high risks and response strategies for 2024 are as follows:<table><tr><th>Risk item</th><th>Risk level</th><th>Countermeasure</th></tr><tr><td>Strategic planning risk</td><td>Medium</td><td>The sales targets are dispersed, and there is no risk of excessive concentration on a single customer.</td></tr></table></div>	Risk item	Risk level	Countermeasure	Strategic planning risk	Medium	The sales targets are dispersed, and there is no risk of excessive concentration on a single customer.	
Risk item	Risk level	Countermeasure								
Strategic planning risk	Medium	The sales targets are dispersed, and there is no risk of excessive concentration on a single customer.								

Promotion item	Implementation status (Note 1)					Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary			
			Legal compliance risk	Medium	1. The daily operations are conducted in accordance with the relevant domestic and foreign laws and regulations. 2. Pay attention to the domestic and foreign policy development trends and regulatory changes all the time to fully grasp and respond to market changes. 3. Comply with laws and regulations and prevent insider trading. Regularly arrange directors and senior executives to participate in courses to strengthen advocacy.	
			Carbon tariffs and carbon fees	Medium	Strengthen the carbon emission management system, optimize energy-saving measures, reduce costs and transfer risks.	
			Compliance with the Sustainability Act	Medium	A full-time and part-time unit has been established to monitor changes in regulations and ensure that the Company meets the requirements.	
			Extreme climate	Medium	Enhance the ability to respond to	

Promotion item	Implementation status (Note 1)					Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary			
			risk		extreme weather, set up water storage and backup power equipment, in order to ensure the stability of the supply chain and production,	
			Information processing and technology risk	High	Import online access control to improve the connection of internal equipment and restrict the use of illegal devices. Strengthen network isolation and end-point protection. Detect weaknesses and conduct penetration tests to repair the risk gap. Deploy real-time response to attack incidents with behavior management and NDR tools. Regularly perform data backup and recovery drills to meet RPO requirements	
			Recruitment and training risk	High	1. Strengthen internal training and improve professional skills. 2. Use automation equipment to replace manual labor. 3. Strengthen the Company's	

Promotion item	Implementation status (Note 1)					Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary			
					competitive advantage and attract talents to join.	
			Green purchase risk	High	Establish the "Regulations Governing the Management of Suppliers" to regularly review all operating procedures and ensure that the products are in compliance with all laws and regulations.	
III. Environmental Issues (I) Does the company have an appropriate environmental management system established in accordance with its industrial characteristics?	✓		The Company strictly follows international environmental protection standards by establishing a suitable environmental management system reflective of the corporate operational nature, taking into consideration of environmental and health factors during as early as the product design stage, minimizing the use of hazardous substances, enhancing product durability, researching and developing green and environmentally-friendly fire-resistant, flame-resistant, low-smoke, and poison-free products that are compliant with the EU RoHS Directive on the Restriction of Hazardous Substances. The main production sites (including Jiangsu Plant, Changshu Plant, Chongqing Plant, Jiangxi Plant, and Shenzhen Plant) all comply with the regulations. The Company has established an environmental management system in accordance with ISO 14001 and has passed the			No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			third-party verification.	
(II) Is the company committed to enhancing the utilization efficiency of resources and using renewable materials that have low impact on the environment?	✓		<p>Sunrex Technology promotes green processes and complies with the EU RoHS Directive on the Restriction of Hazardous Substances and products produced by the Group's factories are RoHS compliant. Industrial waste is properly sorted and stored, and is disposed of by an EPA-approved waste disposal facility. All suppliers are required to undergo SQE audits on a regular basis, and the control of hazardous substances is listed as one of the audit focuses. Suppliers are also encouraged to develop raw materials that minimize environmental impacts.</p> <p>The headquarters in Taiwan actively promotes various energy-saving policies, replaces old equipment, and adopts high energy efficiency and energy-saving products to improve energy consumption efficiency, and sets energy management goals. The target is to set the energy management target based on 2022, with an annual energy consumption reduced by at least 1%. In 2024, the old water cooling and air conditioning were replaced with variable frequency cooling. The Company continued to adopt LED lighting equipment. The electricity consumption in 2024 (1156.32 MWh) decreased by 9.08% compared to the base year (1271.76 MWh).</p>	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference				
	Yes	No	Summary					
(III) Does the company assess the present and future potential risk and opportunities of climate change and adopt countermeasures related to climate issues?	✓		<p>Sunrex is always concerned about the environmental issues caused by climate change. In order to reduce the impact of the Company's operations on the natural environment, the Company's business activities are implemented in accordance with the following energy conservation and carbon reduction methods:</p> <p>(1) Reduce the resource and energy consumption of products and increase product efficiency.</p> <p>(2) Reduce the discharge of pollutants, toxic substances and waste, and properly dispose of waste.</p> <p>(3) Improve the recyclability and reuse of raw materials and products.</p> <p>(4) Maximize the sustainable use of renewable resources.</p> <p>(5) Effective use of resources and waste reduction through resource reduction, recycling, and reuse.</p> <p>(6) Continue to promote energy conservation, fuel conservation, carbon reduction, and pollution prevention to reduce environmental impacts, and evaluates major underlying risks and opportunities and countermeasures as follows:</p> <table><tr><th>Risk/Opportunity issue</th><th>Countermeasure</th></tr><tr><td>Green purchase risk</td><td>The Company has established the Regulations Governing Supplier Management, and regularly inspects all</td></tr></table>	Risk/Opportunity issue	Countermeasure	Green purchase risk	The Company has established the Regulations Governing Supplier Management, and regularly inspects all	No significant difference.
Risk/Opportunity issue	Countermeasure							
Green purchase risk	The Company has established the Regulations Governing Supplier Management, and regularly inspects all							

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
				operating procedures to ensure that the supply of products complies with all relevant laws and regulations.
			The need to increase the ratio of investment in renewable energy in response to the international trend	Evaluate sources of procurement for green electricity in multiple ways and gradually increase the purchased quantity each year to avoid impacts of an increase in short-term cost.
			Increased operational cost as a result of an increase in sustainability-related laws and regulations	Keep track of changes in policies and laws and regulations at all times to deploy and act early.
			Extreme weathers impact suppliers' operations to result in disruption or delay of supply.	Have a second source of supply ready in advance for respective key parts and components in order to strengthen resilience of the supply chain
			Development or increase of low-carbon products	Pay close attention to market dynamics, stay optimally

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference									
	Yes	No	Summary										
			<div>and services driven by the increased demand for sustainable products</div> <div>interactive with customers, and develop in real time products meeting the needs of customers.</div> <div>R&D and innovation of new products in response to the increased demand of customers for environmentally-friendly products</div> <div>Continue to invest in R&D resources in order to strengthen green innovative technologies</div>										
(IV) Has the company prepared statistics on greenhouse gas emissions, water consumption and total volume of waste for the past two years, and formulated policies for to save energy saving and reduce carbon, greenhouse gas, water use, or other waste management?	✓		<div>1. The Company's greenhouse gas inventory results, assurance status, and reduction policies are listed in Table 2-2-3 Climate-related Information of TWSE/TPEX Listed Company of this annual report.</div> <div>2. Water consumption by Taiwan headquarters in the last 2 years</div> <table><tr><th>Year</th><th>Water consumption (ton)</th><th>Water intensity (ton/NT\$ 10 million sales amount)</th></tr><tr><td>2023</td><td>10,895</td><td>0.96</td></tr><tr><td>2024</td><td>5,050</td><td>0.38</td></tr></table> <div>In terms of water management, the Company has set a target of a 1% decline in water withdrawal per year for Taiwan's operating locations by 2030 based on the 2022 base year. The Company has implemented the water conservation management policy, including the replacement and upgrade</div>	Year	Water consumption (ton)	Water intensity (ton/NT\$ 10 million sales amount)	2023	10,895	0.96	2024	5,050	0.38	No significant difference.
Year	Water consumption (ton)	Water intensity (ton/NT\$ 10 million sales amount)											
2023	10,895	0.96											
2024	5,050	0.38											

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference															
	Yes	No	Summary																
			<p>of old pipelines, active promotion of daily water conservation, and monitoring of water resource efficiency. The water consumption in 2024 was 5,020 tons (internal statistics, not verified by third party), a decrease of 0.50% compared to the record year (5,045 tons); the water consumption intensity (tons/NT\$ million) was 0.38, a decrease of 25.49% compared to the base year (0.51).</p> <p>3. Waste output by Taiwan headquarters in the last 2 years</p> <table border="1"> <thead> <tr> <th>Year</th><th>Hazardous waste (ton)</th><th>Non-hazardous waste (ton)</th><th>Total (ton)</th><th>Waste density (ton/NT\$ million sales amount)</th></tr> </thead> <tbody> <tr> <td>2023</td><td>0</td><td>83.38</td><td>83.38</td><td>0.007</td></tr> <tr> <td>2024</td><td>0</td><td>85.26</td><td>85.26</td><td>0.006</td></tr> </tbody> </table> <p>In terms of waste management, the Company has set a goal of 1% reduction in annual waste generation by 2030 based on the 2022 base year. In 2024, the waste generated from the Taiwan operations grew by 14.29% to 85.26 tons (internal statistics, not verified by a third party), compared to the record year (74.60 tons); the waste intensity (tons/NT\$ million) was 0.006, a decrease of 25% compared to the base year (0.008). The Company will continue to implement waste management policies, including optimizing waste classification, recycling and reduction mechanisms, and engaging qualified contractors to dispose of waste in a</p>	Year	Hazardous waste (ton)	Non-hazardous waste (ton)	Total (ton)	Waste density (ton/NT\$ million sales amount)	2023	0	83.38	83.38	0.007	2024	0	85.26	85.26	0.006	
Year	Hazardous waste (ton)	Non-hazardous waste (ton)	Total (ton)	Waste density (ton/NT\$ million sales amount)															
2023	0	83.38	83.38	0.007															
2024	0	85.26	85.26	0.006															

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference								
	Yes	No	Summary									
			manner that improves overall resource efficiency and reduces waste.									
IV. Social Issues (I) Does the company have the relevant management policies and procedures stipulated in accordance with the applicable laws and regulations and international conventions on human rights?	✓		<div>The Company supports and complies with the "Universal Declaration of Human Rights," "International Bill of Human Rights," "The Global Compact," and "Labor Standards Act" to formulate human rights protection policies, including prohibiting child labor, prohibiting any form of forced and compulsory labor, protecting freedom of association, privacy, and any improper employment, and eliminate any form of discrimination to protect employees' legal rights.</div> <table><tr><th colspan="2">Human Rights Risk Mitigation Measures</th></tr><tr><td>Prevent illegal workplace violations</td><td>The Company protects employees from any physical or mental violation during the execution of their duties, and provides internal education to provide employees with the guidelines for handling any illegal violation in the workplace and related complaint channels. After receiving the complaint, the Company will investigate in a confidential manner. Those who are proven to be in violation will be punished according to the Company's management regulations.</td></tr><tr><td>Provide a safe and healthy work environment</td><td>The Company has implemented comprehensive occupational health and safety management to prevent occupational hazards. Free labor basic health checkups are provided regularly by on-site service nurses to provide employees with health consultation. Promote labor safety and health.</td></tr><tr><td>Prohibition of child</td><td>Based on the social responsibility to protect the physical and mental development of children, the Company does not</td></tr></table>	Human Rights Risk Mitigation Measures		Prevent illegal workplace violations	The Company protects employees from any physical or mental violation during the execution of their duties, and provides internal education to provide employees with the guidelines for handling any illegal violation in the workplace and related complaint channels. After receiving the complaint, the Company will investigate in a confidential manner. Those who are proven to be in violation will be punished according to the Company's management regulations.	Provide a safe and healthy work environment	The Company has implemented comprehensive occupational health and safety management to prevent occupational hazards. Free labor basic health checkups are provided regularly by on-site service nurses to provide employees with health consultation. Promote labor safety and health.	Prohibition of child	Based on the social responsibility to protect the physical and mental development of children, the Company does not	No significant difference.
Human Rights Risk Mitigation Measures												
Prevent illegal workplace violations	The Company protects employees from any physical or mental violation during the execution of their duties, and provides internal education to provide employees with the guidelines for handling any illegal violation in the workplace and related complaint channels. After receiving the complaint, the Company will investigate in a confidential manner. Those who are proven to be in violation will be punished according to the Company's management regulations.											
Provide a safe and healthy work environment	The Company has implemented comprehensive occupational health and safety management to prevent occupational hazards. Free labor basic health checkups are provided regularly by on-site service nurses to provide employees with health consultation. Promote labor safety and health.											
Prohibition of child	Based on the social responsibility to protect the physical and mental development of children, the Company does not											

Promotion item	Implementation status (Note 1)				Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference			
	Yes	No	Summary					
			labor	hire children of any age under the statutory working age. The Company also strictly enforces identity examination when recruiting and reporting to work, in order to protect the rights and interests of children.				
			Prohibit forced labor	The Company abides by local laws and regulations on its human rights policy, respects labor's freedom, and does not force workers to work in an involuntary manner.				
			Comply with laws and regulations	The Company strictly abides by all labor laws and regulations, including prohibition of child labor, prohibition of any form of forced and compulsory labor, freedom of association, privacy, and improper employment.				
			Communication Mechanism	Effective communication channels have been established to collect employees' opinions and improve the Company's internal operations.				
			On-the-job training is organized from time to time, and employees are encouraged to participate in various training courses, including labor compliance, occupational safety and health, etc. Human rights education has been included in the training for new recruits since October 2024. The implementation of human rights protection-related training in 2024 is as follows, and the Company also conducts human rights-related announcements and internal promotion of laws and regulations.					
			Year	Topic of discussion		Objects	Number of people	Total hours
			2024	Human rights advocacy		Senior management	16	2

Promotion item	Implementation status (Note 1)						Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference	
	Yes	No	Summary					
					nt			
			2024	Occupational safety advocacy	Employee s	188	31	
			2024	New recruits training - human rights advocacy	New recruits	3	0.5	
(II) Has the company established and implemented reasonable measures for employee benefits (including: remuneration, holidays and other benefits) that appropriately reflects the business performance or achievements in the employee remuneration?	✓		<p>The Company has established the Remuneration Committee and the Employee Welfare Committee to handle various welfare matters, and regards individual performance contribution as the basis for various rewards such as salary adjustment and performance bonus. Cash bonus for three major festivals and birthday grant are also provided, If the Company makes a profit for the year, at least 1% shall be set aside as the remuneration to employees, and no more than 3% shall be set aside as the remuneration to directors. (However, in cases of a cumulative loss, the Company shall first retain the amount sufficient to offset the loss, and then calculate proportionally the remuneration that may be distributed to employees and directors as required by the Articles of Incorporation.)</p> <p>The Company promotes the diversity of the workplace and gender equality. The selection and promotion of talent are not affected by gender, religion, culture, nationality and other factors that are irrelevant to work capacity, in order to create a harmonious environment and a friendly workplace. In 2024, female employees accounted for 27.14% of the total workforce, and female executives accounted for 27.50%.</p>					No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			Employees are prohibited from being discriminated against based on race, skin color, age, gender, sexual orientation, gender identity and gender performance, ethnicity or culture, disability, pregnancy, religious belief, political association, membership of social clubs or marital status. Employees who encounter unfair treatment or discrimination may report to the Company through formal or informal channels to seek a solution. The communication channels between the Company and its employees are smooth, and the management-employee relation is harmonious. There were no major complaints in 2024.	
(III) Has the company provided employees with a safe and healthy work environment and regularly provided safety and health education to employees?	✓		The Company highly values its employees' work environment and personal safety protection measures. In order to prevent occupational disasters, ensure the safety and health of the whole team, implement labor safety and health management, and ensure the safe operation of the workplace, the Employee Safety and Health Code of Practice has also been formulated, which employees must abide by. The Company also organizes environmental education courses and employee health checkups on a regular basis. The Taiwan headquarters has contracted on-site service nurses to provide employees with health consultation and analyze health examination results. A comprehensive health control mechanism is implemented based on the type and severity of abnormality to build a healthy working environment where employees can "work	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			without illness and live healthily", and improve their health management capabilities to build a health culture. In 2024, consultations were provided to 97 person times. The Company organizes occupational safety training from time to time. In 2024, a total of 188 employees participated in the training, for a total of 31 hours. No major occupational injury occurred in 2024; there were 0 work-related injuries and 0 fire injuries among employees.	
(IV) Has the company established an effective career development training program for its employees?	✓		<p>The Company attaches great importance to the training and development of its employees, in order to improve the professionalism and quality of employees, and provide the Company with an excellent talent pool and promotes corporate development. The Company offers an effective career ability development training program for employees. This includes orientation training, on-the-job training, external professional training, etc. The implementation of the Taiwan headquarters in 2024 is as follows:</p> <ol style="list-style-type: none"> 1. The orientation training for new recruits is conducted to new recruits, and the training covers ethical corporate management, occupational safety and health, and human rights education. The total number of hours of implementation in 2024 was 1.5 hours. 2. The training program for senior executives (including in-service directors) was organized by the head of training to help train executives to improve their management skills. 	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			<p>In 2024, a total of 16 people were trained for a total of 8 hours.</p> <p>3. External professional training is planned for employees based on the needs of various departments. In 2024, a total of 16 people participated in external professional training courses, for a total of 146.67 hours.</p>	
(V) Does the company comply with laws and international standards with respect to customer health, safety and privacy, marketing and labeling in all products and services offered, and have the company implemented consumer protection policies and complaint procedures?	✓		<p>The Company values the compliance of products and services, and strictly abides by relevant laws and international standards to ensure the health and safety of customers, protection of customer privacy, and the implementation of marketing and labeling regulations. The Company strictly abides by environmental protection standards in product design and production processes, and implements hazardous substance management to ensure product safety and environmental friendliness. The Company also abides by IECQ QC 080000 (Hazardous Substance Process Management System) and RoHS (Restriction of Hazardous Substances Directive) to ensure that product design and manufacturing comply with market needs and regulatory requirements, and protect customer health and safety. In order to protect customer privacy, the Company has established the "Personal Information Protection Management Regulations" to ensure that the collection, processing and use of personal information are in compliance with the law, and establish a comprehensive management mechanism to ensure that</p>	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			personal information is not used or disclosed without authorization. Meanwhile, through internal audits and supervision mechanisms, information protection and security management are strengthened. In terms of marketing and labeling, the Company strictly follows the safety and supervision regulations of each sales market to ensure information transparency, accuracy, and avoid mislead customers. The relevant policies are implemented in product labeling, advertising promotion, and market communication to maintain market integrity and compliance. In addition, to protect the rights and interests of customers, the Company has established a grievance and whistle-blowing system to provide external personnel with channels for reporting illegal behavior, and a dedicated unit to handle all reported cases to ensure that all reported cases are handled appropriately. The relevant information is also publicly disclosed on the Company's website to enhance transparency and protect customer rights and interests.	
(VI) Has the company implemented a supplier management policy that regulates suppliers' conduct with respect to environmental protection, occupational safety and health or work rights/human rights issues, and does the company track suppliers' performance on a regular basis?	✓		To promote the sustainable development of the industry and supply chain, the Company has established supplier-related management specifications and followed the RoHS standard and the RBA Code of Conduct to jointly implement corporate social responsibilities. health, labor rights, and other issues, and conduct regular assessments to create a sustainable value chain.	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			The "Sunrex Supplier Code of Conduct Agreement" is required to be signed by suppliers. The content of the Code of Conduct is mainly based on the "Responsible Business Alliance Code of Conduct" and is also regulated with reference to the "Universal Declaration of Human Rights" and other standards. The suppliers are required to sign a promise that the working conditions provided by the Company and its supply chain are safe, and employees must be respected and respected. The production process must meet the environmental responsibility requirements. The suppliers must comply with the government's laws, regulations and acts for any of their activities. Raw material suppliers are required to undergo SQE audits on a regular basis. Control over hazardous substances is one of the key audit tasks. Suppliers that fail to make improvements within a given period are required to take corrective action.	
V. Has the company prepared a sustainability report or a report on non-financial information with reference to internationally accepted standards or guidelines? Are these reports supported by the assurance or opinion of a third-party verification entity?	✓		The Company has prepared the "2024 Sustainability Report" in accordance with the general standards, industry standards and major theme standards published by the Global Reporting Initiative (GRI). The contents of the report have been prepared with reference to the guidelines of the Board of Directors of the Sustainability Accounting Standards Board (SASB) to disclose the information of the industry indicators and the index of the SASB indicator corresponding report. These reports are supported by the assurance or opinion of a	No significant difference.

