

Ticker symbol: 6213

ITEQ

Innovation, Teamwork, Excellence, Quality

ITEQ Corporation

Annual Report 2024

TWSE Market Observation Post System: <https://mops.twse.com.tw>

Company website: <https://www.iteqcorp.com>

Published Date: March 31, 2025

I. Spokesperson and Acting Spokesman

Spokesperson: Hsin-Hui Tsai
Title: CEO and General Manager
Acting Spokesperson: Jung-Tsan Chou
Title: Senior Director
Tel: (03)588-7888
E-mail: ir@iteqcorp.com

II. Headquarters, Branches and Plants

Type	Name of Company	Address	TEL
Headquarter and Plant	ITEQ Corporation	No. 17, Daluge Road, Xinpu Town, Hsinchu County 305, Taiwan	(03)588-7888
Branches and Plants	ITEQ (Dongguan) Corporation	No.57, Beizha Dongfang Road, Humen Town, Dongguan City, Guangdong Province, China	0769-8900-6168
	ITEQ (Wuxi) Electronic Technologies Co., Ltd.	No. 3, Chunhui Middle Road, Xishan Economic Development Zone, Dongting Town, Xishan District, Wuxi City, Jiangsu Province, China	0510-8826-7168
	ITEQ (Guangzhou) Corporation	No. 2, Huafeng Road, Yonghe Economic Zone, Guangzhou Economic and Technological Development Zone, Guangzhou City, Guangdong Province, China	020-6286-8088
	ITEQ (Huangjiang) Corporation	Room 101, No. 13, Binhe Road, Tianxin Village, Huangjiang Town, Dongguan City, Guangdong Province, China	0769-3893-2168
	ITEQ (Jiangxi) Electronic Technologies Co., Ltd.	Ganzhou Electronic Information Industry Technology City, Longnan Economic Development Zone, Longnan City, Jiangxi Province, China	0797-7322-888
	ITEQ Corporation (Thailand) Ltd.	323 Moo 12, Tambol Huawa, Amphur Si maha Phot, Prachinburi, Thailand 25140	66-37-623999

III. Stock Transfer Agent

Firm: Grand Fortune Securities Corporation
Address: 6F., No. 6, Sec. 1, Zhongxiao W. Rd., Taipei City, Taiwan 100
Tel: (02)2371-1658
Website: <https://www.gfortune.com.tw>

IV. Independent Auditors for the Most Recent Year

Firm: KPMG Taiwan
Auditors: Chia-Chien Tang and Ya-Ling Chen
Address: 68 F, Taipei 101 Tower, No. 7, Sec. 5, Xinyi Rd., Taipei City, Taiwan 110
Tel: (02)8101-6666
Website: <https://kpmg.com/tw>

V. Overseas Securities Exchange Where Securities are Listed

None

VI. Company Website: <https://www.iteqcorp.com>

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Chapter I. Letter to Shareholders

Ladies and Gentlemen,

I. 2024 Business Results

(I) Business Plan Implementation Results

Unit: NT\$ thousand

Item	2023	2024	YoY (%)
Operating Revenue	25,079,039	29,377,677	17.14%
Operating Gross Profit	3,105,637	3,689,962	18.81%
Net Operating Income	994,869	1,350,667	35.76%
Non-operating Income and Expenses	157,427	(33,342)	—
Net Profit After Tax	676,626	821,787	21.45%
Net Profit Margin (%)	2.70%	2.80%	—

(II) Performance of Operating Budget

The Company did not make its forecast for 2024 public, so it is unnecessary to disclose the operating budget performance. However, the overall actual operating conditions and performance generally align with the Company's internal operating plan.

(III) Analysis of Financial Income and Expenditure and Profitability

Item		2023	2024
Financial Structure	Debt ratio (%)	41.76	40.75
	Long-term Capital to Property, Plant and Equipment Ratio (%)	282.87	237.20
Solvency	Current Ratio (%)	202.15	195.51
	Quick Ratio (%)	171.90	161.45
Operating Ability	Average Collection Days	172.00	151.00
	Average Inventory Turnover Days	54.00	54.00
Profitability	Return on Assets (ROA) (%)	2.37	2.82
	Return on Equity (%)	3.42	4.10
	Net Profit Before Tax to Paid-in Capital Ratio (%)	31.75	36.29
	Net Profit Margin (%)	2.70	2.80
	Earnings per Share After Tax (NT\$)	1.86	2.26

(IV) Research Development Status

In light of the rapid development of AI applications and the global push for net-zero carbon emissions in 2024, ITEQ Corporation has focused its efforts on innovation and sustainability by expanding into advanced AI electronic materials. To respond to the swift growth of markets such as AI servers, high-speed computing switches, and electronics for new energy vehicles—while also considering the effects of relevant regulations and geopolitical factors—we have strategically planned our R&D approach and rolled out key material technologies ahead of schedule.

In order to meet the demands of future high-density circuit designs as well as reinforce our leadership in the global advanced laminate materials market, ITEQ continues to make significant investments in new material R&D and collaborates closely with customers to improve the performance of high-frequency, high-speed, and low-loss transmission products. We are strategically positioning ourselves in application areas such as AI data centers, smart automotive electronics, 5G/6G communication infrastructure, and AI PCs/laptops.

For FPCs, we remain focused on two key aspects: consumer electronics and automotive applications, while simultaneously exploring high-speed transmission and ultra-thin material requirements for emerging technologies like AI applications and humanoid robotics. In consumer electronics, building on our existing low-loss and ion-migration-resistant materials, we are optimizing products to meet the rising demand for foldable screens by launching highly flexible laminate and coverlay films tailored to these applications. In automotive applications for new energy battery FPCs, we are developing highly reliable laminate and coverlay films to meet the long-term reliability and safety requirements of in-vehicle and energy storage systems. For smart cockpits and Advanced Driver Assistance Systems (ADAS), we continue to upgrade high-dimensional stability laminate for in-vehicle displays. Meanwhile, we are developing lower dielectric loss laminate and coverlay films for radar applications, including millimeter wave and LiDAR.

As we look toward the 2050 net-zero carbon emissions goal, ITEQ is enhancing collaboration with supply chain partners to jointly advance the sustainable development of the electronic materials industry. We are committed to developing greener production processes and continually evaluating and refining the carbon footprint of our raw materials. Through concrete actions, we aim to fulfill our corporate social responsibility, contributing to smart living and a sustainable future.

II. Summary of 2025 Business Plan

(I) Management Principles

1. Focusing on Advanced Electronic Materials and Continuously Expanding Application Domain

Global demand for advanced electronic materials continues to grow, particularly in fields such as AI servers, high-speed computing, electric vehicles (EVs), and data centers. Our company is committed to strengthening its offerings in high-frequency, low-loss materials; high-heat-resistant and highly reliable materials; and environmentally friendly, electronic-grade laminate materials. We are also actively expanding our global market share, enhancing partnerships with leading international firms, and solidifying our competitive edge.

2. Strengthening Supply Chain Management to Ensure Quality and Stable Supply

Supply chain resilience has become a cornerstone of industrial competitiveness. Our company will further enhance supply chain quality management by overseeing raw material suppliers, controlling processes, and verifying products, all while adhering to testing standards and ensuring compliance with international regulations and customer requirements. Concurrently, we will introduce smart manufacturing technologies to enhance production efficiency and reduce costs, thereby providing a stable supply amid market fluctuations and improving overall competitiveness.

3. Seizing Market Growth Opportunities and Accelerating Technology Development and Deployment

The global semiconductor and electronics markets are increasingly influenced by generative AI, electric vehicles, and the expansion of data centers. This trend is driving a surge in demand for high-performance computing and advanced materials for high-frequency, high-speed transmission. Our company is committed to enhancing our material technology development for applications such as AI computing chips, high-voltage fast-charging systems for electric vehicles, and broadband communications. In parallel, we will boost our presence and marketing efforts in the Asian and North American markets to better serve the needs of our global customers.

4. Advancing ESG Corporate Culture and Promoting Green Manufacturing and Low-Carbon Supply Chains

As the global emphasis on environmental protection and sustainable operations intensifies, our company will continue to promote green manufacturing processes, adopt low-carbon production methods, and enhance supply chain management to ensure eco-friendly standards throughout the entire value chain, from raw materials to finished products. These efforts will enhance our sustainable competitiveness as an enterprise.

(II) Key Production and Sales Policy

1. Accurately analyzing market changes to improve market responsiveness

When facing the restructuring of the global electronics industry's supply chain and regional development trends, the Company will enhance its market data analysis, remain updated on demand changes, adjust product portfolios and sales strategies, and ensure growth momentum in its key markets.

2. Enhancing high-frequency and high-speed material technologies to improve market penetration

To meet the demand for high-speed computing and low power consumption, the Company will continually develop materials with ultra-low loss and high heat resistance, increase market share in the high-efficiency electronic products sector, and strengthen cooperation with major global customers.

3. Deepening technical cooperation with key global customers to establish long-term competitive advantages

With the technological advancements in high-speed computing, electric vehicles, and the communications market, the Company will engage in forward-looking technical cooperation with major global customers, securing long-term, stable market orders and demand for mass production through joint development and the establishment of technical barriers.

4. Satisfying the emerging demand for electronic applications to improve brand competitiveness

In addition to the existing advanced electronic materials market, the Company will further expand its business into emerging application fields, aiming to solidify its future market competitive advantages and ensure stable growth.

III. Future Development Strategies of the Company

- (I) Continuously focus on developing AI servers, 5G infrastructure, and networking equipment, such as high-speed, high-frequency, low-dielectric constant, halogen-free materials, while aggressively expanding the development of eco-friendly products for 5G infrastructure, data centers, and cloud equipment.
- (II) Promote and expand the market share of high-density interconnect materials to embrace a new generation of applications with high specifications.
- (III) Actively promote niche products such as automotive electronic materials, high-frequency materials, and high-voltage resistant materials for autonomous driving electronics, vehicle networking, and high-voltage charging applications.
- (IV) Expand the Group's electronic materials capabilities into the packaging and semiconductor markets and launch semiconductor-grade composites to enter niche markets.

IV. Affected by External Competitive Environment, Regulatory Environment and Overall Business Environment

In 2024, geopolitical risks continued to impact the stability of the global supply chain. The Russia-Ukraine war and the Israel-Hamas conflict persisted, while technological competition between China and the United States, along with changes in trade policies, brought potential repercussions. Additionally, the growth momentum among major global economies diverged. The U.S. economy grew steadily, fueled by strong consumer spending, while the economies of the EU and Japan recovered slowly. Meanwhile, the Chinese market faced challenges from weak domestic demand and industrial adjustments.

Looking ahead to 2025, although signs of easing inflationary pressure are emerging, the monetary policy of the U.S. Federal Reserve remains uncertain, and there are varying predictions regarding the timing and extent of potential interest rate cuts. Furthermore, the new president is altering the trade and industrial policies of the United States. If more protectionist trade policies are adopted, global economic growth and supply chain dynamics may be affected.

From an industry perspective, although the rapid development of AI, high-speed computing, and smart cars is driving increased demand for advanced electronic materials, market competition is becoming increasingly fierce. In response, enterprises must maintain a competitive edge in technological innovation and supply chain management. When facing these challenges, ITEQ will actively strengthen technical R&D, enhance its resilience in supply chain management, and continually optimize the market layout to sustain a competitive advantage in such a rapidly changing environment. The Company will exert all efforts to create maximum profit for all shareholders.

We wish you all good health and all the best,

Chairperson of the Board: Chin-Tsai Chen

March 31, 2025

Chapter II. Corporate Governance Report

I. Information of Directors and Management Team

(I) Directors

1. Members of the Board of Director

Unit: Share, %; March 28, 2025

Title	Nationality or registration place	Name	Gender Age	Date elected (appointed)	Term of office	Date first elected	Shareholding while elected		Number of shares currently held		Shares held by spouse and minor children		Shares held through nominees		Education and work experience	Positions currently held in the Company and/or in any other company	Executives, Directors or Supervisors who are spouses or relatives within the second degree of kinship			Note
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Chairman	ROC	Chin-Tsai Chen	Male Age: above 70	2024.05.30	3 Years	2012.06.06	5,084,000	1.40	5,084,000	1.40	—	—	—	—	Master of Public Administration, University of San Francisco, USA Master of Accounting, Tamkang University Honorary Doctor, Tamkang University Honorary Doctor of Medicine, Tamkang University	(Note 1)	—	—	—	—
Director	ROC	Hsin-Hui Tsai	Female Age: 50~59	2024.05.30	3 Years	2015.06.18	947,386	0.26	1,047,386	0.29	—	—	—	—	EMBA (Finance), National Taiwan University Bachelor of Public Finance, National Chengchi University Head of Accounting Office and Head of Board Office of EnTie Bank	(Note 2)	—	—	—	—
Director	ROC	WIN Semiconductors Corp.	Not applicable	2024.05.30	3 Years	2021.07.02	65,408,733	18.02	65,408,733	18.02	—	—	20,932,496	5.77	Not applicable	Director of Barits Biofund Inc.	—	—	—	—
	ROC	Representative: Ching-Tsou Tsen	Male Age: 60~69			2021.07.02	—	—	—	—	—	—	—	—	—	—	Master of Finance, Baruch College, NYU, USA Business Manager of Canadian Imperial Bank of Commerce (Vancouver)	Finance AVP and Spokesperson of WIN Semiconductors Corp. Representative Supervisor of Phalanx Biotech Group Director of Chainwin Biotech and Agrotech (Cayman Islands) Co., Ltd. Director or Supervisor of WIN Semiconductors Corp. affiliated companies	—	—
Director	ROC	WIN Semiconductors Corp.	Not applicable	2024.05.30	3 Years	2021.07.02	65,408,733	18.02	65,408,733	18.02	—	—	20,932,496	5.77	Not applicable	Director of Barits Biofund Inc.	—	—	—	—
	ROC	Representative: Yun-An Yu	Female Age: 60~69			2024.05.30	—	—	—	—	—	—	—	—	—	—	Master of Law, Cornell University, USA Supervisor of Huga Optotech Inc. Director of Youth Hope Foundation	Legal SVP and Chief Officer of Corporate Governance of WIN Semiconductors Corp.	—	—
Director	ROC	Hui-Fen Chan	Female Age: 50~59	2024.05.30	3 Years	2009.06.16	—	—	—	—	—	—	—	—	Master of Law, Boston University, USA Bachelor of Law, National Taiwan University Partner of HL Attorneys at Law Attorney of Lee and Li, Attorneys at Law Legal Director of Siliconware Precision Industries Co., Ltd. Registered Attorney of Taiwan and New York (USA) CLO of Altek Corporation Independent Director of Stark Technology Inc. Independent Director of ChipMOS Technologies Inc.	Independent Director of Formosa I Wind Power Co., Ltd. Independent Director, Member of Compensation Committee and Audit Committee of Taiwan Mask Corporation Independent Director, Member of Compensation Committee and Audit Committee of iCatch Technology, Inc. Independent Director, Member of Compensation Committee and Audit Committee of Sirius Wireless Inc. Representative Director of e-Ray Optoelectronics Technology Co., Ltd. Partner of V&L Attorneys at Law	—	—	—	—
Independent Director	ROC	Chen-En Ko	Male Age: above 70	2024.05.30	3 Years	2024.05.30	—	—	—	—	—	—	—	—	Ph.D. (Accounting), University of Minnesota, USA Master of Commerce, University of Southern California, USA Bachelor of Commerce, National Taiwan University	Emeritus Professor of National Taiwan University Guest Lecturer of Biomedical Translation Research Center Distinguished Expert of Industrial Technology Research Institute Executive Director of Taiwan Corporate Governance Association Independent Director of Chang Type Industrial Co., Ltd.	—	—	—	—
Independent Director	ROC	Chao-Zon Yang	Male Age: above 70	2024.05.30	3 Years	2011.07.02	—	—	—	—	—	—	—	—	Master of Accounting, National Chengchi University Bachelor of Accounting, National Chengchi University Chairman of Hua Nan Securities Deputy General Manager of Taiwan Stock Exchange, Listing Committee Member, Convener of Surveillance Operations Oversight Committee Chief Secretary of Taipei Exchange CPA of Diwan & Company	Independent Director of Tigerair Taiwan Co., Ltd. Independent Director of TaiDoc Technology Corporation Director of Taiwan Securities Analysts Association	—	—	—	—

Title	Nationality or registration place	Name	Gender Age	Date elected (appointed)	Term of office	Date first elected	Shareholding while elected		Number of shares currently held		Shares held by spouse and minor children		Shares held through nominees		Education and work experience	Positions currently held in the Company and/or in any other company	Executives, Directors or Supervisors who are spouses or relatives within the second degree of kinship			Note
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	ROC	Po-Chiao Chou	Male Age: above 70	2024.05.30	3 Years	2018.06.15	2,417	—	2,417	—	—	—	—	—	Bachelor of Accounting, National Cheng Kung University Pass the Senior Civil Service Examination for CPA Executive Director and General Manager of First Commercial Bank Deputy General Manager of First Financial Holdings Co., Ltd. Chairman of First Commercial Bank USA Chairman of First Venture Capital Co., Ltd. and First Financial Management Consulting Co., Ltd. Vice Chairman of IBF Financial Holdings Co., Ltd Director of Taipei Financial Center Corp.	Independent Director, Convener of Audit Committee and Member of Compensation Committee of Clevo Co.	—	—	—	—
Independent Director	ROC	Wei-Lung Chen	Male Age: 60~69	2024.05.30	3 Years	2024.05.30	—	—	—	—	—	—	—	—	Deputy Director General of Insurance Bureau, Deputy Director General of Securities and Future Bureau General Manager of Securities & Futures Institute Chairman of SinoPac Securities Investment Trust Chairman of SinoPac Securities	Independent Director of IBF Financial Holdings Co., Ltd. Independent Director of AGV Products Corp. Independent Director of Janfusun Fancyworld Corp.	—	—	—	—

Note 1: Chairman of ITEQ (Dongguan) Corporation, ITEQ (Wuxi) Electronic Technologies Co., Ltd., ITEQ (Guangzhou) Corporation, ITEQ (Huangjiang) Corporation, ITEQ (Jiangxi) Electronic Technologies Co., Ltd, ITEQ Corporation (Thailand) Ltd., and BangMao Investment Co., Ltd. all above-mentioned are 100% owned by ITEQ Corporation directly or indirectly. Chairman and President of WIN Semiconductors Corp. Chairman, Vice Chairman of HIWIN Technologies Corp., Independent Director of Kinsus Interconnect Technology Corp., Independent Director of Tong Hsing Electronic Ind, Ltd., Independent Director of Inventec Besta Co., Ltd., Representative Director of Mercuries Life Insurance Co., Ltd., Director of Taiwan New Economy Foundation, Supervisor of Excellence Sports Goods Co., Ltd., Supervisor of Comax Sporting Goods Co Ltd., and Chairman or Director of WIN Semiconductors Corp.'s affiliated companies.