Promotion item	Implementation status (Note 1)			Difference from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such difference
	Yes	No	Summary	
			third-party verification entity.	
VI. If the company has formulated its own Sustainable Development Best-Practice Principles in accordance with the “Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe the differences between its operation and the Principles: The Company does not have a "Corporate Social Responsibility Principles" established.				
VII. Other important information to help understand the promotion of sustainable development implementation: <ol style="list-style-type: none"> 1. Environmental protection: The Company strictly complies with international environmental standards, and has commissioned an EPA-approved waste treatment facility to remove waste. The Company has complies with the Waste Disposal Act, the Air Pollution Control Act and other regulations to implement pollution prevention to maintain environmental hygiene. 2. Community involvement, social contribution, social service, and social welfare: The Company responds to charity events sponsored by various sectors from time to time, and actively maintains the environment of the community by setting up street lights and indicating road signs. 3. Customer rights: The Company duly complies with its contractual obligations and fulfills its responsibilities to protect the rights and interests of customers as well as the Company. 4. Human rights: The Company's employees, regardless of gender, religion, or political affiliation, are entitled to equal employment opportunities. The Company has also created a favorable working environment to ensure that employees are free from discrimination and harassment. 5. Safety, health, and other socially responsible activities: The Company follows the government's labor safety and health laws and regulations in handling all safety and health tasks. The relevant details are stipulated separately by each workplace. 				

Note 1: If “Yes” is selected for the implementation, please explain the key policies, strategies and measures taken and their implementation; if “No” is selected for the implementation, please provide the difference and reason for “difference from the Sustainable Development Best-Practice

Principles for TWSE/TPEX Listed Companies and reasons thereof” column, and explain any policy, strategy and measure planned for the future. However, with regards to Items 1 and 2, the TWSE/TPEX listed company shall describe its corporate governance and supervision framework for sustainable development, including but not limited to management approach, setting of strategies and goals, and measures for review. It also describes the company's risk management policies or strategies on environmental, social, and corporate governance issues related to its operations, and its evaluation.

Note 2: The principle of materiality refers to the environmental, social and corporate governance issues that have a significant impact on the company's investors and other stakeholders.

Note 3: For disclosure methods, please refer to the sample on the website of the Corporate Governance Center of Taiwan Stock Exchange.

Climate-related Information of TWSE/TPEX-listed Companies

Climate-related Information and Implementation Status

Climate Related Information and Implementation Status				
Item		Implementation status		
1. Specify the supervision and governance of the Board of Directors and the management over climate-related risks and opportunities.		As far as climate issues are concerned, Sunrex has its Board of Directors to be the highest risk management body and to take charge of finalizing the risk management policy, procedure, and structure, ensuring that the operational strategy and direction are consistent to the risk management policy, and supervising and ensuring that the risk management mechanism works effectively.		
		The Board of Directors has approved the establishment of the "Sustainable Development Committee" as the decision-making and supervisory unit for matters related to sustainable development, in order to strengthen the Company's business structure, to protect the environment and to fulfill its social responsibilities, so that the Board of Directors can perform its duty of protecting the rights and interests of the Company, employees, shareholders and stakeholders. The members of the Sustainable Development Committee are the Chairperson of the Board of Directors as the convener of the committee, and the President and three independent directors as the members of the committee. The committee is in charge of the implementation of the sustainable development of the cross-department task force of the company. The task forces include the corporate governance team, the sustainable environment team, the social welfare team, and the sustainable information disclosure team. The task forces are composed of members from various departments of the Company. The task forces implement the Company's sustainable strategies through resource integration and report to the Board of Directors at least once a year.		
2. Specify how the identified climate risks and opportunities affect corporate operations, strategies, and finance (short-term, mid-term, and long-term).		Short-, mid-, and long-term climate-related risks and opportunities that may impact operations identified by the Company:		
		Duration	Risk/Opportunity issue	Impact
		Short-term	Collection of carbon taxes or carbon fees on domestic and international markets	Increased cost of greenhouse gas emissions throughout the organization, for which carbon reduction planning is required.
		Short-term	The need to increase the ratio of investment in renewable energy in	Increased ratio of renewable energy purchased and operational cost

Item	Implementation status		
		response to the international trend	
	Mid-term	Missed opportunity to invest in low-carbon R&D as a result of failure to invest in technologies that facilitate low-carbon transmission	The need to enhance the budget for investing in low-carbon products and new process technologies
	Mid-term	Change in customer behavior (such as increased awareness of sustainability and the demand for transforming products)	A reduced number of purchase orders upon failure for proper planning and preparations
	Mid-term	Carbon reduction pressure that comes from society	Undermined reputation as a result of undesirable carbon reduction efficacy
	Mid-term	Possible production discontinuation as a result of severe extreme weathers such as typhoons, earthquakes, and droughts	Climate change needs to be taken into consideration in the establishment of new plants and in production planning.
	Mid-term	Extreme weathers impact suppliers' operations to result in disruption or delay of supply.	Possible disruption in the supply of raw materials and regular materials
	Long-term	Expanded customer demand	Increased demand of customers for environmentally-friendly products and increased demand for new products
	Long-term	Entry to new markets	Acquired opportunities to enter new sustainability-related industries or markets
	Long-term	Improvement of energy efficiency	Continuous enhancement of factory equipment and office energy efficiency

Item	Implementation status		
3. Specify the financial impacts of extreme weathers and transformation.	Specify the financial impacts of major extreme weather incidents and transforming action on the Company and countermeasures:		
	Risk/Opportunity issue	Potential financial impact	Countermeasure
	Increased carbon taxes or carbon fees	Increased operational cost	Plan in advance the introduction of renewable energy to minimize energy consumption throughout the production process
	The need to increase the ratio of investment in renewable energy in response to the international trend	Increased cost in the purchase of green electricity	Evaluate sources of procurement for green electricity in multiple ways and gradually increase the purchased quantity each year to avoid short-term impacts.
	Increased operational cost as a result of an increase in sustainability-related laws and regulations	Increased operational cost because of the need for dynamic adjustments	Keep track of changes in policies and laws and regulations at all times to deploy and act early to minimize impacts.
	Extreme weathers impact suppliers' operations to result in disruption or delay of supply.	Production and shipment scheduling	Have a second source of supply ready in advance for respective key parts and components in order to strengthen resilience of the supply chain
	Development or increase of low-carbon products and services driven by the increased demand for sustainable products	Increased revenue upon satisfaction of customers' demand for sustainable products	Pay close attention to market dynamics, stay optimally interactive with customers, and develop in real time products meeting the needs of customers.

Item	Implementation status		
	R&D and innovation of new products in response to the increased demand of customers for environmentally-friendly products	Increased operational income upon acquisition of new market opportunities	Continue to invest in R&D resources and develop low-carbon products.
4. Specify how climate risk identification, evaluation and management procedure is combined in the overall risk management system.	The President of TYNTEK Corporation convenes the heads of each department and the dedicated unit for sustainability to hold a risk identification and response meeting every year. The meeting is conducted with reference to the TCFD framework and the PESETEL framework to analyze the impact of political (P), economic (E), social (S), technological (T), environmental (E), and legal (L) factors on climate risks and opportunities. The procedure is used to systematically identify and analyze climate change risks and opportunities. The dedicated unit is responsible for the overall climate risk and opportunity identification results, financial impacts, response measures, indicators and goals, and integrates the relevant results into the Company's annual risk management implementation report. At least once a year, the implementation status review report is submitted to the Board of Directors to ensure that the Board of Directors' assurance of the consistency of the climate risk management and overall risk management strategies is effective.		
5. If scenario analysis is adopted to evaluate the resilience in the face of the climate change risk, the scenario, parameters, assumptions, analytical factors, and primary financial impacts shall be clarified.	Scenario analysis is yet to be done.		
6. If a transition plan is in place in response to the management of climate-related risks, clarify what is included in the plan and the indicators adopted to identify and manage the physical risk and the transition risk and the goals.	In response to the impacts of climate change, the Company continues to strengthen its climate risk assessment and management, and assess that the headquarters of its climate-precision computer division will continue to strengthen its climate risk and opportunity assessment and management mechanism in response to the impacts of climate change, and incorporate environmental sustainability goals into its internal short-, medium- and long-term strategic planning in line with the carbon reduction policy trend of computer peripheral products, to implement low-carbon production and resource recycling, and to fulfill its commitment to play an active role in the green supply chain. Through transformation plans and clear indicators and quantitative goals, the Company		

Item	Implementation status
	<p>systematically reduces the physical risks and transformation risks brought about by climate change, ensuring the stability and resilience of its operations.</p> <p>◎Transformation plan for responding to the management of climate-related risks</p> <ol style="list-style-type: none"> 1. Promote green procurement and strengthen the sustainability of the supply chain. 2. Enhance the energy efficiency of the manufacturing process to respond to the risk of future cost increases such as carbon tax or carbon fee. 3. The Company has installed water storage towers and emergency generators to strengthen its capacity in responding to disasters. 4. Continue to develop energy-saving and low-carbon products that meet customer needs and strengthen green innovative technologies. 5. The Company will make good use of the measures of recycling, reuse, reduction and harmlessness to implement pollution prevention and carbon reduction. <p>◎Indicators and targets of physical risks</p> <ol style="list-style-type: none"> 1. Water Resources Management Indicator: Based on the 2022 record year, the annual water withdrawal is reduced by 1% from 2030 onwards, in order to mitigate the physical risks that may be caused by the pressure on water resources on the operation. 2. Water resource resilience indicator: The goal is to maintain the operation without interruption due to water shortage, and ensure the operation stability under climate change. <p>◎Indicators and targets of transformation risks</p> <ol style="list-style-type: none"> 1. The greenhouse gas reduction target: Scope 1 and Scope 2 are covered. The reduction target is set to be 42% by 2033 in response to the domestic and overseas reduction policies and carbon pricing mechanism. <p>The compliance indicator aims to reduce operational risks by achieving zero major violation of environmental protection regulations in each year.</p>
7. If internal carbon pricing is adopted as the planning tool, how the prices are set shall be clarified.	Carbon pricing is yet to be enforced internally.
8. In the event that climate-related goals are in place, the activities covered, the scope of greenhouse gas emission, the planned schedule, and the status fulfilled	The Headquarters of E-ONE Moli Energy Corporation has established a comprehensive goal for energy management, water management, and greenhouse gas reduction in response to climate-related issues. The energy management is based on the 2022 record

Item	Implementation status
each year shall be clarified. If carbon offsets or renewable energy certificates (RECs) are adopted to fulfill related goals, the sources and quantities of carbon reduction quotas offset or the number of RECs shall be specified.	year, aiming to reduce energy consumption by 1% per year from 2030. The water resource management is based on the 2022 record year, aiming to reduce water withdrawal by 1% per year from 2030. The greenhouse gas reduction is based on the 2023 record year, covering Scope 1 and Scope 2, aiming to reduce emissions by 42% by 2033. In terms of results, the Headquarters in Taiwan has reduced power consumption by 9.08% and water consumption by 0.49% compared to the baseline year, and greenhouse gas emission by 6.69% compared to the baseline year 2024. In the future, the Company will continue to promote the achievement of climate-related goals, actively value the impact of climate change, and achieve the goal of sustainable development.
9. GHG inventory and validation and reduction goals, strategies, and substantial action plans (also provided in 1-1 and 1-2).	Please refer to the description below.

1-1 Greenhouse gas inventory and assurance for the last 2 years

1-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions in the last two years (tons of CO2e), intensity (tons of CO2e/NT\$ million), and data coverage.
<p>The total greenhouse gas emission of the Company's headquarters (parent company only company) in 2023 is 698.2853 tons of CO2e, with a carbon intensity of 0.0613 tons of CO2e/NT\$ million. The breakdown is as follows:</p> <ul style="list-style-type: none"> ✧ Scope 1: 117.2020 tons of CO2e (carbon intensity 0.0103 tons of CO2e/NT\$ million) ✧ Scope 2 581.0833 tons of CO2e (carbon intensity 0.0510 tons of CO2e/NT\$ million) <p>The total greenhouse gas emission of the parent company (parent company only company) in 2024 is 651.5379 tons of CO2e, and the carbon intensity is 0.0494 tons of CO2e/NT\$ million, including:</p> <ul style="list-style-type: none"> ✧ Scope 1: 80.3156 tons of CO2e (carbon intensity 0.0061 tons of CO2e/NT\$ million) ✧ Scope 2 571.2223 tons of CO2e (carbon intensity 0.0433 tons of CO2e/NT\$ million) <p>According to Paragraph 2, Article 4-1 of the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" (hereinafter referred to as the Regulations), the number of subsidiaries in the consolidated financial statements of the Company shall be disclosed starting from 2027.</p>

Note 1: Direct emissions (Scope 1, i.e. emissions directly from the Company's ownership or control), indirect energy emissions (Scope 2, i.e. emissions caused by input of electricity, heat or steam that lead to indirect greenhouse gas emissions)

Note 2: The scope of direct emissions and indirect emissions of energy shall be handled in accordance with the schedule specified in Article 10, Paragraph 2 of this Code. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: ISO 14064-1 published by the International Organization for Standards (ISO)

Note 4: The intensity of greenhouse gas emission is calculated based on the unit of revenue (in millions NT\$).

1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status in the last two years up to the date of publication of the annual report, including the scope of assurance, the assurance organization, the assurance standards and the assurance opinions.

According to Paragraph 3, Article 4-1 of the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," if the paid-in capital of the Company is less than NT\$ 5 billion, the Company will complete the parent company only company verification from 2028, and the parent company and subsidiaries verification from 2029.
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1-2 GHG reduction goals, strategies, and substantial action plans

Describe the baseline year for greenhouse gas reduction, the number of years, the reduction target, the strategy, and the achievement of reduction target.
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According to Paragraph 4, Article 4-1 of the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," the Company is a TWSE-listed company with a paid-in capital of less than NT\$ 5 billion, and will complete the disclosure from 2027.
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- (I) (VI) State of ethical corporate management and any difference from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof:

Evaluation and Evaluation Items	The State (Note)			Difference from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons for such difference
	Yes	No	Summary	
I. Establishment of the ethical corporate management policy and action plans				
(I) Has the company established an ethical corporate management policy approved by the board of directors? Does the policy clearly specify in its rules and external documents the ethical corporate management policies, and the commitment of the board of directors and the senior management to proactively implement the management policy?	✓		(I) The Company's Board of Directors approved the establishment of the "Ethical Corporate Management Best Practice Principles." The Company also has work rules in place to regulate employees at all levels. The Board of Directors and the management fully understand and implement the policy.	No significant difference.
(II) Has the company established a risk assessment mechanism against unethical acts, analyzed and assessed business activities within their business scope regularly that are at a higher risk of being involved in unethical acts, and established prevention programs covering at least the preventive measures specified in Paragraph 2, Article 7	✓		(II) The Company has adopted its "Ethical Corporate Management Procedure and Code of Conduct". At Sunrex, we obey the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Anti-Corruption Act, and other internal policies that employees are required to follow.	No significant difference.

<p>“Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies”?</p> <p>(III) Has the company clearly provided the operating procedures, conduct guidelines, disciplines for violations and a grievance system in its program to prevent unethical acts and have these been implemented, and has the formally disclosed program been regularly reviewed and amended?</p>			<p>(III) The Company has established a sound internal control and internal audit system, which is reviewed and amended from time to time to ensure effective and ongoing implementation.</p>	No significant difference.
<p>II. Implementation of ethical corporate management</p> <p>(I) Has the company evaluated the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements entered into with business partners?</p> <p>(II) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and has such unit reported to the Board of Directors its execution in terms of ethical management policy and preventive programs against unethical conducts and the supervision status on a regular basis (at least once a year)?</p>	<p>✓</p> <p>✓</p>		<p>(I) The Company assesses the legitimacy of the counterparty before trading to ensure the business integrity of the counterparty.</p> <p>(II) The Company has designated the Corporate Governance Group under the Sustainable Development Committee to be responsible for the promotion of ethical corporate management, consultation services, and filing of reports, and to supervise the implementation of related operations and supervise the implementation of ethical corporate management, and to report to the Board of Directors on a regular basis. Already reported to</p>	<p>No significant difference.</p> <p>No significant difference.</p>

(IV) Has the company formulated a policy that prevents conflicts of interest and a channel that facilitates the reporting of conflicts of interests?	✓		(III) the Board of Directors on December 24, 2024. The recusal of conflict of interest is provided in the Rules of Procedures for Meetings of the Board of Directors. If there is a conflict of interest, the recusal from the resolution is required.	No significant difference.
(IV) Has the company established an effective accounting system and internal control system in order to implement ethical management, and proposed relevant audit plans according to the assessment results of the risks of unethical conducts, and reviewed the compliance of the prevention of unethical conducts, or entrusted an accountant to carry out the review?	✓		(IV) The Company has established an effective accounting system and internal control system and implemented them effectively. Auditors conduct regular inspections on each unit of the Company to ensure the implementation of ethical corporate management.	No significant difference.
(V) Does the company organize internal or external training on a regular basis to maintain ethical management?	✓		(V) The Company regularly promotes the ethical corporate management philosophy in internal meetings, and trains employees through teaching, e-mail and paper mail to implement the ethical corporate management policy, and actively prevents unethical behavior.	No significant difference.
III. State of operations of the company's reporting system (I) Has the company set up a specific reporting and incentive system, and established a channel to facilitate grievances and assigned dedicated	✓		(I) The Company has established a channel for complaints, and protects the rights and interests of the informants. The "Declaration of Prevention of Illegal	No significant difference.

personnel to receive grievances?			<p>Infringement in the Workplace" has been published on the Company's website and the Company's internal website, and can be reported through the dedicated email account or hotline for complaints, and the dedicated personnel of the Administration Department will accept the report, and the auditors will assist in the investigation.</p> <p>Reporting channels:</p> <p>1. Hotline: (04)25686983 #204</p> <p>2. Mailbox: eason.tsai@sunrex.com.tw</p> <p>3. Reporting acceptance unit: Administration Department</p>	
(II) Has the Company implemented any standard operating procedures and/or subsequent measures after carrying out an investigation or confidentiality measures for handling grievances filed?	✓	(II)	<p>The Company will keep the content of the reporting in strict confidence, and will investigate on the premises of confidentiality. We also formulated standard operating procedures for the investigation of reported incidents, and the types of incidents include: (1) Unlawful violation in the workplace. (2) Acts in violation of laws or regulations or the Company's rules and regulations. (3) Behaviors in violation of the ethics policy. The following procedures will be followed after acceptance of a reporting case: (1) If it involves a director or a high-ranking officer, it shall be reported to an</p>	No significant difference.

<p>(III) Has the company taken appropriate measures to protect the whistleblower from improper treatment as a result of whistleblowing?</p>	<p>✓</p>	<p>independent director or the Audit Committee. (2) The acceptance unit shall investigate the facts and cooperate with relevant departments to provide the opportunity for the reported person to state his opinions. (3) If the person being reported is proven to have the matter of violation, he shall stop the relevant behavior, and the case will be handled in accordance with the law and the Company's regulations. When necessary, the competent authority or judicial authority will be reported to, in order to protect the Company's reputation and rights and interests. The period for processing the reported matter is 6 months . After the investigation is completed, the relevant information shall be kept in writing or electronic form, and the results shall be notified to the whistleblower in writing or other means.</p> <p>(III) The Company is strictly prohibited retaliation to any whistle-blowers, informants or persons assisting in the investigation. Any violation of it will result in disciplinary actions in accordance with the Company's management regulations. Internal and external whistle-blowing is encouraged to enforce the policy of ethical corporate management. There was no whistle blowing in 2024. The</p>	<p>No significant difference.</p>
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			Company received 0 case and 0 case was established after investigation.	
IV. Information disclosure strengthening Has the company disclosed the content of its ethical corporate management best-practice principles and the results of implementation on its official website and MOPS?	✓		The ethical corporate management has been disclosed in the Company's annual report and uploaded to the MOPS.	No significant difference.
V. If the company has formulated its own Sustainable Development Best-Practice Principles in accordance with the “Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe the differences between its operation and the Principles: The Company's Board of Directors approved the Ethical Corporate Management Best Practice Principles for Sunrex Technology Corporation, and the operations is no different from the Principles.				
VI. Any other information which helps the understanding of the Company’s ethical corporate management operations (such as the Company's review and revision of its ethical management best practice principles): 1. The Company's suppliers are required to pass the Supplier Corporate Social Responsibility Survey and Assessment, and we expect suppliers to fulfill their corporate social responsibilities. 2. The Company's major policies, major investments, acquisition or disposal of assets, bank financing, loans to others, endorsements and guarantees are all evaluated and analyzed by relevant units and reported to the Board of Directors for resolution.				

Note 1: “Yes” and “No” is checked for the state of operations with the Company being the main body. Please refer to the description.

(VII) Other significant information that will provide a better understanding of the state of the company's implementation of corporate governance:
Information on corporate governance is disclosed at www.sunrex.com.tw.

(VIII) Implementation of internal control policies

1. Statement of Internal Control System.

Sunrex Technology Corporation
Statement of Internal Control System

Date: February 26, 2025

The Company declares the following concerning its internal control system during the fiscal year 2023, based on the findings of a self-assessment:

- I. The Company acknowledges that the establishment, implementation and maintenance of the internal control system are the responsibilities of the Board of Directors and Managers of the Company. As such, the Company has established the aforementioned system. Its objectives are to provide reasonable assurance for the effectiveness and efficiency of its operations (including profitability, performance, and the guarantee of assets safety, etc.), reliable, timely and transparent reporting, and conformity to applicable rules, regulations, and laws.
- II. The internal control system has its inherent limitations. Regardless of how exhaustive the design is, an effective internal control system can only provide reasonable assurance for the achievement of the aforementioned three objectives. Further, due to changes in the environment or circumstances, the effectiveness of the internal control system may vary accordingly. Nevertheless, the Company's internal control system has set up a self-supervision mechanism. Once a deficiency has been identified, the Company will take immediate remedial action.
- III. In accordance with the determining criteria for the effectiveness of the internal control system prescribed in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereafter the "Regulations"), the Company evaluated the effectiveness of the design and execution for its internal control system. The determining criteria of the internal control system prescribed in the "Regulations" are based on the process of management control, dividing the internal control system into five composite factors: 1. Control of the environment, 2. Risk evaluation, 3. Control of operations, 4. Information and communication, and 5. Supervision. The composition of each element also includes several items. Please refer to the "Regulations" for the aforesaid items.
- IV. The Company has adopted the aforementioned determining criteria of the internal control system to evaluate the effectiveness of design and execution for its own internal control system.
- V. Based on the evaluation result in the preceding paragraph, the Company believes that its internal control system (including the supervision and management of its subsidiaries) as of December 31, 2024, including the understanding of the achievement of the objectives on effectiveness and efficiency of its operations, reliability, timeliness and transparency of its reporting and compliance with the applicable law and regulations, was effective in design and execution, and can be reasonably assured of the achievement of the aforementioned objectives.
- VI. This Statement will serve as the main content of the Company's annual report and prospectus and will be made available to the public. If the aforesaid public content has any illegal events including falseness or concealment etc., it shall be liable to the legal liabilities stipulated in Article 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. The Statement was passed during the meeting of the Board of Directors on February 26, 2025, where none of the 9 attending directors expressed oppositions, and all of them affirmed the content of this Statement.

Sunrex Technology Corporation

Chairman: Tsai Huo-Lu

President: Li Ming-Tse

2. Internal control system review report by CPAs: None.

(IX) Major resolutions reached in shareholders meetings and meeting of the board of directors meetings in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

1. The Company's 2024 general shareholders' meeting was held on June 21, 2024 in the conference room on the 2nd floor of Zhong Ke Hotel, Taichung. The resolutions and implementation status are as follows:

Resolution	Implementation status
Approved the 2023 business report and financial statements.	
Passed the distribution of earnings for 2023.	The shareholder cash dividend to be distributed was NT\$3, which was distributed on August 5, 2024.

2. Important resolutions of board meetings as of March 31, 2025:

Date	Resolution	Independent directors' opinions	How the Company responded to the opinions of independent directors' opinions
12th meeting of the 12th term March 12, 2024	<ol style="list-style-type: none"> 1. Parent company-only financial statements and consolidated financial statements of the Company for 2023; proposed for discussion. 2. 2023 earnings distribution; proposed for review. 3. Distribution of the Company's remuneration to employees, directors, the Compensation Committee, and the Audit Committee for 2023; proposed for review. 4. Motion for evaluation of the independence and suitability of the Company's certifying public accountants; proposed for review. 5. Appointment of the Company's certifying CPAs for 2024; proposed for review. 6. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review. 7. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review. 8. Motion for details of the Group's loaning of funds to others as of March 12, 2024; proposed for resolution. 	Approved by all attending directors (including independent directors) unanimously.	No independent director had any objection or reservation.

	<p>9. Motion for adding the Company's endorsement/guarantee for the re-invested company Best Elite Holdings Limited; proposed for review.</p> <p>10. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>11. Motion for 2023 "Assessment of the Effectiveness of the Internal Control System" and "Declaration of Internal Control System"; proposed for resolution.</p> <p>12. Motion for revision of the Company's "Rules of Procedures for Meetings of the Board of Directors"; proposed for resolution.</p> <p>13. Plan to revise the Company's "Charter of the Audit Committee"; proposed for resolution.</p> <p>14. By-election of directors; proposed for discussion.</p> <p>15. Matters concerning acceptance of director candidate nomination; proposed for discussion.</p> <p>16. List of director candidate nomination; proposed for discussion.</p> <p>17. Matters concerning the Company's 2024 general shareholders' meeting; proposed for resolution.</p>		
12th meeting of 13th meeting 2024.05.09	<p>1. The Company's consolidated financial statements for Q1 2024; proposed for discussion.</p> <p>2. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>3. Motion for adding the Company's loaning of funds to Sunrex Technology (Vietnam) Co., Ltd., a 100% owned company; proposed for review.</p> <p>4. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>5. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</p> <p>6. Motion for details of the Group's loaning of funds to others as of May 9, 2024, proposed for resolution.</p> <p>7. Motion for adding endorsement/guarantee</p>	Approved by all attending directors (including independent directors) unanimously.	No independent director had any objection or reservation.

	<p>for the invested company Best Elite Holdings Limited and Forward Optics Co., Ltd. proposed for review.</p> <p>8. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>9. Review of list of candidates for nominated directors, presented for review.</p>		
12th meeting of 14th meeting 2024.06.21	Motion for distribution of cash dividends from earnings for 2023.	Approved by all attending directors (including independent directors) unanimously.	No independent director had any objection or reservation.
12th meeting of 15th meeting 2024.08.09	<p>1. The Company's consolidated financial statements for Q2 2024; proposed for discussion.</p> <p>2. Motion for capital increase in cash for Sunrex Technology (Singapore) Co., Ltd. and Sunrex Technology (Vietnam) Co., Ltd., re-invested companies of the Company; proposed for review.</p> <p>3. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>4. Motion for adding the Company's loaning of funds to Sunrex Technology (Singapore) Co., Ltd., a re-invested company; proposed for review.</p> <p>5. Motion for adding the Company's loaning of funds to Sunrex Technology (Thailand) Co., Ltd., a re-invested company; proposed for review.</p> <p>6. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>7. Motion for details of the Group's loaning of funds to others as of August 9, 2024, proposed for resolution.</p> <p>8. Motion for adding endorsement/guarantee for the invested companies, Best Elite Holdings Limited and Sunrex Technology (Jiangsu) Co., Ltd. proposed for review.</p> <p>9. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>10. Motion for amendments to the Company's "Procedures for Prevention of Insider Trading"; proposed for resolution.</p>	Approved by all attending directors (including independent directors) unanimously.	No independent director had any objection or reservation.

	<p>11. Formulation of the Company's "Charter of the Sustainable Development Committee"; proposed for resolution.</p> <p>12. Proposal of the Company's appointment of the Sustainable Development Committee members, please resolve.</p>		
<p>12th meeting of 16th meeting 2024.11.11</p>	<p>1. The Company's consolidated financial statements for Q3 2024; proposed for discussion.</p> <p>2. Motion for regular (once a year) assessment of the independence of certifying CPAs.</p> <p>3. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>4. Motion for adding the Company's loaning of funds to Sunrex Technology (Vietnam) Co., Ltd., a 100% owned company; proposed for review.</p> <p>5. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</p> <p>6. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>7. Motion for details of the Group's loaning of funds to others as of November 11, 2024; proposed for resolution.</p> <p>8. Motion for adding the Company's endorsement/guarantee for the re-invested company Best Elite Holdings Limited; proposed for review.</p> <p>9. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>10. The Company's internal audit plan for 2025; proposed for resolution.</p> <p>11. Formulation of the Company's "Charter of the Sustainable Development Committee"; proposed for resolution.</p> <p>12. Motion for establishment of the Sustainable Development Committee and nomination of the convener; proposed for resolution.</p>	<p>Approved by all attending directors (including independent directors) unanimously.</p>	<p>No independent director had any objection or reservation.</p>
<p>12th meeting of 17th meeting 2024.12.24</p>	<p>1. Amendment to the Company's "Corporate Governance Best Practice Principles"; proposed for resolution.</p> <p>2. Amendment to the Company's "Guidelines for Ethical Corporate Management and</p>	<p>Approved by all attending directors (including independent</p>	<p>No independent director had any objection or</p>

	<p>Code of Conduct”; proposed for resolution.</p> <p>3. Formulation of the Company’s “Sustainability Information Management Measures” proposed for resolution.</p> <p>4. Amendment to the Company’s “Enforcement Rules for Internal Audits”; proposed for resolution.</p> <p>5. Appointment of managers; proposed for discussion.</p> <p>6. The Remuneration Committee has reviewed and approved the distribution of 2023 remuneration to the Company's managers; proposed for review.</p> <p>7. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>8. Motion for details of the Group's loaning of funds to others as of December 24, 2024; proposed for resolution.</p> <p>9. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p>	directors) unanimously.	reservation.
12th meeting of 18th meeting 2025.02.26	<p>1. Parent company-only financial statements and consolidated financial statements of the Company for 2024; proposed for discussion.</p> <p>2. 2024 earnings distribution; proposed for review.</p> <p>3. Distribution of the Company’s remuneration to employees, directors, the Compensation Committee, and the Audit Committee for 2024; proposed for review.</p> <p>4. Motion for evaluation of the independence and suitability of the Company's certifying public accountants; proposed for review.</p> <p>5. Appointment of the Company’s certifying CPAs for 2025; proposed for review.</p> <p>6. Motion for adding the Company's loaning of funds to Best Elite Holdings Limited, a 100% owned company; proposed for review.</p> <p>7. Motion for adding the Company's loaning of funds to Sunrex Technology (Vietnam) Co., Ltd., a 100% owned company; proposed for review.</p> <p>8. Motion for loaning of funds from Jing Mold Electronics Technology (Shenzhen) Co., Ltd., to the invested company Sunrex Technology (Jiangxi) Co., Ltd.; proposed for review.</p>	Approved by all attending directors (including independent directors) unanimously.	No independent director had any objection or reservation.

	<p>9. Motion for adding the Company's loaning of funds to the invested company Forward Optics Co., Ltd.; proposed for review.</p> <p>10. Motion for details of the Group's loaning of funds to others as of February 26, 2025; proposed for resolution.</p> <p>11. Motion for adding the Company's endorsement/guarantee for the re-invested company Best Elite Holdings Limited; proposed for review.</p> <p>12. The Company's application for and renewal of bank credit facilities are presented to the Board of Directors for review.</p> <p>13. Motion for 2024 "Assessment of the Effectiveness of the Internal Control System" and "Declaration of Internal Control System"; proposed for resolution.</p> <p>14. Motion for amendment to the "Internal Control System"; proposed for resolution.</p> <p>15. Amendment to the Company's "Articles of Incorporation"; proposed for resolution.</p> <p>16. Motion for re-election of directors; proposed for decision.</p> <p>17. List of candidates for the nomination of directors and independent directors; proposed for discussion.</p> <p>18. Motion for removal of restrictions on non-competition of directors; proposed for discussion.</p> <p>19. Matters concerning the Company's 2025 general shareholders' meeting; proposed for resolution.</p>		
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Implementation: Some of the resolutions of the Board of Directors have been implemented, and some are in progress according to the estimated schedule.

(X)

Any matter resolved by the Board of Directors with an directors or supervisors expressing an objection or reservation that has been included in records or stated in writing in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report: None.