Note 2: Director and Legal Representative of ITEQ (Dongguan) Corporation, ITEQ (Guangzhou) Corporation, ITEQ (Wuxi) Electronic Technologies Co., Ltd., ITEQ (Huangjiang) Corporation, ITEQ (Jiangxi) Electronic Technology Co., Ltd., and ITEQ Corporation (Thailand) Ltd., all above-mentioned are 100% owned by ITEQ Corporation directly or indirectly. Director representative of MGC-ITEQ Technology Co., Ltd., and Supervisor of Taiwan Testing and Certification Center.

Note 3: The election of directors took place at shareholders' meeting on May 30, 2024.

2. Major Shareholders of the Institutional Shareholders

March 30, 2025

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
WIN Semiconductors Corp.	Cathay Life Insurance Co., Ltd. (5.06%)
	CTBC Bank in Custody for Avago Technologies Sales Pte Limited (4.72%)
	Tien Ho Industrial Co., Ltd. (4.21%)
	Chin-Tsai Chen (3.01%)
	Kuo-I Yeh (1.90%)
	CTBC Bank in Custody for WIN Semiconductors Corp. Employees Stock Ownership Trust (1.81%)
	Li-Chuan Yeh (1.81%)
	Li-Cheng Yeh (1.81%)
	Nan Shan Life Insurance Co., Ltd. (1.39%)
	Standard Chartered Bank in Custody for MFS Series Trust V - MFS International New Discovery Fund (1.38%)

3. Major Shareholders of the Company's Institutional Shareholders

December 31, 2024

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Cathay Life Insurance Co., Ltd.	Cathay Financial Holding Co., Ltd. (100.00%)

March 28, 2025

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Tien Ho Industrial Co., Ltd.	Shun-Ping Chen (18.11%)
	Shun-Ting Chen (18.11%)
	British Virgin Islands Anglia Co., Ltd. (63.52%)
	Yu-Wen Chen (0.11%)
	Ssu-Kai Chen (0.05%)
	Chih-Ching Lin (0.05%)
	Shu-Chi Lin (0.05%)

February 28, 2025

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Nan Shan Life Insurance Company, Ltd.	Ruen Chen Investment Holding Co., Ltd. (89.55%)
	Ruen Hua Dyeing & Weaving Co., Ltd. (1.34%)
	Y. T. Du (1.16%)
	Ruentex Xing Co., Ltd. (0.97%)
	Runtex Development Co., Ltd. (0.23%)
	Runtex Industries Ltd. (0.21%)
	Yen Sin Corporation (0.16%)
	Ruentex Leasing Co., Ltd. (0.12%)
	Chi-Pin Investment Company (0.11%)
	Pan City Co., Ltd. (0.09%)

4. Information on the expertise and independence of Directors

Qualification Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies at which the person concurrently serves as an independent director
Chairman of the Board, Chin-Tsai Chen	<ul style="list-style-type: none"> • With at least 40 years of working experience in corporate business, financial expertise and familiarity with relevant laws and regulations, highly professional governance and management skills. Awarded an Honorary Doctorate from Tamkang University in 2021. • Previously served as the Director and General Manager of Namchow Holding Co., Ltd. as well as the directors and supervisors of several companies. • Currently served as the Chairman of the Company, Chairman and President of WIN Semiconductors Corp., Vice Chairman of HIWIN Technologies Corp. as well as board members of several listed companies. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	Not applicable	3
Director, Hsin-Hui Tsai	<ul style="list-style-type: none"> • With at least 20 years of working experience in corporate business, financial expertise and familiarity with relevant laws and regulations, highly professional governance and management skills. • Used to serve as the Director of Accounting Office, Director of Secretariat of the Board, EnTie Commercial Bank. • Serving as the CEO and General Manager of the Company. Director representative of MGC-ITEQ Technology Co., Ltd., Supervisor of Taiwan Testing and Certification Center. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	Not applicable	0
Director Representative of WIN Semiconductors Corp.: Ching-Tsou Tsen	<ul style="list-style-type: none"> • With at least 20 years of working experience in corporate business, and the skills in terms of finance, financial management, investment and management. • Used to serve as the Account Manager of Canadian Imperial Bank of Commerce (Vancouver), joined WIN Semiconductors Corp. as the financial director in 2000 to today, and now serving as the financial AVP and spokesperson of the WIN Semiconductors Corp., supervisor representative of Phalanx Biotech Group, Inc., Director of Chainwin Biotech and Agrotech (Cayman Islands) Co., Ltd. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	Not applicable	0

Qualification Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies at which the person concurrently serves as an independent director
Director Representative of WIN Semiconductors Corp.: Yun-An Yu	<ul style="list-style-type: none"> With at least 20 years of working experience in corporate business, and skills in terms of legal affairs, corporate governance, and management. Previously served as the Supervisor of Huga Optotech Inc. and Director of Youth Hope Foundation. Joined WIN Semiconductors Corp. in 2001 and served as legal supervisor up till today. Currently served as the Legal SVP and Chief Officer of Corporate Governance of WIN Semiconductors Corp. None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	Not applicable	0
Director, Hui-Fen Chan	<ul style="list-style-type: none"> Registered Taiwan attorney. With at least 20 years of working experience in corporate business, is equipped with background in law and management. Currently served as the Independent Director of Taiwan Mask Corporation, iCatch Technology, Inc., Sirius Wireless Inc., Formosa I Wind Power Co., Ltd and e-Ray Optoelectronics Technology Co., Ltd. as well as partner of V&L Attorneys at Law. Has extensive experience in legal sector. None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	Not applicable	3
Independent Director, Chen-En Ko	<ul style="list-style-type: none"> Graduated with accounting background. Currently the convener of Audit Committee of the Company. With at least 40 years of working experience in corporate business, and the skills in terms of accounting, finance, financial management, investment and management. Previously served as the Dean of College of Management and Chairperson of Accounting Department of National Taiwan University, Chairman and President of Chung-Hua Institution for Economic Research, Supervisor and Director of TWSE, Supervisor and Director of Taipei Exchange, Chairman of Taiwan Corporate Governance Association. Has extensive experience in corporate management, corporate compliance, business rules and regulation. Currently served as the Emeritus Professor of National Taiwan University, Guest Lecturer of Biomedical Translation Research Center, Distinguished Expert of Industrial Technology Research Institute, Executive Director of Taiwan Corporate Governance Association, Independent Director of Chang Type Industrial Co., Ltd. None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	<ul style="list-style-type: none"> Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. Independent director, his/her spouse or relative within the second degree of kinship does not hold any shares of the Company. Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years. 	1

Name \ Qualification	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies at which the person concurrently serves as an independent director
Independent Director, Chao-Zon Yang	<ul style="list-style-type: none"> • Graduated with accounting background. • Currently the convener of Compensation Committee of the Company. • With at least 40 years of working experience in corporate business, previously served as the Chairman of Hua Nan Securities, Deputy General Manager of Taiwan Stock Exchange, Listing Committee Member, Convener of Surveillance Operations Oversight Committee, Chief Secretary of Taipei Exchange. Has extensive experience in corporate management, corporate compliance, business rules and regulations and CPA of Diwan & Company. • Currently the Independent Director of Tigerair Taiwan Co., Ltd. and TaiDoc Technology Corporation. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	<ul style="list-style-type: none"> • Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. • Independent director, his/her spouse or relative within the second degree of kinship does not hold any shares of the Company. • Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years. 	2
Independent Director, Po-Chiao Chou	<ul style="list-style-type: none"> • Graduated with accounting background. • Currently the convener of Nomination Committee of the Company. • With at least 40 years of working experience in corporate business, previously served as Executive Director and General Manager of First Commercial Bank, Director and Deputy General Manager of First Financial Holdings Co., Ltd. Has extensive experience in finance and commercial related businesses. • Currently the Independent Director of Clevo Co. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	<ul style="list-style-type: none"> • Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. • Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years. 	1
Independent Director, Wei-Lung Chen	<ul style="list-style-type: none"> • With at least 20 years of working experience in corporate business, and the skills in terms of finance, financial management, investment and management. • Previously served as the Deputy Director General of Insurance Bureau, Deputy Director General of Securities and Future Bureau, Chairman of SinoPac Securities Investment Trust, Chairman of SinoPac Securities. Has extensive experience in corporate management, corporate compliance and business rules and regulations. • Currently served as the Independent Director of IBF Financial Holdings Co., Ltd., AGV Products Corp. and Janfusun Fancyworld Corp. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply. 	<ul style="list-style-type: none"> • Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. • Independent director, his/her spouse or relative within the second degree of kinship does not hold any shares of the Company. • Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years. 	3

Note 1: Specify the professional qualifications and experience of individual directors and supervisors, and if they are members of the Audit Committee and have accounting or financial expertise, describe their accounting or financial background and work experience, and state whether they have not any conditions indicated in Article 30 of the Company Act.