IV. Information on the professional fees of the certifying CPAs

(I) Information on the professional fees of CPAs

Unit: NT\$ thousands

Name of Accounting Firm	Name of CPAs	CPA's audit period	Audit fee	Non-audit fee	Total	Remark
PwC Taiwan	Wu Sung-Yuan	2024/1/1 ~ 2024/12/31	6,900	-	6,900	
	Wang Yu-Chuan, Hsu Chien-Yeh	2024/1/1 ~ 2024/12/31				
PwC Taiwan	Li Pei-Hsuan	2024/1/1 ~ 2024/12/31	-	4,592	4,592	Scope of service: Transfer pricing research and investment consultant project fees for Taiwan

Please specify the non-audit services provided: (e.g. tax certification, assurance, or other financial consulting services)

Note: If the Company has replaced its CPAs or accounting firm this year, please state the audit period separately, explain the reason for the replacement in the remark column, and disclose the audit and non-audit public fees paid. Non-audit fees, and the content of the services shall be explained in notes.

- (II) Audit fee for the change of accounting firms paid in the year is less than the previous year, the decreased amount, percentage and reason of the audit fee shall be disclosed: The Company did not change its accounting firm.
- (III) If the audit fee has a decrease of 10% or more from the previous year, disclose the decreased amount, percentage and reason: Not applicable.

V. Information on the change of CPAs in and before and after the most recent two years: None.

VI. Where the company's chairman, president, or managers in charge of finance or accounting has in the most recent year held a position at the accounting firm of its certifying CPAs or at an affiliate of the accounting firm, disclose the name and position of the person, and the period during which the position was held: None.

VII. Any transfer of equity interests or pledge of equity interests by directors, supervisors, managers, or shareholders with a shareholding of more than 10% in the most recent year and up to the date of publication of the annual report

(I) Changes in the Equity of Directors, Managers, and Major Shareholders

Unit: share

Title (Note 1)	Name	2024		Current year up to March 31	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged	Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged
Chairman	Tsai Huo-Lu	—	—	—	—
Director	Tsai-Tseng Shu-Ping	—	—	—	—
Director	Tseng Su-E	—	—	—	—
Director	Li Ming-Tse	—	—	—	—
Director	Tsai Yu-Hsueh	—	—	—	—
Director	Yeh Yeh	—	—	—	—
Independent director	Kuo Yuan-Ching	—	—	—	—
Independent director	Peng Yu-Ling	—	—	—	—
Independent director	Wu Yuan-Fu	—	—	—	—
President	Li Ming-Tse	—	—	—	—
Vice President	Liu Tien-Shan	—	—	—	—
Vice President	Lo Yi	—	—	—	—
Vice President	Kuo Han-Wen	—	—	—	—
Vice President	Liao Hsien-Chung	—	—	—	—
Vice President	Hsiao Tsung-Han	—	—	—	—
Finance/Accounting Officer	Wu Ming-Hung	—	—	—	—

Note 1: Shareholders holding more than 10% of the Company's shares shall be identified as major shareholders presented separately.
Note 2: The counterparty of equity transfer or equity pledge is a related party: None.
Note 3: Vice President Liao Jui-Tse retired on October 30, 2024.
Note 4: Liao Hsien-Chung and Hsiao Tsung-Han were transferred to Vice President positions on January 1

(II) Information on share transfer: None.

(III) Information on equity pledge: None.

VIII. Information about the top ten shareholders who are related to each other as specified in Statements of Financial Accounting Standards No. 6 or who are related to each other as spouses or relatives within the second degree of kinship:

Relationship among the company's 10 largest shareholders

Book-closure date for general shareholders' meeting on March 31, 2025

Unit: shares; %

Name (Note 1)	Number of shares held		Shares held by spouse and minor children		Total number of shares held in the name of others		Names and relationships between the top ten shareholders including spouses and second degree of kinship. (Note 3)		Remark
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Title (or name)	Relationship	
Tsai Huo-Lu	38,476,233	19.71%	23,221,253	11.89%	0	0	Tsai-Tseng Shu-Ping	Spouse	-
Tsai-Tseng Shu-Ping	23,221,253	11.89%	38,476,233	19.71%	0	0	Tsai Huo-Lu	Spouse	-
Jing You Investment Co., Ltd. Representative: Tsai-Tseng Shu-Ping	8,652,000	4.43%	0	0	0	0	Tsai-Tseng Shu-Ping	Responsible person	-
	23,221,253	11.89%	38,476,233	19.71%	0	0	Jing Li/Jing You Investment Co., Ltd.	Responsible person	-
Jing Li Investment Co., Ltd. Representative: Tsai-Tseng Shu-Ping	7,627,470	3.91%	0	0	0	0	Tsai-Tseng Shu-Ping	Responsible person	-
	23,221,253	11.89%	38,476,233	19.71%	0	0	Jing Li/Jing You Investment Co., Ltd.	Responsible person	-
Jing Xiang Investment Co., Ltd. Representative: Tseng Ben-Yuan	7,408,000	3.79%	0	0	0	0	None.	None.	-
	202	0.00%	0	0	0	0	None.	None.	-
Special Investment Account of Standard Charter Bank as Custodian for Japan Securities Finance Corporation	3,230,000	1.65%	0	0	0	0	None.	None.	-
Chang You Investment Co., Ltd. Representative: Tseng Ben-Yuan	3,147,000	1.61%	0	0	0	0	None.	None.	-
	202	0.00%	0	0	0	0	None.	None.	-
Tsai Yu-Hsueh	3,000,000	1.54%	0	0	0	0	Tsai Huo-Lu Tsai-Tseng Shu-Ping	Father and son Mother and son	-
Special Investment Account of HSBC Taiwan as Custodian for Mitsubishi UFJ Morgan Stanley Securities	2,807,000	1.44%	0	0	0	0	None.	None.	-
Chase Bank as custodian for special account of JP Morgan Securities	1,922,864	0.99%	0	0	0	0	None.	None.	-

Note 1: List the top 10 shareholders. If they are corporate shareholders, list the names of the corporate shareholders and their representatives separately.

Note 2: The calculation of the percentage of shareholding refers to the calculation of the percentage of shareholding in the name of the shareholder themselves, spouse, minor children or of another party.

Note 3: The aforementioned shareholders for disclosure shall include corporate shareholders and natural persons, with the relationships between the shareholders disclosed as required by the Criteria for the Compilation of Financial Statements by Securities Issuers.

IX. **Number of shares held by the company, its directors, supervisors, managers, and enterprises directly or indirectly controlled by the company in the same investee enterprise, and the combined shareholding ratio:**

Combined shareholding ratio

Unit: shares; %

Investee	Investment by the Company		Investments by directors, supervisors, managers, and directly or indirectly controlled businesses		Comprehensive investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
Jing-Yi Investment Co., Ltd.	7,397,960	99.97%	680	0.01%	7,398,640	99.98%
Sunrex Technology (H.K.) Company Limited	8,400,000	100%	—	—	8,400,000	100%
American Sunrex Corporation	218,420	100%	—	—	218,420	100%
Excellent Global International Ltd.	31,907,470	100%	—	—	31,907,470	100%
Forward Optics Co., Ltd.	10,535,900	70.71%	—	—	10,535,900	70.71%

Note: Long-term investments accounted for under the equity method.

Three. Capital Raising Activities

I. Capital and shares

(I) Source of share capital:

Source of share capital

Year, Month	Price	Authorized capital		Paid-in capital stock		Remark		
		Number of shares	amount	Number of shares	amount	Source of share capital	Offset by any property other than cash	Other
1991.06	10	2,800,000	28,000,000	2,800,000	28,000,000	Establishment	-	-
1991.11	10	19,800,000	198,000,000	19,800,000	198,000,000	Capital increase by cash NT\$170,000,000	-	-
1995.06	10	39,800,000	398,000,000	39,800,000	398,000,000	Capital increase by cash NT\$200,000,000	-	Note 1
1997.07	10	48,700,000	487,000,000	48,700,000	487,000,000	Capital increase by cash NT\$49,200,000 Capital increase from earnings NT\$39,800,000	-	Note 2
1998.05	10	69,000,000	690,000,000	56,005,000	560,050,000	Capital increase from earnings NT\$73,050,000	-	Note 3
1999.09	10	80,000,000	800,000,000	64,405,750	644,057,500	Capital increase from earnings NT\$84,007,500	-	Note 4
1999.12	10	80,000,000	800,000,000	80,000,000	800,000,000	Capital increase by cash NT\$155,942,500	-	Note 5
2000.11	10	118,000,000	896,000,000	89,600,000	896,000,000	Capital increase from earnings NT\$56,000,000 Capital increase from capital surplus NT\$40,000,000	-	Note 6
2001.07	10	193,000,000	1,930,000,000	98,560,000	985,600,000	Capital increase from earnings NT\$71,680,000 Capital increase from capital surplus NT\$17,920,000	-	Note 7
2001.12	10	300,000,000	3,000,000,000	151,476,417	1,514,764,170	Capital increase for merger with Jing Mold NT\$529,164,170	-	Note 8
2002.08	10	300,000,000	3,000,000,000	173,398,080	1,733,980,800	Capital increase from earnings NT\$73,072,210 Capital increase from capital surplus 146,144,420	-	Note 9
2003.12	10	300,000,000	3,000,000,000	207,011,296	2,070,112,960	Capital increase from earnings NT\$173,108,060 Capital increase from capital surplus 163,024,100	-	Note 10
2004.03	10	300,000,000	3,000,000,000	205,626,296	2,056,262,960	Capital reduction for treasury stock cancellation NT\$13,850,000	-	Note 11
2004.10	10	300,000,000	3,000,000,000	236,020,241	2,360,202,410	Capital increase from earnings NT\$303,939,450	-	Note 12
2005.02	10	300,000,000	3,000,000,000	234,224,241	2,342,242,410	Capital reduction for treasury stock cancellation NT\$17,960,000	-	Note 13
2005.09	10	300,000,000	3,000,000,000	257,346,666	2,573,466,660	Capital increase from earnings NT\$231,224,250	-	Note 14
2006.09	10	370,000,000	3,700,000,000	308,468,800	3,084,688,000	Capital increase from earnings NT\$511,221,340	-	Note 15
2007.09	10	370,000,000	3,700,000,000	339,308,480	3,393,084,800	Capital increase from earnings NT\$308,396,800	-	Note 16

2008.10	10	420,000,000	4,200,000,000	372,939,328	3,729,393,280	Capital increase from earnings NT\$336,308,480	-	Note 17
2010.12	10	420,000,000	4,200,000,000	372,646,328	3,726,463,280	Capital reduction for treasury stock cancellation NT\$2,930,000	-	Note 18
2011.12	10	420,000,000	4,200,000,000	371,274,328	3,712,743,280	Capital reduction for treasury stock cancellation NT\$13,720,000	-	Note 19
2012.07	10	420,000,000	4,200,000,000	369,780,328	3,697,803,280	Capital reduction for treasury stock cancellation NT\$14,940,000	-	Note 20
2013.11	10	420,000,000	4,200,000,000	363,780,328	3,637,803,280	Capital reduction for treasury stock cancellation NT\$60,000,000	-	Note 21
2015.10	10	420,000,000	4,200,000,000	363,183,328	3,631,833,280	Capital reduction from treasury stock NT\$5,970,000	-	Note 22
2015.12	10	420,000,000	4,200,000,000	313,345,423	3,133,454,230	Capital reduction by cash NT\$498,379,050	-	Note 23
2016.08	10	420,000,000	4,200,000,000	263,210,155	2,632,101,550	Capital reduction by cash NT\$501,352,680	-	Note 24
2017.08	10	420,000,000	4,200,000,000	221,096,530	2,210,965,300	Capital reduction by cash NT\$421,136,250	-	Note 25
2018.05	10	420,000,000	4,200,000,000	220,328,132	2,203,281,320	Capital reduction for treasury stock cancellation NT\$7,683,980	-	Note 26
2018.10	10	420,000,000	4,200,000,000	197,112,996	1,971,129,960	Capital reduction by cash NT\$232,151,360	-	Note 27
2018.11	10	420,000,000	4,200,000,000	196,297,952	1,962,979,520	Capital reduction for treasury stock cancellation NT\$8,150,440	-	Note 28
2021.11	10	420,000,000	4,200,000,000	195,251,051	1,952,510,510	Capital reduction for treasury stock cancellation NT\$10,469,010	-	Note 29

Note: Data for the current year should be listed up to the date of the annual report printing.

Note: For capital increases, the effective (approved) date and document number should be noted.

Note: Shares issued below par value should be prominently marked.

Note: Monetary claims and technical offset payments should be specified, including the types and amounts of the offset.

Note: Private placements should be prominently marked.

Note 1: Approved by (84) Tai-Tsai-Zheng (1) No. 31361

Note 2: Approved by (86) Tai-Tsai-Zheng (1) No. 53092

Note 3: Approved by (87) Tai-Tsai-Zheng (1) No. 42751

Note 4: Approved by (88) Tai-Tsai-Zheng (1) No. 66059

Note 5: Approved by (88) Tai-Tsai-Zheng (1) No. 91805

Note 6: Approved by (89) Tai-Tsai-Zheng (1) No. 85317

Note 7: Approved by (90) Tai-Tsai-Zheng (1) No. 132350

Note 8: Approved by (90) Tai-Tsai-Zheng (1) No. 175136

Note 9: Approved by (90) Tai-Tsai-Zheng (1) No. 0910143957

Note 10: Approved by Tai-Tsai-Zheng-3 No. 0920158057

Note 11: Approved by Tai-Zheng-Shang No. 09300056371

Note 12: Approved by Tai-Tsai-Zheng-1 No. 0930127234

Note 13: Approved by Tai-Zheng-Shang No. 09400039291

Note 14: Approved by Tai-Zheng-Shang No. 0940028620

Note 15: Approved by Tai-Zheng-Shang No. 0950023592

Note 16: Approved by Tai-Zheng-Shang No. 0960028202

Note 17: Approved by Tai-Zheng-Shang No. 09700310611

Note 18: Approved by Tai-Zheng-Shang No. 10000016531

Note 19: Approved by Tai-Zheng-Shang-1 No. 10100007691

Note 20: Approved by Tai-Zheng-Shang-1 No. 10100156161

Note 21: Approved by Tai-Zheng-Shang-1 No. 10200258111

Note 22: Approved by Tai-Zheng-Shang-1 No. 10400201301

Note 23: Approved by Tai-Zheng-Shang-1 No. 1040025282

Note 24: Approved by Tai-Zheng-Shang-1 No. 1050017106

Note 25: Approved by Tai-Zheng-Shang-1 No. 10600165331

Note 26: Jing-Shou-Shang No. 10701054950
 Note 27: Approved by Tai-Zheng-Shang-I No. 10700215121
 Note 28: Jing-Shou-Shang No. 10701129900
 Note 29: Jing-Shou-Shang No. 11001217660

Unit: share

Type of shares	Authorized capital			Remark
	Shares outstanding (Note)	Unissued shares	Total	
Common stock	195,251,051	224,748,949	420,000,000	—

Note: All are listed shares.

Shelf registration method information: Not applicable.

(II) List of major shareholders:

List of major shareholders

Book-closure date for general shareholders' meeting on March 31, 2025

Major Shareholder's name	Number of shares held	Shareholding ratio (%)
Tsai Huo-Lu	38,476,233	19.71%
Tsai-Tseng Shu-Ping	23,221,253	11.89%
Jing You Investment Co., Ltd.	8,652,000	4.43%
Jing Li Investment Co., Ltd.	7,627,470	3.91%
Jing Xiang Investment Co., Ltd.	7,408,000	3.79%
Special Investment Account of Standard Charter Bank as Custodian for Japan Securities Finance Corporation	3,230,000	1.65%
Chang You Investment Co., Ltd.	3,147,000	1.61%
Tsai Yu-Hsueh	3,000,000	1.54%
Special Investment Account of HSBC Taiwan as Custodian for Mitsubishi UFJ Morgan Stanley Securities	2,807,000	1.44%
Chase Bank as custodian for special account of JP Morgan Securities	1,922,864	0.99%

(III) The Company's dividend policy and implementation status:

(1) The Company's dividend policy

Percentage or range of employee bonus and remuneration to directors/supervisors as stated in the Articles of Incorporation:

If the Company has a profit for the year, it shall allocate more than 1% as the remuneration to employees and no more than 3% as the remuneration to directors and supervisors. In cases of accumulated deficits, on the other hand, the Company shall first retain the value sufficient to offset the deficits and then calculate proportionally the remuneration that may be distributed to employees and directors as required by the Articles of Incorporation.

In cases of earnings following annual settlement, the Company shall first set aside payable taxes and offset cumulative deficits. Then, 10% is set aside to be

the compulsory surplus reserve unless the compulsory surplus reserve has reached the statutory requirement. Meanwhile, special surplus reserve is set aside reflective of the Company's operational demand and regulatory requirements. For the remainder, dividends may be distributed. Should there still be earnings, the Board of Directors is to prepare the Earnings Distribution Proposal and submit it during the shareholders' meeting for a decision on distribution of bonus to shareholders.

(2) Dividend distribution proposed in the shareholders' meeting

For the 2025 cash dividends, NT\$ 781,004,204, at NT\$ 4 per share, will be distributed to the nearest NT\$ 1, and the odd shares and fractions thereof will be counted into the Company's other income. The Board of Directors is authorized to set the ex-dividend base date, payment date and other related matters. If the payout ratio for shareholders changes because of subsequent buyback of the Company's shares or assignment, conversion, and cancellation of treasury stock shares that impacted the number of outstanding shares, the Board of Directors is authorized to take care of related matters.

(3) If there is a material change in the expected dividend policy, please explain:

There is no such situation.

(IV) The effect of the current bonus shares on the operating performance, EPS and return on shareholder's investment

Unit: NT\$

Item		Year	2025
Paid-in capital at beginning of period			1,952,510,510
Dividends for the year (Note 1)	Remuneration of directors and supervisors		1,600,000
	Cash dividends		781,004,204
	Stock dividends		—
	Employee cash bonus		29,000,000
	Employee stock dividends		—
	Employees' stock dividend as a percentage of capital increase by earnings		—
Changes in business performance	Operating profit		Note 2
	Year-on-year increase (decrease) in operating profit		
	Net profit after tax		
	Year-on-year growth (decrease) of net profit after tax		
	Earnings per share (NT\$)		
	Year-on-year growth (decrease) of earnings per share		
	Annual average return on investment (reciprocal of average annual PE ratio)		
Pro forma EPS and PE ratio	If all capital increase by earnings is entirely distributed as cash dividends	Pro forma EPS (NT\$)	Note 2
		Pro forma annual average return on investment	
	If capital increase by capital surplus was not conducted	Pro forma EPS (NT\$)	
		Pro forma annual average return on investment	

	If capital increase by capital surplus was not conducted but cash dividends were distributed instead	Pro forma EPS (NT\$)	
		Pro forma annual average return on investment	

Note 1: The estimated 2025 distribution of shares and dividends is based on the resolution of the Board of Directors on February 26, 2025 which will be handled in accordance with the relevant regulations.

Note 2: According to the "Regulations Governing the Publication of Financial Forecasts of Public Companies", the Company was not required to disclose financial forecasts for 2025.

Chairman: Tsai Huo-Lu

Manager: Li Ming-Tse

Head of Accounting: Wu Ming-Hung

(V) Remuneration to employees and that to directors:

- (1) Percentage or range of employee bonus and remuneration to directors as stated in the Articles of Incorporation:
 If the Company makes profits for the year, at least 1% shall be set aside to be the remuneration to employees and no more than 3% shall be set aside to be that to directors. In cases of accumulated deficits, on the other hand, the Company shall first retain the value sufficient to offset the deficits and then calculate proportionally the remuneration that may be distributed to employees and directors as required by the Articles of Incorporation.
 In cases of earnings following annual settlement, the Company shall first set aside payable taxes and offset cumulative deficits. Then, 10% is set aside to be the compulsory surplus reserve unless the compulsory surplus reserve has reached the statutory requirement. Meanwhile, special surplus reserve is set aside reflective of the Company's operational demand and regulatory requirements. For the remainder, dividends may be distributed. Should there still be earnings, the Board of Directors is to prepare the Earnings Distribution Proposal and submit it during the shareholders' meeting for a decision on distribution of bonus to shareholders.
- (2) Information on the proposed distribution of remuneration to employees approved by the Board of Directors:
 1. Value of remuneration to employees and directors:
 Distribution of dividends (cash dividend): NT\$781,004,204.
 Total number of shares allocated for remuneration to employees: 0 share.
 Remuneration to directors and supervisors (in cash): NT\$1,600,000
 If there is a discrepancy between the amount recognized and the estimated amount, disclose the amount, the cause, and the disposal: Not applicable.
 2. Proposal to distribute stock-based remuneration to employees as a percentage of current period after-tax profit and total employee remuneration: Not applicable.
 3. Calculated earnings per share after considering the proposed distribution of remuneration to employees or remuneration to directors: Not applicable..
- (3) The actual distribution of remuneration to employees and that to directors, for

the previous fiscal year (with an indication of the number of shares, amount, and stock price, of the shares distributed), and the discrepancy, cause, and how it is handled if there is any discrepancy between the actual distribution and the recognized distribution of remuneration to employees and that to directors: Not applicable.

1. Remuneration to employees and that to directors distributed in 2024:

Unit: NT\$

	Amount of distribution as resolved by the Board of Directors	Actual distribution as resolved by the shareholders' meeting	Discrepancy	Reason for discrepancy
Employee cash bonus	29,000,000	29,000,000	—	—
Employee stock bonus	—	—	—	—
Remuneration to directors (cash)	1,400,000	1,400,000	—	—
Total	30,400,000	30,400,000	—	—

2. Discrepancy, cause, and how it is handled if there is any discrepancy between the employee bonus and the remuneration to directors: Not applicable.

(VI) Shares bought back by the Company:

(1) Shares bought back by the Company (already completed)

March 31, 2025

Number of buybacks	The first time	The 2nd time	The 3rd time	The 4th time
Purpose of buyback	Transferred to employees of the Company	Transferred to employees of the Company	Transferred to employees of the Company	Transferred to employees of the Company
Duration of buyback	January 30 to March 2, 2001	December 11 to December 26, 2011	December 28, 2004 to February 27, 2005	October 12, 2006 to December 11, 2006
Repurchase price range	NT\$22.82 ~ NT\$50.25	NT\$23.24 - NT\$45.90	NT\$17.08 - NT\$35.61	NT\$19.50 - NT\$42.25
Type and quantity of shares bought back	Common stock 3,000,000 shares	Common stock 3,000,000 shares	Common stock 3,000,000 shares	Common stock 286,000 shares
Amount of shares bought back	NT\$104,396,128	NT\$100,057,093	NT\$71,809,127	NT\$8,441,949
Ratio of quantity bought back to planned buyback (%)	100%	100%	100%	9.53%
Quantity of shares canceled	3,000,000 shares	3,000,000 shares	3,000,000 shares	286,000 shares

and transferred				
Accumulated quantity of the Company's shares held	0 shares	0 shares	0 shares	0 shares
Accumulated quantity of the Company's shares held as a percentage of the total number of issued shares (%)	0%	0%	0%	0%

Number of buybacks	The 5th time	The 6th time	The 7th time	The 8th time
Purpose of buyback	Transferred to employees of the Company	Transferred to employees of the Company	Transferred to employees of the Company	Transferred to employees of the Company
Duration of buyback	October 30 to December 29, 2007	October 6 to December 5, 2008	April 20 to May 4, 2009	September 8 to September 13, 2010
Repurchase price range	NT\$27.10 - NT\$58.30	NT\$17.80 - NT\$42.30	NT\$17.70 - NT\$36.20	NT\$21.00 - NT\$46.00
Type and quantity of shares bought back	Common stock 3,000,000 shares	Common stock 3,000,000 shares	Common stock 3,000,000 shares	Common stock 3,000,000 shares
Amount of shares bought back	NT\$110,448,865	NT\$52,680,126	NT\$75,016,317	NT\$92,125,877
Ratio of quantity bought back to planned buyback (%)	100%	100%	100%	100%
Quantity of shares canceled and transferred	3,000,000 shares	3,000,000 shares	3,000,000 shares	3,000,000 shares
Accumulated quantity of the Company's shares held	0 shares	0 shares	0 shares	0 shares
Percentage of the Company's shares held to the total number of issued shares (%)	0%	0%	0%	0%

Number of buybacks	The 9th time	The 10th time	The 11th time	The 12th time
Purpose of buyback	Transferred to employees of the	Transferred to employees of the	Transferred to employees of the	Transferred to employees of the

	Company	Company	Company	Company
Duration of buyback	September 27 to September 30, 2010	July 2 to July 9, 2012	August 21, 2014 ~ August 21, 2014	March 12 to March 23, 2015
Repurchase price range	NT\$22.00 - NT\$46.00	NT\$11.00 - NT\$21.00	NT\$9.28 to 20.55	NT\$15.00 to 30.00
Type and quantity of shares bought back	Common stock 3,000,000 shares	Common stock 5,000,000 shares	Common stock 322,000 shares	Common stock 3,000,000 shares
Amount of shares bought back	NT\$95,824,855	NT\$75,131,302	NT\$5,279,162	NT\$64,223,640
Ratio of quantity bought back to planned buyback (%)	100%	100%	5.37%	100%
Quantity of shares canceled and transferred	3,000,000 shares	5,000,000 shares	322,000 shares	3,000,000 shares
Accumulated quantity of the Company's shares held	0 shares	0 shares	0 shares	0 shares
Percentage of the Company's shares held to the total number of issued shares (%)	0%	0%	0%	0%

Number of buybacks	The 13th time	The 14th time
Purpose of buyback	Transferred to employees of the Company	Transferred to employees of the Company
Duration of buyback	September 14 to October 20, 2015	November 7 to November 14, 2018,
Repurchase price range	NT\$9.00 - NT\$17.00	NT\$12.50 - NT\$20.00
Type and quantity of shares bought back	Common stock 6,000,000 shares	Common stock 3,000,000 shares
Amount of shares bought back	NT\$82,001,293	NT\$50,595,199
Ratio of quantity bought back to planned buyback (%)	100%	100%
Quantity of shares canceled and transferred	6,000,000 shares	3,000,000 shares
Accumulated quantity of the Company's shares held	0 shares	0 shares
Percentage of the Company's shares held to the total number of issued shares (%)	0%	0%

(2) Buyback of the Company's shares by the Company (under execution):
None.

II. Corporate bond processing:

(I) Corporate bond processing: None.

Note 1: The status of corporate bonds includes public offering and private placement corporate bonds. Public offering corporate bonds refer to those validated (approved) by the Commission; private placement corporate bonds refer to those approved by the Board of Directors.

Note 2: The number of fields will be adjusted based on the actual number of transactions.

Note 3: To be filled in the case of overseas corporate bonds.

Note 4: For example, restrictions on the distribution of cash dividends, external investment, or requirements to maintain a certain proportion of assets, etc.

Note 5: The private placement is to be marked in a prominent manner.

Note 6: For convertible corporate bonds, exchangeable corporate bonds, corporate bonds issued under general reporting, or corporate bonds with warrants, the information on convertible corporate bonds, exchangeable corporate bonds, corporate bonds issued under general reporting, and Information of corporate bonds with warrants attached.

Note 7: The Company repaid the principal amounting to NT\$490,000,000 on January 25, 2013.

(II) Information on convertible corporate bonds: None.

(III) Exchangeable corporate bonds: None.

(IV) Information on corporate bonds issued in a consolidated manner: None.

(V) Corporate bonds with warrants: None.

III. Preferred share processing:

The section on preferred shares shall include both outstanding and unissued shares for which an issue is currently under preparation, and shall disclose any conditions attaching to issuance and their effect upon shareholders' equity. The information on preferred shares shall also specify the matters listed under Article 157 of the Company Act
None.

IV. Overseas depository receipt processing: None.

V. Processing of employee stock warrants and new shares with restricted employee rights:

(I) Employee stock options: None.

(II) New restricted shares: None.

VI. Mergers or acquisitions or assignments of shares of other companies:

(I) Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

1. Clear opinion prepared by the managing underwriter concerning any issuance of new shares in connection with any merger or acquisition or with any acquisition of shares of any other company within the past quarter: None.
2. State of implementation of any of the aforementioned matters during the most recent quarter. If the progress or benefits of such implementation were not as good as expected, the annual report shall explain specifically how the

situation is likely to affect shareholders' equity, and shall put forward a plan for corrective action: None.

- (II) Where the board of directors has, in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, adopted a resolution approving any issuance of shares in connection with a merger or acquisition or with acquisition of shares of any other company, the annual report shall disclose the state of the plan's implementation together with the basic identifying information of the company (or companies) to be merged or acquired or whose shares are to be acquired: None.

VII. Implementation of capital allocation plan:

For the period as of the quarter preceding the date of publication of the annual report, with respect to each uncompleted public issue or private placement of securities, and to such issues and placements that were completed in the most recent 3 years but have not yet fully yielded the planned benefits:

The Company started private placement of unsecured domestic convertible corporate bonds for the 1st time in 2010. On December 24, 2012, the Company received the notice of the bondholders' sale of all the bonds. The Company had already redeemed the entire amount on January 25, 2013. There is no situation of incompleteness or the planned benefits not yet demonstrated within the past three years.

Four. Operations Overview

I. Business contents

(I) Business scope

(1) Main business activities:

1. Design, manufacture, processing, trading, maintenance, and rental of computers and their auxiliary equipment/software/hardware.
 2. Development, design, manufacture, and imports/exports of micro-computers.
 3. Design, development, and imports/exports of system software and applications.
 4. Development, design, manufacture, and imports/exports of computer communication control devices and control circuit boards.
 5. Development, design, manufacture, and imports/exports of electronic calculators and other electronics products.
 6. Development, design, and imports/exports of telephones, answering machines, among other telecommunication products and their parts and components.
 7. Design, development, manufacture, and imports/exports of various keyboards, plastic ejection keys, and their dies.
 8. CC01050 Manufacture of data storage and processing equipment.
 9. F401030 Manufacture and export business.
 10. CQ01010 Mold and Die Manufacturing.
 11. C805050 Industrial Plastic Products Manufacturing.
 12. CK01010 Footwear Manufacturing.
 13. CC01070 Wireless Communication Mechanical Equipment Manufacturing.
 14. C804020 Industrial Rubber Products Manufacturing.
 15. CC01060 Wired Communication Mechanical Equipment Manufacturing.
 16. F107140 Wholesale of Raw Plastic Material.
 17. F113010 Wholesale of Machinery.
 18. F113030 Wholesale of Precision Instruments.
 19. F113070 Wholesale of Telecommunications Apparatus.
 20. F118010 Wholesale of Computer Software.
 21. F119010 Wholesale of Electronic Materials.
 22. F401010 International Trade.
 23. F401021 Restrained Telecom Radio Frequency Equipments and Materials Import.
 24. ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.
- (2) Proportion of operating revenue: Laptop keyboards accounted for 73% of the total revenue, other products (thin/wireless keyboards, mice, touch panels, stylus and backlight modules, etc.) 27% of the total revenue.
- (3) The Company's current products (services): notebook computer keyboards, desktop computer keyboards (including wireless computer keyboards), electronic products (mouse, touch pad, digital pen) and backlight modules.
- (4) New products (services) planned to be developed: key components such as ultra-thin luminescent light input devices, automotive electronic peripherals, touch pens, and keyboards.

The main directions of research and development products:

Category 1- Keyboard Family: including notebook computer keyboards, ultra-thin keyboards, wireless keyboards, external keyboards for tablet computers, and mechanical keyboards.

Category 2 - Pointing Device Family: Includes mouse and touch pad.

Category 3 - Stylus pen.

Category 4 - Wireless module technology and Blue Tooth application technology.

Category 5 - Development and application of key components for notebook keyboards, including backlight modules.

(II) Industry overview:

(1) Current status and development of the industry:

The Company's main product is notebook computer keyboards, which are the main input device keyboard product of notebook computers. Therefore, the main product is inseparable from the development of the notebook computer industry.

With the notebook computer industry maturing day by day, the Company will continue to generate good operating results in the future by grasping the advantages of absolute economic scale in the keyboard industry, vertical integration of the production chain and automation of production lines.

(2) Upstream, midstream, and downstream industry linkages

<u>Upstream</u>	<u>Midstream</u>	<u>Downstream</u>
Keycaps		
Plungers		
Housing		
Rubber	Notebook keyboards	Notebook computer
Membranes	Desktop keyboards	distributors
Iron or aluminum plates		

(3) Product development trends and competition:

The computer keyboard industry is a mature industry, and it is not prone to major changes in the development of the industry. However, with the trend of affordable computer market, the growth of notebook computer keyboard products will be suppressed, causing industrial operation challenges. In the future, manufacturers will be able to effectively control reasonable operating profits and maintain product competitiveness while continuing to increase production costs in China. This will become the focus of competition among manufacturers.

(4) Market competition:

The Company's main competitors are Chicony and Darfon. Both are Notebook K/B and RF K/B manufacturers with small product differences. In order to cope with the competition in the same industry and the red supply chain in Mainland China, the Company will continue to develop new products and new processes, vertical integration of production lines, production line automation and other process improvements to improve efficiency, yield, and reduce production costs for better business performance .

(III) Technology and R&D overview:

The Company continues to recruit professional and technical manpower in electronics and optoelectronics for the R&D of products to be developed. In addition, the Company also introduces external technical resources in order to maintain the dominant position in stable mass production of laptop keyboards, and to invest in the development of new products in order to create better profits for shareholders.

Unit: NT\$ thousands

	2024
R&D expenses already invested	835,528

(IV) Long- and short-term business development plans:

(1) Short-term business development plans:

1. Meet the needs of customers and integrate the production capacity of various

- factories in mainland China to effectively reduce product costs.
- 2. Actively participate in the development of new customer models and secure orders from brand manufacturers.
- 3. Implement quality control and continue to improve product quality.
- (2) Long-term business development plans:
 - 1. Leverage core technologies to upgrade new product development and production capabilities.
 - 2. Promote OEM marketing and the development of international major distributors.
 - 3. Integrate management information through the information system platform to improve operating efficiency.
 - 4. Development planning and operation in the Greater China and Southeast Asia markets.
 - 5. Continue to cultivate and recruit technical and management talent at all levels.

II. Overview of the market, production and sales:

(I) Market analysis

(1) Analysis of main products and sales regions

The Company's main products are notebook computer keyboards. Other products are desktop computer keyboards and other computer peripheral. The products are mainly supplied to the major computer brand assembly plants in Asia, as well as distributors in Asia, Europe, and America.

(2) Market share and demand and supply conditions for the market in the future, the market's growth potential

Supply and demand of notebook computer keyboards: Based on the market economy, notebook PC shipments in 2024 are subject to customer inventory adjustments, and market changes require close attention. Taiwan plays a pivotal role in the world's notebook computer manufacturing. Major notebook PC ODM manufacturers include Compal, Quanta, Inventec, Wistron, and Foxconn, accounting for the major shipments of global notebook computers, and the Company is the main supplier of their keyboards. As the world's important notebook computer brands are the Company's customers, the Company plays an important role in the supply of notebook computer keyboards.

At present, other important suppliers of notebook computer keyboards include Chicony, Darfon, and Lite-On.