Note 2: The independent director shall state the compliance with independence criteria, including but not limited to whether he/she, his/her spouse or relatives within the second degree are directors, supervisors or employees of the Company or its affiliates; the number and proportion of shares held by him/her, his/her spouse or relatives within the second degree (or in the name of others); whether he/she is a director, supervisor or employee of a company with a specific relationship with the Company

(refer to Article 3-1-5~8 of the Rules Governing the Establishment and Compliance of Independent Directors of Listed Companies); and the amount of remuneration received for the provision of commercial, legal, financial and accounting services to the Company or its affiliates in the last two years.

(II) Management Team

Unit: Share, %; March 28, 2025

Title	Nationality	Name	Gender Age	Date elected (appointed)	Number of shares held		Shares held by spouse and minor children		Shares held through nominees		Education and work experience	Positions currently held in other companies	Managers who are spouses or relatives within the second degree of kinship			Note
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
CEO and General Manager	ROC	Hsin-Hui Tsa	Female 50-59 years old	2015.07.01	1,047,386	0.29	—	—	—	—	Master of Finance, EMBA, National Taiwan University Bachelor, Department of Finance and Taxation, National Chengchi University Head of Accounting Office and Head of Board Office of EnTie Commercial Bank	(Note 1)	—	—	—	—
S. China CCL General Manager	ROC	Wei-Kuang Chu (Note 2)	Male 60-69 years old	2014.01.06	203,485	0.06	—	—	—	—	Bachelor of Industrial Management, National Cheng Kung University Vice President, Guangzhou Grace Electron Corp. Executive Officer, Nan Ya Plastics	—	—	—	—	—
Guangzhou FPC General Manager	ROC	Cheng-Hsin Chen (Note 3)	Male 60-69 years old	2014.01.06	65,000	0.02	—	—	—	—	Chemical Engineering Department of Chung Yuan Christian University Vice President, ALLSTAR TECH. Co., Ltd. Assistant Manager, Guangzhou Grace Electron Corp. Executive Officer, Nan Ya Plastics	—	—	—	—	—
Non-Mainland Area Marketing OEM Center of the Group Deputy General Manager	ROC	Sang-Yu Lu	Male 40-49 years old	2023.08.08	—	—	14,000	0.003	—	—	Electrical Engineering Department of Chung Hsing University Project Manager of EMC Marketing Center Marketing Director of Kinsus Technology HTC Customer Service Engineering	—	—	—	—	—
Deputy General Manager	ROC	Sheng-Yen Wu	Male 50-59 years old	2022.08.02	5,000	—	2,000	—	—	—	PhD in National Tsing Hua University, Department of Chemical Engineering Master in Department of Chemical and Material Engineering Adjunct Assistant Professor of Tunghai University, Section Head of Chang Chun Plastics Co., Ltd.	—	—	—	—	—
Head of Finance and Accounting	ROC	Jung-Tsan Chou	Male 60-69 years old	2022.08.23	152,428	0.05	—	—	—	—	Department of Accounting, Chung Yuan Christian University Head of Finance Division, Coretronic Corporation (Kunshan)	—	—	—	—	—
Head of Corporate Governance	ROC	Li-Chen Wu (Note 4)	Female 40-49 years old	2024.05.06	1,000	—	—	—	—	—	MBA, National Cheng Kung University Bachelor of Accounting, Tunghai University Finance Manager and Acting Spokesperson, WIN Semiconductors	—	—	—	—	—

Note 1: Director and Legal Representative of ITEQ (Dongguan) Corporation, ITEQ (Guangzhou) Corporation, ITEQ (Wuxi) Electronic Technologies Co., Ltd., ITEQ (Huangjiang) Corporation, ITEQ (Jiangxi) Electronic Technology Co., Ltd., and ITEQ Corporation (Thailand) Ltd., all above-mentioned are 100% owned by ITEQ Corporation directly or indirectly. Director Representative of MGC-ITEQ Technology Co., Ltd., and Supervisor of Taiwan Testing and Certification Center.

Note 2: General Manager Wei-Kuang Chu retired on January 16, 2024, and all related equity changes were settled as of that date.

Note 3: General Manager Cheng-Hsin Chen passed away on March 22, 2024, and all related equity changes were settled as of that date.

Note 4: Senior Manager Li-Chen Wu took office on May 6, 2024, and the equity change was calculated from that date.

(III) Remuneration paid to Directors, General Manager and Deputy General Managers in the Most Recent Year

1. Remunerations paid to directors and independent directors

Unit: NT\$ thousand

Title	Name	Remuneration to Directors								Sum of A+B+C+D and Ratio to Net Income (Note 3)		Remuneration Received by Directors for Concurrent Service as An Employee						Sum of A+B+C+D+E+F+G and Ratio to Net Income (Note 3)		Remuneration Received from Investee Enterprises other than Subsidiaries or from the Parent Company		
		Base Compensation (A)		Retirement Pay and Pension (B) (Note 1)		Bonus to Director (C) (Note 2)		Expenses and Perquisites (D)				Salary, Rewards, and Special Disbursements(E)		Retirement Pay and Pension (F) (Note 1)		Employee Profit-Sharing Compensation(G) (Note 2)						
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company		All Consolidated entities			The Company	All Consolidated entities
																Cash	Stock	Cash	Stock			
Chairperson of the Board	Chin-Tsai Chen	—	—	—	—	3,318	3,318	35	35	3,353 0.41%	3,353 0.41%	4,200	4,200	—	—	—	—	—	—	7,553 0.92%	7,553 0.92%	None
Director	Hsin-Hui Tsai	—	—	—	—	2,213	2,213	35	35	2,248 0.27%	2,248 0.27%	2,022	4,550	—	—	4,702	—	4,702	—	8,972 1.09%	11,500 1.40%	None
Director	WIN Semiconductors Corp. Representative: Ching-Tsou Tsen	—	—	—	—	1,107	1,107	35	35	1,142 0.14%	1,142 0.14%	—	—	—	—	—	—	—	—	1,142 0.14%	1,142 0.14%	None
Director	WIN Semiconductors Corp. Representative: Yun-An Yu (Note 4)	—	—	—	—	646	646	15	15	661 0.08%	661 0.08%	—	—	—	—	—	—	—	—	661 0.08%	661 0.08%	None
Director	Hui-Fen Chan (Note 4)	—	—	—	—	646	646	10	10	656 0.08%	656 0.08%	—	—	—	—	—	—	—	—	656 0.08%	656 0.08%	None
	Sub-total	—	—	—	—	7,930	7,930	130	130	8,060 0.98%	8,060 0.98%	6,223	8,750	—	—	4,702	—	4,702	—	18,984 2.31%	21,512 2.62%	None
Independent Director	Chen-En Ko (Note 4)	—	—	—	—	646	646	15	15	661 0.08%	661 0.08%	—	—	—	—	—	—	—	—	661 0.08%	661 0.08%	None
	Chao-Zon Yang	—	—	—	—	1,107	1,107	35	35	1,142 0.14%	1,142 0.14%	—	—	—	—	—	—	—	—	1,142 0.14%	1,142 0.14%	None
	Po-Chiao Chou	—	—	—	—	1,107	1,107	35	35	1,142 0.14%	1,142 0.14%	—	—	—	—	—	—	—	—	1,142 0.14%	1,142 0.14%	None
	Wei-Lung Chen (Note 4)	—	—	—	—	646	646	15	15	661 0.08%	661 0.08%	—	—	—	—	—	—	—	—	661 0.08%	661 0.08%	None
	Hsiu-Chung Liang (Note 5)	—	—	—	—	461	461	15	15	476 0.06%	476 0.06%	—	—	—	—	—	—	—	—	476 0.06%	476 0.06%	None
	Hui-Fen Chan (Note 5)	—	—	—	—	461	461	20	10	481 0.06%	481 0.06%	—	—	—	—	—	—	—	—	481 0.06%	481 0.06%	None
	Sub-total	—	—	—	—	4,428	4,428	135	135	4,563 0.56%	4,563 0.56%	—	—	—	—	—	—	—	—	4,563 0.56%	4,563 0.56%	None
<p>1. Please describe the remuneration distribution policy, system, standard, and structure of Independent Directors, and describe the connectivity with the amount of the remuneration paid according to factors such as duties, risks assumed, and time invested: According to Article 24 of the Company's Articles of Association, the remunerations of directors shall be determined by the Board of Directors according to their level of involvement in the Company's operations and the value of their contributions, with reference to the usual standard of the industry.</p> <p>2. Except for the information disclosed above, remuneration paid for services rendered by directors of the Company to all companies in the financial report (e.g., those serving as non-employee consultants) in the most recent fiscal year: None</p>																						

Note 1: This is the retirement pension funded in accordance with applicable law, and no retirement pension was actually paid in the most recent year.

Note 2: The directors' and employees' compensation for year 2024 were NT\$12,358 thousand and NT\$49,432 thousand, respectively, which were approved by the Board of Directors on March 7, 2025 and will be reported at 2025 annual shareholders' meeting.

Note 3: Calculated per NT\$ 821,787 thousand of the net profit after-tax indicated in the parent-company-only financial statements and net profit attributable to parent company in consolidated financial statements in 2024.

Note 4: Newly appointed on May 30, 2024.

Note 5: Removed from office on May 30, 2024.

In 2024, director and employee remunerations were calculated and distributed to shareholders and employees this year (2025) based on the actual 2023 distribution percentage amount distributed in 2024(for reference only).

Range of Remuneration Paid to Each Director of the Company	Name of Director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company	All Consolidated Entities	The Company	All Consolidated Entities
Less than NT\$ 1,000,000	Yun-An Yu, Chen-En Ko, Wei-Lung Chen, Hsiu-Chung Liang	Yun-An Yu, Chen-En Ko, Wei-Lung Chen, Hsiu-Chung Liang	Yun-An Yu, Chen-En Ko, Wei-Lung Chen, Hsiu-Chung Liang	Yun-An Yu, Chen-En Ko, Wei-Lung Chen, Hsiu-Chung Liang
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	Ching-Chou Tsen, Chao-Zon Yang, Po-Chiao Chou, Hui-Fen Chan	Ching-Chou Tsen, Chao-Zon Yang, Po-Chiao Chou, Hui-Fen Chan	Ching-Chou Tsen, Chao-Zon Yang, Po-Chiao Chou, Hui-Fen Chan	Ching-Chou Tsen, Chao-Zon Yang, Po-Chiao Chou, Hui-Fen Chan
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	Chin-Tsai Chen, Hsin-Hui Tsai	Chin-Tsai Chen, Hsin-Hui Tsai		
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)				
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)			Hsin-Hui Tsai Chin-Tsai Chen	Chin-Tsai Chen
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)				Hsin-Hui Tsai
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)				
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)				
NT\$100,000,000 or above				
Total	10	10	10	10

2. Remunerations paid to the General Managers and Deputy General Managers in 2024

(1) Remunerations paid to General Managers and Deputy General Managers

Unit: NT\$ thousand

Title	Name	Salary (A)		Severance Pay (B) (Note 1)		Bonuses and Allowances (C)		Employees Profit-Sharing Compensation (D) (Note 2)				Sum of A+ B+C+D and ratio to Net Income (%) (Note 3)		Remuneration Received from Investee Enterprises other than Subsidiaries or from the Parent Company
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
								Cash	Stock	Cash	Stock			
CEO and General Manager	Hsin-Hui Tsai	1,672	4,200	—	—	350	350	4,702	—	4,702	—	6,724 0.82%	9,252 1.13%	—
Guangzhou FPC General Manager	Cheng-Hsin Chen (Note 4)	6,453	6,629	—	—	1,103	1,103	1,306	—	1,306	—	8,862 1.08%	9,038 1.10%	—
Deputy General Manager	Sheng-Yen Wu													
Deputy General Manager	Sang-Yu Lu													

Note 1: This is the retirement pension funded in accordance with applicable law, and no retirement pension was actually paid in the most recent year.

Note 2: The directors' and employees' compensation for year 2024 were NT\$12,358 thousand and NT\$49,432 thousand, respectively, which were approved by the Board of Directors on March 7, 2025 and will be reported at 2025 annual shareholders' meeting.

Note 3: Calculated per NT\$ 821,787 thousand of the net profit after-tax indicated in the parent-company-only financial statements and net profit attributable to parent company in consolidated financial statements in 2024.

Note 4: General Manager Cheng-Hsin Chen passed away on March 22, 2024, and the remuneration was settled until that date.

With reference to the amount of remunerations of employees in 2024, the proposed allocation amount for remunerations of the above managerial officers for this year (2025) is calculated based on the actual proportion and amount in 2024 distributed for 2023 (for reference only).

Range of Remuneration Paid to Each General Manager and Deputy General Manager of the Company	Name of General Manager and Deputy General Manager	
	Sum of A+B+C+D	
	The Company	All Consolidated Entities
Less than NT\$ 1 million	Cheng-Hsin Chen	Cheng-Hsin Chen
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	Sheng-Yen Wu	Sheng-Yen Wu
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	Sang-Yu Lu	Sang-Yu Lu
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)	Hsin-Hui Tsai	Hsin-Hui Tsai
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)		
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)		
NT\$100,000,000 or above		
Total	4	4

(2) Employee's Profit-sharing Bonus

March 7, 2025; Unit: NT\$ thousand

	Title	Name	Stock	Cash	Total	Ratio of total amount to net income (%)
Managerial Officer	CEO and General Manager	Hsin-Hui Tsai	—	6,635	6,635	6,635
	Deputy General Manager	Sang-Yu Lu				
	Deputy General Manager	Sheng-Yen Wu				
	Head of Finance and Accounting	Jung-Tsan Chou				
	Head of Corporate Governance	Li-Chen Wu				
						0.81%

Note 1: The amount of employee remuneration to be allocated from the annual profits of 2024 in 2025 has not yet been fully determined, and the proposed allocation amount for remunerations of the above managerial officers for this year (2024) is calculated based on the actual proportion and amount of the earnings in 2023 distributed for 2025 (for reference only).

Note 2: The net profit ratio is calculated according to the net profit for the year 2024 as NT\$ 821,787 thousand.

(IV) Total remunerations paid to each of this Company’s Directors, General Managers, and Deputy General Managers in the 2 most recent years by all companies listed in this Company’s parent-company-only and consolidated financial statements as a percentage of NIAT listed in the Separate Financial report and describe the policies, standards, and packages for payment of and the procedures for determining of such compensations and its linkage to the business performance.

1. Analysis on the ratio of total remuneration paid by the Company and all enterprises in the consolidated financial statements to the Company’s Directors, General Manager and Deputy General Managers in the recent two years to the earnings after tax under parent-company-only financial report

Title	2023		2024	
	The Company	All Consolidated Entities	The Company	All Consolidated Entities
Directors	3.56%	3.93%	2.87%	3.17%
General Managers and Deputy General Manager	3.81%	4.56%	1.90%	2.23%

Note: The amount of employee remuneration to be allocated from the annual earnings of 2024 in 2025 has not yet been fully determined, the proposed allocation amount for remunerations of the above managerial officers for this year (2025) is calculated based on the actual proportion and amount of the earnings in 2024 distributed for 2023 (for reference only).

2. Description of policies, standards, and packages for payment of remuneration, as well as procedures for determining remuneration, and its linkage to business performance and future risk exposure relevance

- (1) Directors’ Remuneration: in accordance with Article 24 of the Articles of Incorporation, the remuneration of directors shall be determined by the Board of Directors at the industry’s usual level, to the extent of their participation in the Company operation and the value of their contributions.

The Directors of the Company shall receive not more than 2% of the annual profit in addition to the vehicle compensation in accordance with the Company’s Articles of Incorporation. At the end of each year, in accordance with the “Procedures Governing the Board Performance Evaluation”, an internal evaluation is conducted through questionnaires. The evaluation indicators include the mastery of the company’s objectives and tasks, the directors’ knowledge of their duties and responsibilities, their participation in the company’s operations, the operation and communication of internal relations, the directors’ professionalism and continuing education, and internal control, which are used as references for evaluating the performance of individual directors. In accordance with the “Policy on Distribution of Directors’ Remuneration”, the remuneration is calculated by adding different basis points according to their positions, their representation as directors of subsidiaries, their participation in the Company’s operations, their role as bank guarantors of the Company, etc. The remuneration is submitted to the Compensation Committee for consideration and then to the Board of Directors for approval.

(2) Remuneration of Managerial Officers:

Evaluation item	Description
Performance indicator 80%	Corporate operating revenue and profit achievement rate, achievement of departmental annual budget, individual KPIs, product yield, development of new technologies, promotion volume, etc.
Sustainability indicator 20%	Talent cultivation, comprehensive quality assurance, internal control, customer satisfaction, environment-friendly (energy saving and emission/waste management), losses of working hours due to work-related injuries, information security risks, etc.

According to the procedures specified in the “Regulations on Managing Remuneration” and “Regulations on Managing Employee Performance Evaluation”, relatively reasonable remuneration is provided regarding the aforesaid evaluation items, which shall be reviewed by the Compensation Committee before submitting to the Board of Directors for approval.

- (3) The Company has established a Compensation Committee, which is responsible for developing the overall (including directors and managerial officers) remuneration and benefit policies and structure, implementing incentives for managerial officers, and checking the salary level on the market regularly to ensure that the overall remuneration provided by the Company is competitive on the market, so as to develop and retain talents and promote the sustainable development of the Company.
- (4) Relevance of future risks: the remuneration of the Company will be evaluated and adjusted after considering future environmental changes and business performance, and directors and employees who are involved in illegal activities and cause losses to the Company may be subject to necessary punishments according to law.