(3) Market development and competitive niche

At present, we have absolute advantages in terms of sales volume and customer control in the notebook computer keyboard industry. With respect to production process, our vertical integration process is the most active in the industry, and the introduction of process automation in the industry is also a priority. Therefore, not only can we ensure the quality and quantity of our products, but also effectively reduce the manufacturing cost of our products and enhance our competitiveness in the industry.

(4) Favorable and unfavorable factors for development.

A. Favorable factors

- (a) Our main production of notebook computers is in mainland China. For the shipment in 2024, we will pay close attention to the operation status of the customer's production line nearby to meet the needs of customers and increase the Company's revenue.
- (b) As an important supplier in the industry, the Company continues to improve service and product quality in the face of the high-quality

challenge of international competition, and has considerable international competitiveness.

- (c) In response to the global division of labor in the computer industry, the Company's multi-faceted marketing and production locations around the world can meet customers' local delivery needs.
- (d) We develop various products with added value by combining the core technology of the keyboard with the research and development of electronics. In order to increase profit, we proactively develop key spare parts of the keyboard and put them into production.

B. Unfavorable factors

- (a) Due to the input of the red supply chain in Mainland China, the price has dropped and the production cost has increased, resulting in a decrease in gross profit margin and an increase in business risks.
- (b) The life cycle of electronic and computer peripheral products is short. Judging future trends incorrectly will result in inventory backlog and increasing the uncertainty and risk of operational risks.
- (c) International raw material price fluctuations may compress profit margins due to rising material prices and transportation costs.
- (d) The manpower and labor laws and environmental protection laws and regulations of the mainland China have become stricter each year, resulting in higher labor and external costs, and increased operating pressure.

C. Countermeasures

- (a) Recruit outstanding talent from all directions to develop multi-functional high value-added products and maintain the overall operating gross profit margin.
- (b) Strengthen the marketing mechanism and maintain good interaction with upstream and downstream customers to grasp the latest market demand and trends.
- (c) Improve automated production equipment, strengthen process control, effectively reduce production costs, and establish the most powerful cost control system.
- (d) In pursuit of business opportunities in new markets, the Company has expanded from a manufacturer of computer input devices to a designer and manufacturer of professional input devices for all electronic products.

(II) Usage and manufacturing processes for the company's main products

(1) Main usage of products

1. Notebook PC: Equipped with all the functions of a personal computer, including the following functions:
 - Data and file management - utilization of personal data or salaries and revenues and expenditures.
 - Statistical analysis and processing - business or accounting-related statistical processing.
 - Graphics processing - advertisements or video games.
 - Network connection - through the RF or the network card on the internet.
2. Keyboard: An indispensable input device for notebook computers, and an important interface for communication between people and computers.
3. Home computer (ADS): Multimedia video conferencing applications, home audiovisual entertainment and game applications, and personal websites.

(2) Production process

Material receipt→aluminum plate installation→membrane installation→Rubber installation→plunger installation→retaining screws (or hot melt)→key insertion→printing→surface inspection→Felling test→electrical test→comparison inspection→FQC→warehousing→shipping.

(III) Supply situation for the company's major raw materials

Main raw materials	Name of supplier	Supply status
Aluminum plate	Bin Chuan	Good
Membrane	Ke Jia & Xing Xinghe	Good

(IV) Customers accounting for 10 percent or more of the company's total procurement (sales) amount in either of the 2 most recent fiscal years, the amounts bought from (sold to) each, the percentage of total procurement (sales) accounted for by each, and an explanation of the reason for increases or decreases in the above figures:

- Suppliers accounting for 10% or more of the company's total procurement (sales) amount in either of the 2 most recent fiscal years

Item	2023				2024			
	Name	amount Amount (in thousands)	As a [percentage to annual net purchase (%)	Relati onship with the issuer	Name	amount Amount (in thousands)	As a [percentage to annual net purchase (%)	Relati onshi p with the issuer
1	—	—	—	None.	—	—	—	None.
	Other	12,954,660	100.00		Other	14,715,377	100.00	
	Net purchase	12,954,660	100.00		Net purchase	14,715,377	100.00	

Note 1: A list of any suppliers accounting for 10 percent or more of the company's total procurement amount in the 2 most recent fiscal years, the amounts bought from each, the percentage of total procurement accounted for by each, and an explanation of the reason for increases or decreases in the above figures. Where the company is prohibited by contract from revealing the name of a client, or where a trading counterpart is an individual person who is not a related party, it may use a code in place of the actual name.

Note 2: If, before the date of publication of the annual report, there is any financial data of companies whose shares are listed or traded on the Taipei Exchange for the most recent period audited and attested or reviewed by a CPA, it shall also be disclosed.

Reason for increase/decrease: The Company produces diversified product models, and the purchase of spare parts increases or decreases according to the market demand, and the Company maintains a good cooperative relationship with suppliers to ensure a stable and good quality source of supply. Therefore, there has been no major change.

2. Sales customers accounting for 10 percent or more of the company's total procurement (sales) amount in either of the 2 most recent fiscal years

Item	2023				2024			
	Name	Amount (NT\$ thousands)	Percentage of net annual sales (%)	Relationship with the issuer	Name	Amount (NT\$ thousands)	Percentage of net annual sales (%)	Relationship with the issuer
1	Company A	6,758,956	31.27	None.	Company A	5,992,898	25.45	None.
2	Company B	4,899,914	22.67	None.	Company B	5,905,555	25.08	None.
3	Company C	2,446,628	11.32	None.	Company C	2,600,221	11.04	None.
	Other	7,509,284	34.74		Other	9,049,341	38.43	
	Net sales	21,614,782	100.00		Net sales	23,548,015	100.00	

Note 1: A list of any customers accounting for 10 percent or more of the company's total sales amount in the 2 most recent fiscal years, the amounts sold to each, the percentage of total sales accounted for by each, and an explanation of the reason for increases or decreases in the above figures. Where the company is prohibited by contract from revealing the name of a client, or where a trading counterpart is an individual person who is not a related party, it may use a code in place of the actual name.

Note 2: If, before the date of publication of the annual report, there is any financial data of companies whose shares are listed or traded on the Taipei Exchange for the most recent period audited and attested or reviewed by a CPA, it shall also be disclosed.

The Company's keyboards and notebook computer keyboards have not undergone major changes due to innovative products of customers and close coordination with market demand.

III. Information of employees in the most recent two years and up to the date of printing of the annual report

Information on employees in the most recent two years and up to the date of printing of the annual report

March 31, 2025

Year		2023	2024	Current year up to March 31, 2025
Number of employees	Direct personnel	21	20	23
	Indirect personnel	252	244	258
	Other personnel	—	—	—
	Total	273	264	281
Average age		45.9	45.3	45.6
Average years of service		12 years and 9 months	12 years and 9 months	12 years and 6 months
Education level ratio	PhD degree	1%	1%	1%
	Master's Degree	16%	19%	18%
	Junior College	68%	67%	66%
	Senior high school	15%	13%	15%

	Below high school	—	—	—
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IV. Environmental protection disbursements:

Environmental protection disbursements: Any losses suffered by the company in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found during environmental inspections; indicate the sanction dates, sanction reference numbers, regulations violated and the regulation content, and the content of the sanction); disclose the estimates of expenses that may be incurred currently and in the future, and measures being or to be taken. If no reasonable estimate can be made, an explanation of the fact why it cannot be made shall be provided::

- (I) Losses due to environmental pollution in the most recent year and up to the publication date of this annual report (including compensation and environmental audit results for violations of environmental laws and regulations, the date of punishment, the name of the punishment, the provisions of the violation, the details of the violation, and the details of the punishment): No loss or compensation for environmental pollution in the past two years.
- (II) Current and future countermeasures and possible expenditure: The implementation of the predetermined environmental protection plan is not likely to cause environmental pollution, so no pollution facility installation permit or pollution discharge permit is required, and there is no need to invest in pollution prevention equipment. In the next two years There is no planned capital expenditure for environmental protection.
- (III) The Company's RoHS compliance information is as follows:
 1. The Company's current RoHS progress and practices: Currently, the Company uses the ISO-14000 document management practice, supplemented by green design, green procurement, green manufacturing, and green marketing management, to control the process from upstream raw materials to customers. RoHS requirements for suppliers and products have been completed preliminarily.
 2. The Company's Quality Assurance Department is solely responsible for incorporating the funding into the annual R&D budget (R&D budget accounts for about 2% of total revenue).
 3. Internal training and supplier training have been completed. The customer's teaching for the required hours were accepted.
 4. Document management: The relevant documents are managed according to the ISO-14000 document management method, and the product environmental quality assurance system documents, individual management of customer green requirements, management and identification of new and old documents.
 5. In terms of product development technology, green design technology is applied to product development and design. Develop an environmental management system and supporting software tools to assist with green design. In terms of manufacturing technology, the Company adopts the lead-free process technology and introduces new equipment for product production. In terms of quality testing technology, the Company regularly calibrates instruments and performs screening analysis or confirmation quantitative analysis on samples, and submits test and analysis reports to confirm whether they meet the control standards. In terms of equipment maintenance technology, we arrange external training for equipment operators, and have the supplier visit the factory regularly or from time to time to review the usage status to ensure that the equipment operation and the quality of personnel meet the requirements.

V. Labor-management relations

(I) Important labor-management agreements and various employee rights protection measures currently in place

1. Employee welfare measures: Labor insurance and health insurance are provided to all employees. Moreover, an Employee Welfare Committee has been with gift vouchers given on employees' birthdays and special holidays. As well as this, we also offer gifts for weddings and sympathy money for funerals. An employee bonus system is in place, for year-end bonus and departmental gatherings every six months in line with government regulations. The Company provides female employees with leave for maternity checks during pregnancy. The number of paternity leave is also relaxed for male employees.
2. Continuing education and training system: The Company organizes orientation training for new employees to help them understand how the Company operates more quickly. On-the-job training is organized from time to time for existing employees.
3. Retirement system: According to the Labor Standards Act and the Labor Pension Act, a certain percentage of the total salary is appropriated to the pension fund on a monthly basis, and the accounts are deposited with the Central Trust Bureau and the Bureau of Labor Insurance.
4. Other important agreements: The Company's labor and management have always maintained a harmonious relationship through rational communication, and an Employee Welfare Committee has been established to be responsible for the planning of employee welfare matters. Both employers and employees can take advantage of the Employee Welfare Committee to maintain good labor relations.

(II) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VI. Cyber security management:

(I) Cyber security risk management framework

The Company values cyber security. The President supervises the Company's information security management system, technical standards and implementation of maintenance, and appoints the information security supervisor to coordinate the promotion of information security work.

Formulation of information security policy

The policy is used as the basis for management to protect the security of employees, customers, suppliers and information assets related to operations, in order to ensure sustainable corporate operation.

The information security supervisor leads the information security maintenance and operation team and the information security response team to execute and manage information security work of the headquarters and subsidiaries, hold information security meetings regularly, and report information security related issues to the President to enforce and strengthen information security management.

The most recent report to the Board of Directors on the implementation of information security was on December 24, 2024.

(II) Cyber Security Policy

(1) Corporate information security management policy

According to the ISO 27001 international information security management standard, the Company has established an information security policy for all plants to comply with. The policy takes into account the local laws and regulations and business regulations, the information security goals of each plant are set to meet customers' expectations of the Company, and the Company is committed to preventing unauthorized access, modification, use and disclosure, in order to ensure that the Company's system and network maintenance reaches the information security goals such as confidentiality, integrity and availability. The information security policy and goal appropriateness are reviewed annually, and management meetings are held to review and track the improvement progress of information security issues.

(2) Corporate information security risk management and continuous improvement framework

Based on the information security policy, the Company uses the PDCA management cycle mechanism to enforce the promotion of information security work, prevent violations and illegal operations, continue to provide information security training to employees, actively conduct risk weakness management, and ensure the security of the physical environment, computer server security, network usage security, system access security, development and maintenance security, and security of movable and mobile devices. For employees who violate information security policies, punishment is imposed according to the Company's reward and punishment measures and used as a reference for performance management to reduce the risk of information security and impact on the Company's operations.

The Company is committed to the international information security certification of ISO 27001, in the hope that the Company can achieve international standards for information security in the maintenance process and regulations through the audit and verification of an impartial external third party, so as to satisfy customers' expectations for the Company's information security.

(III) Concrete management plans

Strengthen the information security awareness of the Company's employees:

1. Upon employment, new recruits are required to sign the "Employee Internet Use Policy" which includes information security protection, and clearly instructs employees to perform their duties and abide by information security regulations, and reminds them to avoid information security risks.
2. The Company holds information security training on a regular basis to provide information security training to general employees, the management, and information security personnel, in order to ensure that employees clearly understand relevant information security management regulations, cultivate their information security awareness and compliance with information security regulations. The training is followed up with a general evaluation to ensure that employees have learned effectively. Employees who do not perform well in the evaluation will be given additional training.

Information security inspection:

1. The head of information security of the headquarters will lead the information security personnel of each plant to conduct self-assessment every year with reference to the

information security architecture and controls in the Guidelines for Manufacturing Industry's Cyber Security System and ISO27001, Including safety policy, information security organization, human resource security, asset management, access control, cryptography, physical and environmental security, operational security, communication security, information system development, acquisition and maintenance, supplier relationships, information event management, sustainable operations management, and compliance checks.

2. The Information Security Officer reports the self-assessment results to the General Manager and submits them to the Audit Unit for record keeping. Based on risk levels, information security personnel at each plant are required to implement time-bound improvements, which can only be closed after passing a review, implementing the PDCA management cycle mechanism.
3. The Company accepts information security audits from customers and external third parties every year, and strengthens information security management measures according to the requirements and suggestions.

Regular drills:

1. The Company has conducted a social engineering phishing email drill for employees, and provided information security training for high-risk employees based on the results of the drill to enhance information security awareness.
2. The Company will perform the information system data backup and disaster recovery drill on a regular basis, and report the results of the drill to the President.
3. Drills are performed on system anomaly operations, simulated network attacks, and virus infections from time to time to ensure that employees can respond to the incidents in a timely manner and ensure that operations are not interrupted.
4. Regularly conduct penetration testing to find potential network and system vulnerabilities, and conduct repair and defense.
5. Weakness scanning is conducted regularly to check if there are any loopholes in the mainframe and terminal computers, and weakness management is implemented to update the patches, in order to repair the loopholes or implement protection measures.

Build multi-level security defenses:

1. Internet security: Network access control, network threat monitoring (NDR), internal threat detection, and firewall.
2. End-point management: Anti-virus software, email protection, online behavior control, and end-point detection and response (EDR).
3. Minimum authority: Visitor control list, access control, and authorized account management mechanism.

(IV) Resources invested by the Group in cyber security management

1. Information security manpower: The Group currently has 8 full-time and part-time information security personnel (including the supervisor).
2. Information security meetings: In 2024, the Group held 194 information security meetings (14 meetings for the Group, 180 meetings for the factories), including the annual information security meeting, quarterly ISMS management review meeting, monthly information security meeting, and weekly information security meeting to implement information security management.
3. Information security documents: In 2024, the Group had 9 information security related documents that have been added and amended.

4. Social engineering drill: The Group conducted a social engineering drill in 2024, with 530 mail sent and 33 employees clicking on them.
5. Disaster recovery drills: The Group conducted three core system disaster recovery drills in 2024, and completed the feasibility verification of data backup files and environment recovery.

Information security objectives: The information security objectives for 2024 are set out as follows based on the information security policy.

Strengthening information security awareness (already achieved):

- 100% of employees signed the employee code of conduct.
- The Company also conducts exercises on social negotiation, and provides training for employees who do not pass the tests. The completion rate is 100%.
- 6 information security awareness sessions were organized for employees.

Comply with information security regulations (already achieved):

- The Company has collected information security-related laws and regulations, and has assessed and implemented new/revised laws and regulations.
- The review of the effectiveness of information security policy and objectives has been completed.
- The Company holds meetings to discuss the ISMS specifications every quarter to review the effectiveness of information security execution. The execution has been completed.

Enforcement of information security management (the goals already achieved):

- The Company's key servers are examined for vulnerabilities once a quarter, and the high-risk vulnerabilities are repaired 100%.
- Terminal computers are included in the white list, and must have anti-virus software installed to surf the Internet. No case was non-compliant.

A processing order should be issued for any computer with a virus detection count of 10 or more. There was no instance of non-compliance without an order.

Ensuring the maintenance and operation of the Company:

- The external network service class is SLA 99.9%.
- To avoid the impact of accidents on the Company's operations, the Company has conducted 5 BCP exercises.
- The Company has strengthened its information security incident response ability, and planned information security notification drills. The execution has been completed.

(V) Major cyber security incidents

The Company did not suffer any major cyber security incident nor any loss in 2024 and up to **March 31, 2025**.

VII. Important contracts: List the parties, main contents, restrictive clauses and start/end dates of the contracts, technical cooperation contracts, construction contracts, long-term loan contracts and other important contracts that are still effective and continuing as well as expiring up to the date of publication of the annual report:

Contractual nature	Concerned party	Contract start and end dates	Main contents	Restrictive clauses
Purchase contract	Data Systems Co., Ltd.	November26, 2009 ~ present time	The Company purchases the software of Data Systems Co., Ltd.	None.
Authorization contract	Data Systems Co., Ltd.	November26, 2009 ~ present time	The Company obtained the software authorization from Data Systems Co., Ltd.	None.