II. Operation Status of Corporate Governance

(I) Operation Status of the Board of Director

The Board of Director held 7(A) meetings in 2024. The attendance of directors was as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual Attendance Rate (%) (B/A)	Note
Chairman	Chin-Tsai Chen	7	0	100	Re-elected on May 30, 2024
Director	Hsin-Hui Tsai	7	0	100	Re-elected on May 30, 2024
Director	WIN Semiconductors Corp. Representative: Ching-Tsou Tsen	7	0	100	Re-elected on May 30, 2024
Director	WIN Semiconductors Corp. Representative: Yun-An Yu	3	0	100	Newly elected on May 30, 2024; supposed to attend 3 meetings
Director	Hui-Fen Chan	2	0	67	Newly elected on May 30, 2024; supposed to attend 3 meetings
Independent Director	Chen-En Ko	3	0	100	Newly elected on May 30, 2024; supposed to attend 3 meetings
Independent Director	Chao-Zon Yang	7	0	100	Re-elected on May 30, 2024
Independent Director	Po-Chiao Chou	7	0	100	Re-elected on May 30, 2024
Independent Director	Wei-Lung Chen	3	0	100	Newly elected on May 30, 2024; supposed to attend 3 meetings
Independent Director	Hsiu-Chung Liang	3	0	75	Removed from office on May 30, 2024; supposed to attend 4 meetings
Independent Director	Hui-Fen Chan	4	0	100	Removed from office on May 30, 2024; supposed to attend 4 meetings

Other issues to be recorded:

1. If any of the following circumstances occur in the operation of the Board of Directors, the date and term of the board meeting, the content of proposal, the opinions of all independent directors and the Company's handling of the opinions of independent directors shall be stated:
 - (1) Items listed in Article 14-3 of the Securities Exchange Act:
The Company has established Audit Committee, and independent directors could express opinions according to the items to be resolved in Article 14-5 of the Securities and Exchange Act. Please refer to the "Independent Directors' Opinions or Resolutions on Major Proposals" on page 23 of this annual report.
 - (2) Other than the matters mentioned above, other resolutions on which the Independent Directors have dissenting opinions or qualified opinions: None.

2. The implementation status of director’s avoidance of interested proposals, which shall state the name of director, the content of the proposals, the reasons for the avoidance of interests, and the circumstances of participation in voting:

Term/session of the Board of Directors	Proposal	Reasons of withdrawal	Status of execution
17 th meeting of the 9 th Board of Directors 2024.02.02	Proposal on the distribution of year-end bonus of managerial officers for 2023.	Chairman Chin-Tsai Chen and Director Hsin-Hui Tsai was concurrently the managerial officers of the Company.	Except the above director withdrew due to interests, the Chairman consulted all the directors present and the proposal was passed without objection
2 nd meeting of the 10 th Board of Directors 2024.08.06	1. Proposal on the distribution of directors' remuneration in 2023. 2. Proposal on distribution of remunerations for managerial officers and employees of the Company in 2023.	Due to their own interests in determining the distribution of their remuneration, the directors, due to their interests, withdrew themselves and did not participate in the discussion and voting on their own remuneration distribution. Director Hsin-Hui Tsai was concurrently the managerial officer of the Company.	

3. TWSE/TPEX listed companies shall disclose the evaluation cycle and period, scope, method, and content of evaluation for the self-evaluation (or peer evaluation) of the board of directors. The evaluation conditions of the board of directors of the Company are as follows:

Evaluation cycle	Period of evaluation	Scope of evaluation	Method of evaluation	Content of evaluation
Executed every year	2024.01.01 – 2024.12.31	<ul style="list-style-type: none"> • Entire Board of Directors • Audit Committee • Compensation Committee • Individual Members of the Board 	<ul style="list-style-type: none"> • Internal Self-evaluation of the Board • Internal Self-evaluation of the Audit Committee • Internal Self-evaluation of the Compensation Committee • Self-evaluation of Members of the Board 	Refer to Note 1 for instructions.
Executed every three years	2022.11.01 – 2023.10.31	Entire Board of Directors Audit Committee Compensation Committee	Appointed an external professional and independent institution “Taiwan Corporate Governance Association, TCGA” to carry out the evaluation.	See the Company website for details.

Note 1. The contents of the evaluation shall include at least the following items according to the scope of evaluation:

- (1) Performance evaluation of the board of directors: at least including the degree of involvement in the operation of the Company, the quality of decision-making of the Board of Directors, the composition and structure of the Board of Directors, the selection and continuous learning of directors, internal control, etc.
- (2) Performance evaluation of individual directors: at least including the cognition of the Company’s objectives and tasks, the understanding of director liabilities, the involvement in the Company’s operations, the internal relationship management and communication, the specialty and further study of directors and internal control.
- (3) Performance evaluation of functional committees: the degree of involvement in the Company’s operation, the cognition of the responsibilities of functional committees, the quality of decision-making of functional committees, the composition and selection of members of functional committees, internal control, etc.
- (4) Performance evaluation of individual directors: at least including the cognition of the

Company's objectives and tasks, the understanding of director liabilities, the involvement in the Company's operations, the internal relationship management and communication, the specialty and further study of directors and internal control.

The results of the evaluation of the operations of the Board of directors and functional committees in 2024 are as follows, which have been submitted to the Board of Directors on January 10, 2025:

- (1) The performance evaluation indicators of the Board of Directors consist of five aspects and a total of 45 indicators, and the evaluation result is "excellent". The Board of Directors has performed appropriate operations to continually promote the upgrading of corporate governance evaluation. When facing the drastic industrial changes globally, all directors have been aware and offered their suggestions, to assist the Company in further exploring the future responsive strategies.
 - (2) The performance evaluation indicators of the Audit Committee consist of five aspects and a total of 24 indicators, and the evaluation result is "excellent". The operation of the committee is smooth and complies with regulations. The risks of internal control and performance evaluation may be further refined.
 - (3) The performance evaluation indicators of the Compensation Committee consist of five aspects and a total of 24 indicators, and the evaluation result is "excellent". The operation of the committee is smooth with favorable communication, and the functionality can be leveraged.
 - (4) The performance evaluation indicators of the Nominating Committee of five aspects and a total of 24 indicators, and the evaluation result is "excellent". The operation of the committee is smooth with favorable communication.
 - (5) The performance evaluation indicators of the board members consist of six aspects and a total of 23 indicators, and the evaluation results are "excellent" to "extremely excellent", with high participation.
4. Goal of enhancing Board of Directors functions (such as establishing an audit committee and uplifting information transparency) and evaluation of its implementation in the current and most recent fiscal year:
- (1) The Audit Committee and the Compensation Committee established under the Board of Directors of the Company shall assist the Board of Directors in performing their supervisory duties respectively.
 - (2) The Audit Committee of the Company has been composed of all independent directors since June 15, 2018, and is responsible for the fair presentation of the Company's financial statements, the selection (dismissal) and independence evaluation of CPAs, the effective implementation of internal control, the management and control of the Company's existing or potential risks, etc.
 - (3) The Compensation Committee of the Company was established in 2021 and is currently composed of 4 independent directors. It is responsible for formulating and regularly reviewing policies, systems, standards and structures on performance evaluation and remunerations of directors and managerial officers, as well as regularly evaluating and determining the salaries and remunerations of directors and managerial officers.
 - (4) Communicate relevant refresher courses to board members and assist in the arrangement of refresher courses to enhance the absorption of new knowledge and maintain professional advantages.
 - (5) On October 29, 2019, the Company established the "Procedures Governing the Board Performance Evaluation" as the objectives to be achieved in the operation of directors and functional committees.

- (6) On May 5, 2020, the Board of Directors of the Company approved the setup of Head of Corporate Governance.
5. The attendance and appearance of independent directors at each board meeting of the Company in 2024 are as follows:

◎ Attend in person ☆ Delegate to attend

Name	Date of the Board Meeting						
	The 9 th Session				The 10 th Session		
	2024.02.02	2024.02.27	2024.04.19	2024.05.06	2024.05.30	2024.08.06	2024.11.05
Chao-Zon Yang	◎	◎	◎	◎	◎	◎	◎
Po-Chiao Chou	◎	◎	◎	◎	◎	◎	◎
Hsiu-Chung Liang (Note)	◎	◎	☆	◎			
Hui-Fen Chan (Note)	◎	◎	◎	◎			
Chen-En Ko (Note)					◎	◎	◎
Wei-Lung Chen (Note)					◎	◎	◎

Note: Hsiu-Chung Liang and Hui-Fen Chan was removed from office on May 30, 2024; Chen-En Ko and Wei-Lung Chen were newly elected on May 30, 2024.

(II) Information on the operation of the Audit Committee:

- The key jobs of the Audit Committee in the fiscal year are summarized as follows:
 - Formulating or amending the internal control system.
 - Evaluation on the effectiveness of the internal control system.
 - Formulating or amending important management measures or operating procedures, such as the procedures for significant financial businesses including acquiring or disposing of assets, engaging in derivatives trading, lending funds to others, endorsing or providing guarantees for others.
 - Matters involving the interests of directors.
 - Significant transactions of assets or derivatives.
 - Significant fund lending, endorsement or provision of guarantee.
 - Raising, issuing or private placement of negotiable securities with the nature of equity.
 - Appointment, discharge or remuneration of CPAs.
 - Appointment and removal of finance, accounting or internal audit directors.
 - Financial reports.
 - Other important matters stipulated by the Company or the competent authority.
- The term of office of the 2nd members: From July 2, 2021 to May 30, 2024; The term of office of the 3rd members: From May 30, 2024 to May 29, 2027. In 2024, the Audit Committee convened a total of 5 (A) meetings. The attendance record of the independent directors is detailed as follows:

Title	Name	Attendance in Person (B)	Times of Appearance by Proxy	Actual Appearance Rate (%) (B/A)	Note
Independent Director	Po-Chiao Chou (The 2 nd Convener)	5	0	100	Re-elected on May 30, 2024

Title	Name	Attendance in Person (B)	Times of Appearance by Proxy	Actual Appearance Rate (%) (B/A)	Note
Independent Director	Hsiu-Chung Liang	2	0	100	Removed from office on May 30, 2024; supposed to attend 2 meetings
Independent Director	Hui-Fen Chan	2	0	100	Removed from office on May 30, 2024; supposed to attend 2 meetings
Independent Director	Chao-Zon Yang	5	0	100	Re-elected on May 30, 2024
Independent Director	Chen-En Ko (The 3 rd Convener)	3	0	100	Newly elected on May 30, 2024; supposed to attend 3 meetings
Independent Director	Wei-Lung Chen	3	0	100	Newly elected on May 30, 2024; supposed to attend 3 meetings

Other issues to be recorded:

- If the Audit Committee operates under any of the following circumstances, it shall state the date and period of the Audit Committee meeting, the content of any proposal, the content of the objections, reservations or significant recommendations of the independent directors, the results of the Audit Committee resolution and the Company's handling of the opinion.