Five. Review and Analysis of Financial Position and Financial Performance, and Assessment of Risks

I. Financial Main reasons and effects status:

Comparison and analysis of financial position

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Difference	
			amount	%
Current assets	13,972,480	16,362,450	2,389,970	17.10%
Financial assets measured at fair values through other comprehensive income - Non-current	30,892	0	-30,892	-100.00%
Financial assets measured at amortized cost - Non-current	1,084,223	1,122,340	38,117	3.52%
Property, plant and equipment	4,045,362	3,955,628	-89,734	-2.22%
Right-of-use assets	278,412	280,411	1,999	0.72%
Intangible assets	31,387	37,634	6,247	19.90%
Other assets	155,314	202,826	47,512	30.59%
Total assets	19,598,070	21,961,289	2,363,219	12.06%
Current liabilities	8,677,873	9,815,741	1,137,868	13.11%
Non-current liabilities	445,005	421,649	-23,356	-5.25%
Total liabilities	9,122,878	10,237,390	1,114,512	12.22%
Share capital	1,952,510	1,952,510	0	0.00%
Additional paid-in capital	94,242	126,102	31,860	33.81%
Retained earnings	8,350,196	9,282,546	932,350	11.17%
Other equity	-979,211	-712,936	266,275	-27.19%
Treasury stock	-30,871	-23,737	7,134	-23.11%
Equity attributable to owners of the parent company	9,386,866	10,624,485	1,237,619	13.18%
Non-controlling equity	1,088,326	1,099,414	11,088	1.02%
Total shareholders' equity	10,475,192	11,723,899	1,248,707	11.92%

Analysis of changes exceeding 20%:

1. Decrease in non-current financial assets measured at fair values through other comprehensive income: Due to a decrease in fixed deposits.
2. Increase in other assets: Due to an increase in deferred income tax assets and prepaid equipment purchase.
3. Increase in capital surplus: Due to the trading of treasury stock and the adjustment of dividends distributed to subsidiaries.
4. Decrease in other equity: Due to an decrease in losses of the non-controlling

subsidiaries.

5. Decrease in treasury stock: Due to disposal of treasury stock.

- Impact of changes in the financial position in the last two years: No significant impact on the financial position.
- Future response plans: Not applicable.

II. Financial The main reasons for any material change in the performance: operating revenue, operating profit, and profit before tax during the past two fiscal years, the sales volume forecast and the basis for the forecast, and the effect on the company's financial operations as well as measures to be taken in response.

(I) Comparison and analysis of operating results

Unit: NT\$ thousands

Item \ Year	2023	2024	Increase (decrease) amount	Change ratio (%)
Net operating revenue	21,614,782	23,548,015	1,933,233	8.94%
Operating cost	18,220,442	19,738,110	1,517,668	8.33%
Gross operating profit	3,394,340	3,809,905	415,565	12.24%
Operating expenses	1,737,524	1,828,249	90,725	5.22%
Net operating profit	1,656,816	1,981,656	324,840	19.61%
Non-operating income and expenses	132,878	479,975	347,097	261.21%
Net income before tax	1,789,694	2,461,631	671,937	37.54%
Income tax expenses	562,478	976,979	414,501	73.69%
Current net profit	1,227,216	1,484,652	257,436	20.98%
Analysis of changes exceeding 20%:				
1. Increase in non-operating income and expenses: Due to an increase in gains on disposals of investments and increase in exchange gains.				
2. Increase in profit before tax: Due to an increase in Operating revenue, gains on disposals of investments and increase in exchange gains.				
3. Increase in income tax expenses: Due to an increase in profit before tax and income tax on the distribution of factory earnings.				
4. Increase in current profit: Due to an increase in operating revenue, gains on disposals of investments and increase in exchange gains.				

- Expected sales volume in the coming year and reasons
Please refer to “Letter to Shareholders”.
- Impact of financial performance changes in the last two years: No significant impact on financial performance.
- Future response plans: Not applicable.

(II) Analysis of changes in operating profit

Gross profit amounted to NT\$ 3,809,905 thousand in 2024, an increase of NT\$ 415,565 thousand or 12.24% from NT\$ 3,394,340 thousand in 2023. This was mainly due to the use of US Dollar for the NB industry and the fluctuating

exchange rate of US Dollar in 2024, resulting in the amount of gross profit in 2024 higher than that in 2023.

III. Cash flows: Analyze any cash flow changes during the most recent fiscal year, describe corrective measures to be taken in response to illiquidity, and provide a liquidity analysis for the coming year.

1. Liquidity analysis for the most recent two fiscal years

Item	2023	2024	Increase (decrease) amount	Increase (decrease) ratio %
Net cash flow from operating activities	4,212,895	2,972,696	(1,240,199)	(29.44%)
Net cash flow from investing activities	(1,412,625)	(872,953)	539,672	38.20%
Net cash flow from financing activities	(3,079,756)	(1,027,110)	2,052,646	66.65%

Analysis:

- (1) Operating activities: Mainly due to the returning of working capital.
- (2) Investing activities: Mainly due to an increase in investment in plant and equipment and the returning of capital for securities investment.
- (3) Financing activities: This was mainly due to repayment of bank loans.

2. Cash liquidity analysis for the coming year

Unit: NT\$ thousands

Cash balance at beginning of period	Projected net cash flow from operating activities throughout the year	Projected net cash flow from investing activities throughout the year	Projected net cash flow from financing activities throughout the year	Projected cash surplus (deficit)	Remedial measures for anticipated cash deficits	
					Investment plan	Financial plan
5,345,529	3,000,000	(1,500,000)	(1,300,000)	5,545,529	—	—

Analysis:

1. Analysis of cash flow changes in the current year:

- (1) Operating activities: The Company's products are sold according to the needs of customers, so the Company is closely linked with major international manufacturers. It is projected that the operating income in the coming year will show stable development, and net cash from operating activities is expected to be net income.
- (2) Investment activities: Mainly due to the projected capital expenditure for investment in plants and equipment in 2025 and the resulted changes in net cash generated from investment activities.
- (3) Financing activities: This was mainly due to cash dividends distribution and bank loan repayment, the changes in net cash generated from financing activities.

2. Remedial measures for anticipated cash deficits and liquidity analysis: Not applicable.

IV. Impact of major capital expenditures on financial operations in the most recent fiscal year:

There is no such situation.

V. Reinvestment policy for the most recent fiscal year, main reasons for the profits/losses generated, improvement plan, and investment plan for the coming year:

Unit: NT\$ thousands

Company name	Reinvestment policy	Current profit and loss (after tax)	Main reasons for profit or loss	Improvement plan	Investment plan for the coming year
Excellent Global International Ltd.	Mainly reinvests in factories in China through equity controlling.	1,030,005	The main source of profit is the profit of the reinvested company.	Not applicable.	None.
Leading Growth Industrial Co., Ltd.	Mainly reinvests in factories in China through equity controlling.	1,257,511	The main source of profit is the profit of the reinvested company.	Not applicable.	None.
Sunrex Technology (Jiangsu) Co., Ltd.	Integrate the production and human resources in China, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	833,887	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	Not applicable.	None.
Jing Mold Electronics Technology (Shenzhen) Co., Ltd.	Integrate the production and human resources in China, and directly provide customers with products such as plastic molds, computer keyboards, and plastic injection molding based on the geographical advantage.	-39,796	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	The Company is committed to improving product design, technology R&D, and product manufacturing.	None.
Golden Point Trading International Ltd.	Reduce the tax levied on the factories in China through import and export business.	-2,959	The main source of profit is the development of distribution channels.	The Company is committed to expanding distribution channels.	None.
Sunrex Technology (Jiangxi) Co.,	Integrate the production and human	46,580	The main sources of profit	Not applicable.	None.

Company name	Reinvestment policy	Current profit and loss (after tax)	Main reasons for profit or loss	Improvement plan	Investment plan for the coming year
Ltd.	resources in China, and directly provide customers with products such as plastic molds, computer keyboards, and plastic injection based on the geographical advantage.		are the stable product design and technology R&D, and product manufacturing.		
Changsu Sunrex Technology Corp.	Integrate the production and human resources in China, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	811,414	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	Not applicable.	None.
BEST ELITE HOLDINGS LIMITED	Mainly reinvests in factories in China through equity controlling.	1,257,691	The main source of profit is the profit of the reinvested company.	Not applicable.	None.
Sunrex Technology (Chongqing) Co., Ltd.	Integrate the production and human resources in China, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	299,856	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	Not applicable.	None.
Forward Optics Co., Ltd.	Integrate the production and human resources in Taiwan, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	-27,547	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	The Company is committed to improving product design, technology R&D, and product manufacturing.	None.

Company name	Reinvestment policy	Current profit and loss (after tax)	Main reasons for profit or loss	Improvement plan	Investment plan for the coming year
AMIABLE DEVELOPMENT INCORPORATED	Reduce the tax levied on the factories in China through import and export business.	-3,484	The main source of profit is the development of distribution channels.	The Company is committed to expanding distribution channels.	None.
ELATED DEVELOP LIMITED	Reduce the tax levied on the factories in China through import and export business.	-35,363	The main source of profit is the development of distribution channels.	Not applicable.	None.
Crown Trading International LIMITED	Reduce the tax levied on the factories in China through import and export business.	2,019	The main source of profit is the development of distribution channels.	Not applicable.	None.
Golden Point Trading International LIMITED	Reduce the tax levied on the factories in China through import and export business.	—	The main source of profit is the development of distribution channels.	Not applicable.	None.
Kai Zhao (Suzhou) Electronics Co., Ltd.	Integrate the production and human resources in China, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	21,858	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	Not applicable.	None.
Sunrex Technology (Thailand) Corporation	Integrate the production and human resources in Thailand, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	-14,700	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	The Company is committed to improving product design, technology R&D, and product manufacturing.	None.
Sunrex Technology (Singapore)	The investment in the factory in	-6,234	The main source of profit is	Not applicable.	None.

Company name	Reinvestment policy	Current profit and loss (after tax)	Main reasons for profit or loss	Improvement plan	Investment plan for the coming year
Corporation	Southeast Asia was through a controlled reinvested company.		the profit of the reinvested company.		
Sunrex Technology (Vietnam) Corporation	Integrate the production and human resources in Vietnam, and directly provide customers with computer keyboard products and consultation services based on the geographical advantage.	-7,251	The main sources of profit are the stable product design and technology R&D, and product manufacturing.	The Company is committed to improving product design, technology R&D, and product manufacturing.	The Company will continue to carefully evaluate the capital contribution plan based on the principle of long-term strategic investment.
Jing-Yi Investment Co., Ltd.	The main reason for the investment is that the Company reinvests in the business through investment.	3,802	The main source of profit is the profit from the investment.	Not applicable.	None.
Sunrex Technology (H.K.) Company Limited	Mainly reinvests in factories in China through equity controlling.	189,213	The main source of profit is the profit of the reinvested company.	Not applicable.	None.
American Sunrex Corporation	The main reason for the increase is that the Company sells and markets various electronic products and consultative services in the U.S. market.	-3,021	The main source of profit is the development of distribution channels.	Not applicable.	None.

(II) Same shareholders' data for those presumed to have control and subordination relationships: Not applicable.

(III) Businesses covered by the overall business of the affiliated companies:

1. The businesses operated by the Company and its affiliates include the research and development, production, sales of keypads for notebook computers and plastic injection molding products.
2. The businesses operated by the Company and its affiliates are classified into the following four categories -
The division of work among the companies is as follows: R&D of notebook keyboards by the company, ➔ production of own components

by the company that produces notebook keyboards, or placing orders with a friend factory specializing in components, <24185/➔ assembly and production by the company that produces notebook keyboards, ➔production of keypads for notebook computers by the company itself or through OBU trading companies.

- (1) R&D, production, and sales of notebook keyboards or plastic products, such as Sunrex Technology (Jiangsu) Co., Ltd., Sunrex Technology (Changshu) Co., Ltd., Sunrex Technology (Chongqing) Co., Ltd., Kai Zhao (Suzhou) Electronics Co., Ltd., Jing Mold Electronics Technology (Shenzhen) Co., Ltd., and Forward Optics Co., Ltd.
- (2) Production of parts and components of notebook keyboards or plastic products, such as Jiangxi Jinyuan Computer Co., Ltd.
- (3) Holding Companies: Mainly reinvests in factories through equity controlling, such as Excellent Global International Ltd., Leading Growth Industrial Co., Ltd, and BEST ELITE HOLDINGS LIMITED.
- (4) OBU trading companies: such as Crown Trading International Limited, AMIABLE DEVELOPMENT INCORPORATED, and ELATED DEVELOPMENT LIMITED.

VI. Analysis and assessment of risks in the most recent year and up to the date of publication of the annual report

- (I) The effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future:
- 一、 In 2024, as interest rates atst rate home and abroad are expected to be reduced, we will pay close attention to changes in market interes.
 - 二、 For the Company's mid-to-long-term development and financial planning, the short-term working capital will be used to meet the operating income, and the short-term capital of lower interest cost will be obtained from the money market if the short-term working capital is insufficient. Medium- to long-term working capital needs are mainly in the factories in China, which are mainly funded by the Company and local subsidiaries' surplus transfers.
 - 三、 At present, the Company's foreign exchange income is sufficient to cover the import demand, and the difference in exchange gains and losses is not significant; the Company's main payment for goods is settled in USD, so the overall exchange rate risk on a consolidated basis is not high. However, due to the adjustment in the U.S. interest rate, the exchange rate is highly volatile, and the Company will continue to pay attention to the exchange rate market to reduce the impact of exchange rate fluctuations on the Company.
 - 四、 Due to the fluctuation of international raw material prices, the Company will coordinate production and sales well and continue to promote automated production lines to reduce production costs and minimize the impact of raw material price fluctuations.
- (II) Policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions in the most recent fiscal year; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future.
- The Company did not engage in high-risk, high-leverage investments or derivatives transactions in 2023 or during the current fiscal year up to the date of publication of the annual report.
- Loaning of funds to others, endorsements and guarantees of the Company in 2023 or during the current fiscal year up to the date of publication of the annual report: The loaning of funds and endorsements and guarantees of the Company are all aimed at the subsidiaries of the Group. The relevant operations are conducted in accordance with the Company's "Procedures for the Acquisition or Disposal of Assets", "Procedure for Loaning of Funds to Others" and "Procedures for Endorsements and Guarantees". These rules serve as a management system to regulate the loaning of funds to others, endorsements and guarantees, achieving the purpose of effective control of the Company's operational risks.
- (III) Future R&D plans and expected R&D expenses:
- 1.Development of external keyboards for tablet PCs: Coordinate with customers' functions and individual needs in the market.
 - 2.Keyboard water-based paint spraying process: After the development is completed, it will be gradually applied to keyboard products.
 - 3.Stylus tablets and touch pens: The Company has been put into production.
 - 4. Develop and promote the key components of notebook keyboards after certification by customers.
- Key factors to successful R&D: No technical difficulty; only the time factor and

market demand.

The Company's estimated R&D expenses in 2025: NT\$ 800,000 thousand.

- (IV) Effect on the company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response.

The Company has not suffered losses due to important policies adopted and changes in the legal environment at home and abroad in the most recent year. In addition to collecting and evaluating from time to time the impact of important domestic and foreign policies and changes in laws on the Company's financial operations, relevant professionals are also consulted to take appropriate measures in a timely manner. measures.

- (V) Effect on the company's financial operations of developments in science and technology in the most recent fiscal year, as well as industrial change, and measures to be taken in response.

Information security risk assessment and analysis:

The Company has established comprehensive cyber security protection measures, pays close attention to industry trends and changes, and continues to develop products to meet market and customer needs. Therefore, there is no impact on the Company's finance and business due to technological changes (including cyber security risks) and industrial changes.

- (VI) Effect on the company's crisis management of changes in the company's corporate image in the most recent fiscal year, and measures to be taken in response.

Not applicable.

- (VII) Expected benefits and possible risks associated with any merger and acquisitions, and measures to be taken in response:

Not applicable.

- (VIII) Expected benefits and possible risks associated with any plant expansion, and measures to be taken in response:

Not applicable.

- (IX) Risks associated with any consolidation of sales or purchase operations, and measures to be taken in response:

The sources of the Company's purchases are long-term partners, and 80% of the total purchases are supplied by multiple suppliers, so there shall be no risk of concentration of purchases.

The Company's sales targets are evenly distributed and there is no particular concentration.

- (X) Impacts and risks to the Company in the event of a substantial transfer or exchange of shares by directors, supervisors, or major shareholders with more than 10% ownership interest, and measures to be taken in response:

Not applicable.

- (XI) Impact on and risks to company associated with any change in governance personnel or top management, and measures to be taken in response:

Not applicable.

- (XII) Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the company and/or any company director, any company supervisor, the President, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the company's securities, the annual report

shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report.

Not applicable.

(XIII) Other important risks and countermeasures:

Not applicable.

VII. Other important matters:

None.