(1) Items listed in Article 14-5 of the Securities Exchange Act

Audit Committee Term of meeting and date of resolution	Proposal content	Resolution results and subsequent processing
16 th meeting of the 2 nd Audit Committee 2024.02.27	<ol style="list-style-type: none"> Proposal on "Evaluation on the Effectiveness of Internal Control System" and the "Statement on Internal Control" for 2023. Proposal on the Company's CPA appointment and audit service fee in 2024. Proposal on 2023 consolidated financial statements and parent-company-only financial statements. Proposal on 2023 business report. Proposal on amendment to the earnings distribution proposal in 2022. Proposal on earnings distribution in 2023. 	All the members of the Audit Committee have expressed no objection or qualified opinions to the proposals on the left, which have been adopted by all the committee members.
17 th meeting of the 2 nd Audit Committee 2024.05.06	Proposal the consolidated financial statements for the first quarter of 2024.	
2 nd meeting of the 3 rd Audit Committee 2024.08.06	Proposal the consolidated financial statements for the second quarter of 2024.	
3 rd meeting of the 3 rd Audit Committee 2024.11.05	<ol style="list-style-type: none"> Proposal the consolidated financial statements for the third quarter of 2024. Proposal on the amendment to "Procedures of Lending Funds to Others for Subsidiaries" and "Procedures for Endorsement & Guarantee for Subsidiaries"; establishment of the Company's "Procedure for Preparation and Assurance of Sustainability Report" and "Procedure for Sustainable Information Management". 	

- (2) Except for the matters mentioned above, other matters that have not been approved by the Audit Committee but have been agreed by more than two-thirds of all directors: None.
2. The implementation status of independent director’s avoidance of interested proposals, which shall state the name of independent director, the content of the proposals, the reasons for the avoidance of interests, and the circumstances of participation in voting: None.
3. The communications between the independent director and the internal audit supervisor and accountant (including major issues, methods and results of communication regarding the company’s financial and business status).
- (1). Communication between the Audit Committee and the Audit Supervisor in 2024:

Date	Content of the communication	Handling results	Communication results
2024.02.27	<ol style="list-style-type: none"> 1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period. 3. “Evaluation on the Effectiveness of Internal Control System” and the “Statement on Internal Control” for 2023. 	<ol style="list-style-type: none"> 1. After reporting by the Audit Committee, submit the report to the Board of Directors. 2. “Evaluation on the Effectiveness of Internal Control System” and the “Statement on Internal Control” for 2023, which are submitted to the Board of Directors after review and approval. 	No opinions in this communication
2024.05.06	<ol style="list-style-type: none"> 1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period. 3. The impact of the recent revision on the “Regulations Governing Establishment of Internal Control System of Public Companies” and “Evaluation Items for Assessing the Effectiveness of Internal Control System of Public Companies” by the Financial Supervisory Commission on the Company. 	After reporting by the Audit Committee, submit the report to the Board of Directors.	No opinions in this communication
2024.08.06	<ol style="list-style-type: none"> 1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period. 	After reporting by the Audit Committee, submit the report to the Board of Directors.	No opinions in this communication
2024.11.05	<ol style="list-style-type: none"> 1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period. 3. Set out the audit plan for 2025. 	<ol style="list-style-type: none"> 1. After reporting by the Audit Committee, submit the report to the Board of Directors. 2. Audit plan of 2025 is submitted to the Board of Directors after review and approval. 	No opinions in this communication

The Audit Supervisor communicates with the independent directors through the audit report every month; To report at least once a quarter on the performance of

the audit operations through the meeting of the Audit Committee and report to the members of the Audit Committee immediately in case of any special circumstances. There are no such special conditions as at the publication date of the annual report. The Audit Committee of the Company has communicated well with the internal Audit Supervisor.

(2). Communication between the Audit Committee and the CPAs in 2024:

Date	Content of the communication	Communication results
2024.02.27	<ol style="list-style-type: none"> 1. Auditing scope of financial statements for the year 2023, auditors' responsibilities and independence, audit findings (matters drawing attention in the auditing, etc.), and types of audit opinions. 2. Quality management system of the accounting firm as well as communication of case resources. 3. Updating of important regulations-Amendment to the scope of application in which a candidate nomination system shall be adopted for election of directors and supervisors, amendment to the Regulations Governing the Exercising of Authorities by the Audit Committee and amendment to the Regulations Governing Procedure for the Board of Directors. 	No opinions in this communication
2024.05.06	<ol style="list-style-type: none"> 1. Scope of audit of financial statements for the first quarter of 2024, auditors' responsibilities, independence, audit findings (significant accounting estimates, etc.) and types of audit conclusions. 2. Significant regulatory updates - Amendments to Audit Committee's Q&A and latest international legislative trends in anti-greenwashing. 	No opinions in this communication
2024.08.06	<ol style="list-style-type: none"> 1. Scope of audit of financial statements for the second quarter of 2024, auditors' responsibilities, independence, audit findings (significant accounting estimates, etc.) and types of audit conclusions. 2. Plan for introduction of IFRS Sustainability Disclosure Standards. 3. Significant regulatory updates - Amended provisions of Article 14 of the Securities and Exchange Act. 	No opinions in this communication
2024.11.05	<ol style="list-style-type: none"> 1. Scope of audit of financial statements for the third quarter of 2024, auditors' responsibilities, independence, audit findings (significant accounting estimates, etc.) and types of audit conclusions. 2. Significant regulatory updates - Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. 3. Annual audit planning. 	No opinions in this communication

The matters communicated between the Company's CPAs and the Audit Committee include the audit or review results of the financial statements of the reporting quarter, the scope and schedule of the audit or review, major findings, statement that the personnel subject to the independence standards of the firm under which the certified accountants are affiliated have complied with the statement of independence in the professional ethics of accountants, the key audit matters to be communicated in the financial reports, and the impact of statutory amendments on the Company, etc. Any special circumstances will be reported to the members of the Audit Committee immediately and there are no such special circumstances as at the date of publication of the annual report. The Audit

Committee of the Company has communicated well with the CPAs.
(III) Implementation of corporate governance and the Deviations from the Corporate
Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the Reasons

Evaluation Items	State of Operations		Summary	Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No		
I. Has the Company formulated and disclosed its corporate governance best practice principles in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company has established the “Corporate Governance Best Practice Principles” in 2005, and has kept abreast of changes in current laws and regulations to strengthen its organizational structure and disclosed them on the Company’s website and the Market Observation Post System. The Company’s relevant operations have been conducted in accordance with relevant important regulations.	No major deviations.
II. Shareholding structure and shareholders’ rights				
(I). Does the Company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to the internal procedure?	V		(I). The Company has formulated the “Procedures for Handling Stock Affairs” in 2002, and has set up spokesman, acting spokesman, stock affairs officer and dedicated person to handle relevant matters, and has publicly announced its contact telephone number and E-mail address (ir@iteqcorp.com) to properly handle questions, suggestions, doubts and disputes raised by shareholders. There has not been any dispute or lawsuit.	No major deviations.
(II). Does the Company maintain a register of major shareholders with controlling power as well as a register of persons exercising ultimate control over those major shareholders?	V		(II). The Company has stockholder affair undertaker who, assisted by the Grand Fortune Securities Corporation Registrar Transfer Dept., regularly keeps track of the major shareholders who actually control the Company and the list of the ultimate controllers of the major shareholders according to the list of shareholders provided by the stockholder agency on the date when the Company handles the closing of ownership transfer; and regularly discloses the situation of pledge, increase or decrease of equity of shareholders holding more than 10%.	No major deviations.
(III). Does the Company establish and enforce risk control and firewall systems with its affiliated businesses?	V		(III). In the internal control system, the Company has established the “Guidelines for Subsidiary Management”, the “Procedures for R Related Party Transactions”, and the “Procedures for Dealing with Related Parties, Specific Persons and Consolidated Group Entities” to define the management rights and responsibilities of personnel, assets and finance among related enterprises, and conduct risk evaluation and establish appropriate firewalls. All business dealings with related enterprises are handled in accordance with the principle of fairness and reasonableness, and are subject to relevant internal control and other management measures. The audit unit of the Company also includes each subsidiary into the scope of internal audit and carries out audit operations on a regular or	No major deviations.