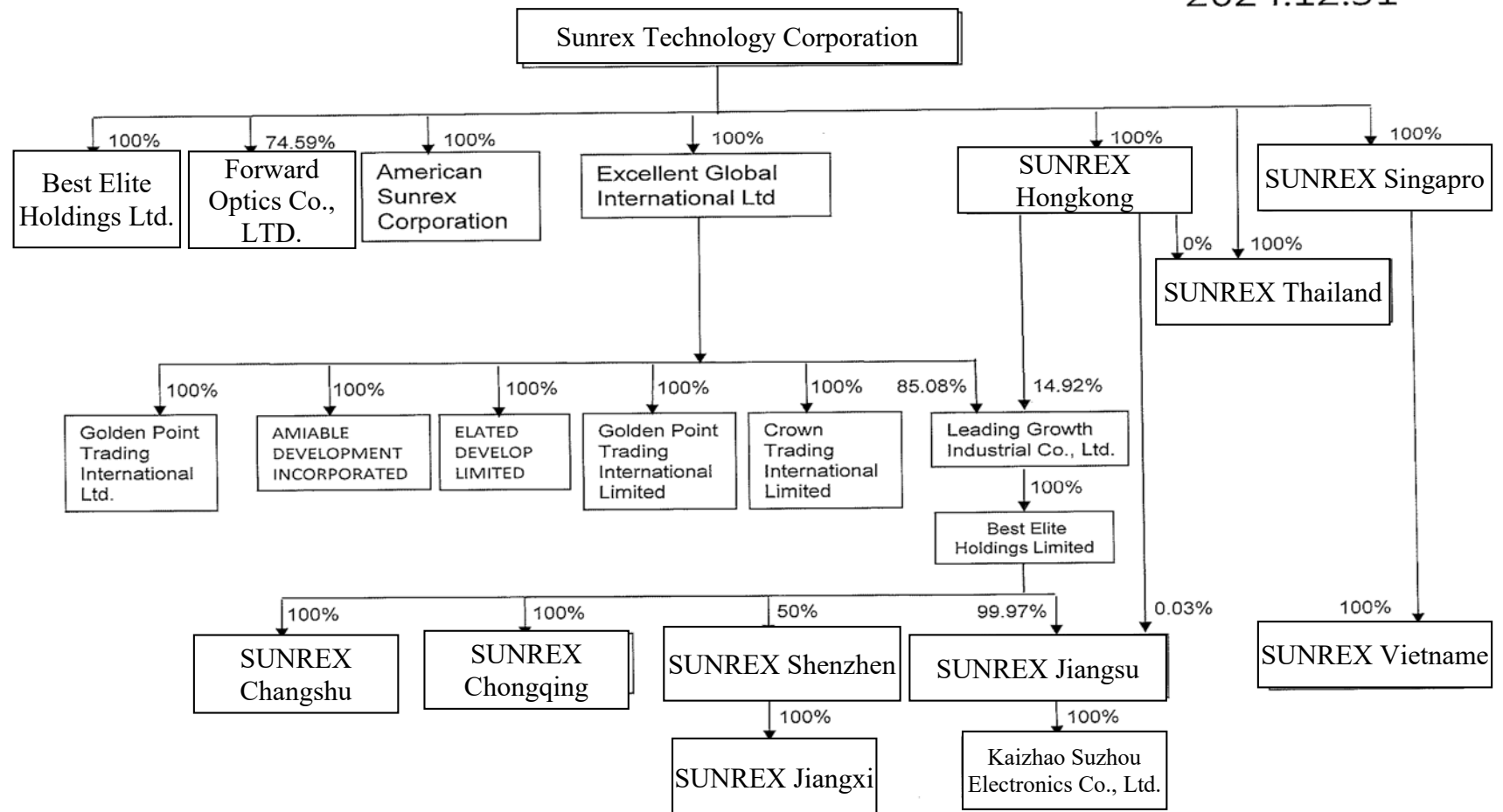
Eight. Special Notes

I. Information about affiliates:

(I) Consolidated Business Report of Affiliates

1. Organizational chart of affiliates

2024.12.31



2. Basic information on affiliates

Company name	Date of establishment	Address	Paid-up capital	Main business or production items
Jing-Yi Investment Co., Ltd.	February 25, 1999	1F., No. 7, Lane 98, Jianxing Rd., Daya District, Taichung City.	NT\$29,000 thousand	Various investments
Sunrex Technology (H.K.) Company Limited	June 12, 1998	5/f HENG SHAN CTR 145 QUEEN'S RD EAST WANCHAI	USD8,400 thousand	Distribution of computers and accessories
American Sunrex Corporation	July 22, 1997	817 S. Lemon Ave. Walnut CA 91789 USA	USD1,092 thousand	Sale of computers and accessories
Excellent Global International Ltd.	February 03, 2001	802 west Bay Road, Grand Cayman, Ky1-1205 Cayman Islands	USD31,907 thousand	Various investments
Leading Growth Industrial Co., Ltd.	October 30, 2000	608st.James Court,St. Denis Street,Port Louis,Mauritius	USD56,282 thousand	Various investments
Sunrex Technology (Jiangsu) Co., Ltd.	December 14, 2000	Fenhu Economic Development Zone, Lucu Town, Wujiang City, Jiangsu Province	USD29,510 thousand	Production of notebook keyboards and related products.
Jing Mold Electronics Technology (Shenzhen) Co., Ltd.	December 31, 1992	Xinqiao 3rd Industrial Zone, Shajing Town, Baoan District, Shenzhen	USD28,680 thousand	Production and operation of plastic molds, computer (telephone) keyboards, and plastic injection molded products.
Golden Point Trading International Ltd.	December 13, 2002	Simmonds Building,Wickhams Cay 1,P.O.Box961, Road Town,Tortola,British Virgin Islands	USD0.001 thousand	Import and export business
Sunrex Technology (Jiangxi) Co., Ltd.	November 12, 2003	Lulin Industrial Zone, Guangfeng County, Jiangxi Province	USD16,769 thousand	Production and operation of plastic molds, computer (telephone) keyboards, and plastic injection molded products.
Changsu Sunrex Technology Corp.	February 07, 2007	Yantai Rd., High-tech Industrial Park, Changshu Economic Development Zone, Jiangsu Province	USD18,750 thousand	Production of notebook keyboards and related products.
BEST ELITE HOLDINGS LIMITED	September 21, 2007	Unit B,8/F,Success Commercial Building,245 -251 Hennessy Road Wanchai,Hong Kong.	USD56,282 thousand	Various investments
Sunrex Technology (Chongqing) Co., Ltd.	October 28, 2010	1F, No. 1 Fushun Avenue, Bishan County, Chongqing City	USD17,400 thousand	Production of notebook keyboards and related products.
Forward Optics Co., Ltd.	December 20, 2011	No. 7, Lane 98, Jianxing Rd., Sanhe-Li, Daya Dist., Taichung City	NT\$258,000 thousand	Production of plastic and rubber products
AMIABLE DEVELOPMENT INCORPORATED	January 04, 2012	LEVEL2, LOTEMAU CENTRE, VAEA STREET, APIA,SAMOA	USD1,000 thousand	Import and export business
ELATED DEVELOP LIMITED	March 06, 2017	2 nd Floor, Building B, SNPF Plaza, Savalalo, Apia,Samoa	USD1,000 thousand	Import and export business
Crown Trading International LIMITED	December 29, 2020	RM 2401 , 24/F 101 KING'S RD FORTRESS HILL HONG KONG	USD10 thousand	Import and export business
Golden Point Trading International LIMITED	December 13, 2020	RM 2401 , 24/F 101 KING'S RD FORTRESS HILL HONG KONG	USD10 thousand	Import and export business
Kai Zhao (Suzhou) Electronics Co., Ltd.	July 13, 2021	South of Fenyue Road, Lili Town, Wujiang District, Suzhou	RMB10,000 thousand	Production of notebook keyboards

		City		and related products.
Sunrex Technology (Thailand) Corporation	September 21, 2023	No. 700/50 52, 54 Moo 6, Amata City Chonburi Industrial Estate Tmbof Nongmaidane. Amphur. Muang.Chonburi.Chonburi.Province	THB15,000 thousand	Production of notebook keyboards and related products.
Sunrex Technology (Singapore) Corporation	March 31, 2023	51 ANSON ROAD #09-55 ANSON CENTRE SINGAPORE (079904)	USD17,600 thousand	Various investments
Sunrex Technology (Vietnam) Corporation	December 30, 2023	Bac Tien Phong Industrial Zone, on the border of Quang Yen Coastal Economic Zone, Quan Phone Coc, Quang Yen City, Bac Ninh Province, Vietnam (CN2.1D)	USD17,600 thousand	Production of notebook keyboards and related products.

3. Information about directors, supervisors, and presidents of affiliates

Company name	Title	Name or representative's name	Number of shares held	
			Number of shares/contribution	Shareholding ratio (%)
Jing-Yi Investment Co., Ltd.	Director	Representative of Sunrex Technology Corporation: Tsai Huo-Lu	2,900,000	100%
	Director	Tsai-Tseng Shu-Ping	0	0%
	Director	Representative of Sunrex Technology Corporation: Li Ming-Tse	2,900,000	100%
	Supervisor	Wu Ming-Hung	0	0%
Sunrex Technology (H.K.) Company Limited	Director	Representative of Sunrex Technology Corporation: Tsai Huo-Lu	USD8,400 thousand	100%
American Sunrex Corporation	Director/Chief Executive Officer	Sunrex Technology Corporation Representative: Tsai Huo-Lu	USD1,092 thousand	100%
Excellent Global International Ltd.	Director	Sunrex Technology Corporation Representative: Tsai Huo-Lu	USD31,907 thousand	100%
Leading Growth Industrial Co., Ltd.	Director	Excellent Global Representative: Tsai Huo-Lu	USD56,282 thousand	100% held by Sunrex Technology (H.K.) and Excellent
Sunrex Technology (Jiangsu) Co., Ltd.	Director	Representative of Sunrex Technology (H.K.) Company Limited: Tsai Huo-Lu Representative of Best Elite: Tsai Huo-Lu	USD29,510 thousand	100% held by Best Elite and Sunrex Technology (H.K.)
Jing Mold Electronics	Director	Representative of Best Elite: Tsai Huo-Lu	USD28,680	50% held by Best Elite

Company name	Title	Name or representative's name	Number of shares held	
			Number of shares/contribution	Shareholding ratio (%)
Technology (Shenzhen) Co., Ltd.			thousand	
Golden Point Trading International Ltd.	Director	Excellent Global Representative: Tsai Huo-Lu	USD0.001 thousand	100% held by EXCELLENT
Sunrex Technology (Jiangxi) Co., Ltd.	Director	Jing Mold Electronics Technology (Shenzhen) Co., Ltd.	USD16,769 thousand	100% held by Jing Mold Electronics Technology (Shenzhen) Co., Ltd.
Changsu Sunrex Technology Corp.	Director	Representative of Best Elite: Tsai Huo-Lu	USD18,750 thousand	100% held by Best Elite
BEST ELITE HOLDINGS LIMITED	Director	Representative of Leading Growth: Tsai Huo-Lu	USD56,282 thousand	100% held by Leading Growth
Sunrex Technology (Chongqing) Co., Ltd.	Director	Representative of Best Elite: Tsai Huo-Lu	USD17,400 thousand	100% held by Best Elite
Forward Optics Co., Ltd.	Director Director Director Director Director Supervisor Supervisor	Representative of Sunrex Technology Corporation: Tsai Huo-Lu Representative of Sunrex Technology Corporation: Li Ming-Tse Representative of Sunrex Technology Corporation: Tsai Yi-Jen Li Yuan-Lin Yu Chin-Chou Huan Chi-Cheng Wu Ming-Hung	19,244,000 shares 19,244,000 shares 19,244,000 shares 1,917,565 shares 97,200 shares 65,000 shares 0 shares	74.59% held by Sunrex Technology Corporation
AMIABLE DEVELOPMENT INCORPORATED	Director	Excellent Global Representative: Tsai Huo-Lu	1,000,000 shares	100% held by Excellent
ELATED DEVELOPMENT LIMITED	Director	Excellent Global Representative: Tsai Huo-Lu	1,000,000 shares	100% held by Excellent
Crown Trading International LIMITED	Director	Excellent Global Representative: Tsai Huo-Lu	USD10 thousand	100% held by Excellent

Company name	Title	Name or representative's name	Number of shares held	
			Number of shares/contribution	Shareholding ratio (%)
Golden Point Trading International LIMITED	Director	Excellent Global Representative: Tsai Huo-Lu	USD10 thousand	100% held by Excellent
Kai Zhao (Suzhou) Electronics Co., Ltd.	Director	Sunrex Technology (Jiangsu) Co., Ltd. Representative: Lo Yi	RMB10,000 thousand	Sunrex Technology (Jiangsu) Co., Ltd. 100% held
Sunrex Technology (Thailand) Corporation	Director Director Director	Tsai Huo-Lu Li Ming-Tse Liu Tien-Shan	THB15,000 thousand	Sunrex Technology Corporation and Sunrex Hong Kong.
Sunrex Technology (Singapore) Corporation	Director	Sunrex Technology Corporation Representative: Tsai Huo-Lu	USD17,600 thousand	100% owned by the Company
Sunrex Technology (Vietnam) Corporation	Director Director Director Director	Tsai-Tseng Shu-Ping Tsai Huo-Lu Li Ming-Tse TAY HWA NGUAN	USD7,600 thousand	100% held by Sunrex Technology Corporation

4. Overview of the operation of each affiliate

Unit: NT\$ thousands

Company name	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit (loss)	Current profit and loss (after tax)	Earnings per share (NT\$) (after tax)
Jing-Yi Investment Co., Ltd.	29,000	167,785	1,572	166,213	5,190	5,131	3,802	1.31
Sunrex Technology (H.K.) Company Limited	275,394	1,169,825	—	1,169,825	—	-39	189,213	—
American Sunrex Corporation	35,804	11,212	15,618	-4,406	8,871	-3,021	-3,021	—
Excellent Global International Ltd.	1,046,086	6,746,990	—	6,746,990	—	-302	1,030,005	—
Leading Growth Industrial Co., Ltd.	1,845,221	7,797,871	—	7,797,871	—	-224	1,257,511	—

Company name	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit (loss)	Current profit and loss (after tax)	Earnings per share (NT\$) (after tax)
Sunrex Technology (Jiangsu) Co., Ltd.	1,039,092	8,383,586	3,398,221	4,985,365	10,777,025	902,896	833,887	—
Jing Mold Electronics Technology (Shenzhen) Co., Ltd.	953,288	2,769,891	566,523	2,203,368	1,222,933	-142,654	-39,796	—
Golden Point Trading International Ltd.	—	6,269	—	6,269	—	-2,960	-2,959	—
Sunrex Technology (Jiangxi) Co., Ltd.	560,136	1,790,527	686,087	1,104,440	1,932,992	43,595	46,580	—
Changsu Sunrex Technology Corp.	591,517	4,432,369	2,095,162	2,337,207	7,624,802	1,026,933	811,414	—
BEST ELITE HOLDINGS LIMITED	1,845,221	10,293,801	2,500,258	7,793,543	-585,701	-585,754	1,257,691	—
Sunrex Technology (Chongqing) Co., Ltd.	495,165	4,378,904	2,468,204	1,910,700	5,772,505	302,573	299,856	—
Forward Optics Co., Ltd.	258,000	303,962	311,363	-7,401	24,270	-40,576	-27,547	-1.07
AMIABLE DEVELOPMENT INCORPORATED	—	1,751,967	1,741,585	10,382	3,618,947	-4,100	-3,484	—
ELATED DEVELOP LIMITED	—	162,780	90,209	72,571	215,582	-39,478	-35,363	—
Crown Trading International LIMITED	—	1,142,865	1,138,622	4,243	2,357,788	-45	2,019	—
Golden Point Trading International LIMITED	—	—	—	—	—	—	—	—
Kai Zhao (Suzhou) Electronics Co., Ltd.	44,784	158,564	49,939	108,625	257,826	30,879	21,858	—
Sunrex Technology (Thailand) Corporation	13,260	61,899	65,341	-3,442	50,546	-14,001	-14,700	—
Sunrex Technology (Singapore) Corporation	262,280	569,431	—	569,431	—	-1,125	-6,234	—

Company name	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit (loss)	Current profit and loss (after tax)	Earnings per share (NT\$) (after tax)
Sunrex Technology (Vietnam) Corporation	572,487	766,338	201,259	565,079	—	-6,092	-7,251	—

(II) Same shareholders' data for those presumed to have control and subordination relationships: Not applicable.

(III) Businesses covered by the overall business of the affiliated companies:

1. The businesses operated by the Company and its affiliates include the research and development, production, sales of keypads for notebook computers and plastic injection molding products.

2. The businesses operated by the Company and its affiliates are classified into the following four categories -

The division of work among the companies is as follows: R&D of notebook keyboards by the company, ➔ production of own components by the company that produces notebook keyboards, or placing orders with a friend factory specializing in components, ➔ assembly and production by the company that produces notebook keyboards, ➔ production of keypads for notebook computers by the company itself or through OBU trading companies.

(1) R&D, production, and sales of notebook keyboards or plastic products, such as Sunrex Technology (Jiangsu) Co., Ltd., Sunrex Technology (Changshu) Co., Ltd., Sunrex Technology (Chongqing) Co., Ltd., Kai Zhao (Suzhou) Electronics Co., Ltd., Jing Mold Electronics Technology (Shenzhen) Co., Ltd., and Forward Optics Co., Ltd.

(2) Production of parts and components of notebook keyboards or plastic products, such as Jiangxi Jinyuan Computer Co., Ltd.

(3) Holding Companies: Mainly reinvests in factories through equity controlling, such as Excellent Global International Ltd., Leading Growth Industrial Co., Ltd, and BEST ELITE HOLDINGS LIMITED.

(4) OBU trading companies: such as Crown Trading International Limited, AMIABLE DEVELOPMENT INCORPORATED, ELATED DEVELOPMENT LIMITED etc.

- II. For private placements of securities in the most recent year and up to the date of publication of the annual report, disclose the date on which the placement was approved by the Board of Directors or by a shareholders' meeting, the amount approved, the basis for and reasonableness of the pricing, the manner in which the specific persons were selected, the reasons why the private placement method was necessary, the targets of the private placement, their qualifications, subscription amounts, subscription price, relationships with the company, participation in the operations of the company, actual subscription (or conversion) price, the difference between the actual subscription (or conversion) price and the reference price, the effect of the private placement on shareholders' equity, and, for the period from receipt of payment in full to the completion of the related capital allocation plan, the status of use of the capital raised through the private placement of securities, the implementation progress of the plan, and the realization of the benefits of the plan: None**
- III. Other matters requiring additional description: None.**
- IV. Any of the situations in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act which may materially affect shareholders' equity or the price of the company's securities in the most recent year and up to the date of publication of the annual report:
None.**