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
(IV). Does the Company stipulate internal rules that prohibit company insiders from trading securities using information not disclosed to the market?	V		irregular basis. (IV). The Company formulated the “Procedures for Handling Material Inside Information” in 2009, made the “Management Procedures for Preventing Insider Trading” on May 3, 2022 to prevent the insiders of the Company to buy and sell valuable securities using unannounced information on the market and informed the Company’s internal personnel to strictly follow them, so as to reduce the internal personnel of the Company from accidentally committing insider trading due to unfamiliarity with laws and regulations or intentionally committing such breach, resulting in lawsuits involving the Company or such internal personnel, and damaging the Company’s reputation. Article 10 of the “Corporate Governance Best Practice Principles” stipulates that insiders shall not trade in the Company’s shares during the 30 days prior to the announcement of annual financial statements and 15 days prior to the announcement of quarterly financial statements, after they have been informed of the Company’s financial statements or related results. In addition, a good internal information processing and disclosure mechanism was established to avoid improper information leakage.	No major deviations.
III. Composition and Responsibilities of the Board of Directors (I). Does the Board of Directors have a diversity policy, specific management objectives and implementation?	V		(I). Article 20 of the “Corporate Governance Best Practice Principles” of the Company stipulates that to achieve the effective operation of the Board of Directors, enhance the development and operation of the Company, the composition of the Board of Directors is diversified in terms of professional skills required for business, legal, finance, accounting and the operation of the Company, and the directors possess complete and rich academic experience to enable the Board of Directors to perform the functions of operational decision-making and leadership. Please refer to “8. Implementation of diversity of Board members” of this annual report (page 53) for an explanation of the diversity policy of the Company’s Board members.	No major deviations.
(II). In addition to the Compensation Committee and Audit Committee established according to law, is the Company willing to set up other functional committees?	V		(II). The functional committees of the Company include: 1. The Compensation Committee: holding at least 2 meetings per year. Please refer to (page 32) of the annual report for the operation situation. 2. The Audit Committee: established in June 15,	No major deviations.

Evaluation Items	State of Operations		Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	
<p>(III). Has the Company established standards to evaluate the performance of the Board, and does the Company implement such annually? Does it report the results of the performance evaluation to the BOD and use them as a reference for each Director's remuneration and nomination of term renewal?</p> <p>(IV). Does the Company regularly implement assessments on the independence of CPA?</p>	V	<p>2018, comprised of all independent directors. Please refer to (page 22) of the annual report for the operation situation.</p> <p>3. Nominating Committee: established on December 26, 2023, consisting of three independent directors and two directors. Please refer to this annual report (page 33) for operation information.</p> <p>(III). The Company has formulated the "Procedures Governing the Board Performance Evaluation" on October 29, 2019, and the board members and executive units conducted the internal performance evaluation of the Board of Directors in the current year. Please refer to (page 20) of the annual report for the operation situation. On January 10, 2025, the results of the Board of Directors' performance evaluation in 2023 were reported to the Board.</p> <p>(IV). The Board of Directors evaluated the independence and appropriateness of the CPAs in accordance with Article 47 of the "Certified Public Accountant Act" and the No.10 Bulletin of Norm of Professional Ethics for CPA, with reference to the Audit Quality Indicators (AQIs), and submitted the results to the Audit Committee and the Board of Directors for approval on March 7, 2025. Please refer to Note 1 (page 31) of this annual report for the evaluation of the independence and suitability of the CPAs.</p>	<p>No major deviations.</p> <p>No major deviations.</p>
<p>IV. Does the listed Company have an adequate number of qualified corporate governance personnel and assign a corporate governance executive to handle corporate governance matters (including but not limited to the provision of data to Directors and Supervisors for business execution, assisting Directors and Supervisors in legal compliance, matters related to Board Meeting and Shareholders' Meeting, preparation of minutes for Board Meeting and Shareholders' Meeting)?</p>	V	<p>In order to strengthen corporate governance and improve the effectiveness of the Board of Directors, appropriate personnel has been appointed to deal with matters related to the corporate governance. The Board of Directors adopted a resolution on May 5, 2020 to appoint a director of corporate governance, who has more than three years of financial and accounting experience in public companies and receives education for at least 12 hours every year according to the regulations. The main responsibility is to be a planning unit for corporate governance, ethical corporate management and legal compliance, to provide information for directors to carry out their business, strengthen the functions of the Board of Directors and comply with laws and regulations, and handle matters related to the Board of Directors and shareholder meetings.</p> <p>Business execution in 2024:</p> <p>(I). Assisting the directors in performing their duties and providing a communication window between the directors and the Company.</p> <p>1. Informing members of the Board of Directors of the latest amendments to laws and regulations related to the business field</p>	<p>No major deviations.</p>

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
			<p>and corporate governance of the Company.</p> <p>2. Providing the Company's information required by directors, and maintaining smooth communication between the directors and senior executives.</p> <p>3. Arranging refresher courses on a regular basis for directors in accordance with the directors' education background and prevailing laws and regulations.</p> <p>(II). Assisting functional committees, the Board of Directors and the shareholders' meeting in matters concerning the procedures and compliance with laws, and serving as the communication window for the functional committees.</p> <p>1. Preparing meeting procedures and providing relevant materials and topics, and giving advance warning if it is necessary to avoid interest conflicts.</p> <p>2. Responsible for releasing important information of important resolutions of the Board of Directors and the board of shareholders, and ensuring the legality and correctness of such information, so as to ensure the equivalence of trading information for investors.</p> <p>(III). Please refer to (page 49) of the annual report for the further education situation.</p>	
V. Has the company established a channel to communicate with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), and set up a special zone for stakeholders on the Company's website, and appropriately respond to the important corporate social responsibility issues that are essential to stakeholders?	V		Depending on different conditions, the Company has channels for communication with the Company, appointing spokesman, acting spokesman, stock affairs officer and dedicated person to communicate with stakeholders, and has a stakeholders' section and the contact information of the spokesman (acting spokesman) and relevant business departments on the Company's website. The communication channels include telephone, website and e-mails, and the communication with stakeholders were reported to the Board of Directors on November 5, 2024.	No major deviations.
VI. Has the Company commissioned a professional stock affair agency to manage shareholders' meetings and other relevant affairs?	V		The Company appoints the Registrar Transfer Department of Grand Fortune Securities Corporation as the stock transfer agent to handle the transfer of ownership of the issued shares and other related matters for the Company.	No major deviations.
VII. Information Disclosure (I). Does the Company establish a website to disclose information on financial operations and corporate governance?	V		(I). The Company has set up a corporate website in both Chinese and English, which discloses relevant financials, business and corporate governance information under Investor Relations section. In addition, for information on our products, we disclose relevant information on the corporate website.	No major deviations.

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
(II). Does the Company adopt other means of information disclosure (such as establishing an English language website, delegating a professional to collect and disclose Company information, implement a spokesperson system, and disclosing the process of legal person conferences on the Company website)?	V		(II). The Company has set up an investor relation website in both Chinese and English, and appointed a dedicated person to update the information collected and disclosed on the company website, and set up a spokesman's email address for the dedicated person to handle. The spokesman system is implemented to ensure that the information that may affect the decision-making of shareholders and stakeholders will be disclosed immediately.	No major deviations.
(III). Does the Company publish and declare its annual report within two months from the end of a fiscal year and publish and declare its financial reports for the first, second, and third quarters and the operating status of each month within the prescribed time.	V		(III). On March 7, 2025, the Company announced its financial report for 2024, and the financial reports for the first, second and third quarters and the operating situation of each month, all of which shall be approved or submitted by the Board of Directors before the prescribed time limit. The quarterly report will be announced through the i-XBRL at the date of approval by the Board of Directors.	No major deviations.
VIII. Has the Company provided other important information that is helpful to understand the implementation of corporate governance (including but not limited to the rights and interests of employees, employee care, investor relations, supplier relations, stakeholder rights, continuous education of directors and supervisors, implementation of the risk management policies and risk measurement standards, customer policies, and purchase of liability insurance for the directors and supervisors)?	V		For more details, please refer to “(VII) Other material information that can enhance the understanding of the state of Corporate Governance at the Company” on page 48 of this annual report.	No major deviations.
<p>IX. Please indicate the improvement of the results of the corporate governance evaluation issued by the Corporate Governance Center of TWSE in the last year and provide priority measures and measures for those who have not yet improved.</p> <p>The Company's rating range on “2023 Corporate Governance Evaluation” is the top 21%~35%. For the following items that have not been scored, priority enhancement matters and measures are put forward:</p> <p>1. Improved issues in 2024:</p> <p>(1) Reporting of remuneration received by directors at the general Shareholders' Meeting, including remuneration policy and content and amount of individuals' remuneration.</p> <p>(2) Introduction of ISO 27001 Information Security Management System (ISMS) and obtained third-party verification.</p> <p>(3) Disclosure of annual emissions of greenhouse gases in 2023 and 2024 and obtained external verification.</p> <p>2. Improved issues in 2025:</p> <p>(1) Disclosure of the communication of independent directors with internal audit officer and CPAs on the corporate website.</p> <p>(2) Disclosure the policy of senior managers' remuneration linked with performance evaluation related to ESG.</p>				

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
3. Priority enhancement items for those not yet improved: (1) Development of greenhouse gas reduction management policies, including reduction targets, promotion measures and achievement status.				

Note 1: CPA's Independence and Suitability Evaluation in 2025

Name of CPA: Chia-Chien Tang and Ya-Ling Chen of KPMG

Evaluation indicator	Specific indicator	Evaluation standard	Result	Explanation
CPA independence	CPA independence compliance	Whether there is no violation of independence or unresolved conflict of interest in accordance with the relevant laws and regulations	Very good	Audit quality index information provided by the CPA's firm
CPA suitability	Financial statements audit quality	Are the financial statements certified in accordance with the relevant laws and regulations?	Very good	According to the law, the CPA's firm will check and plan the audit
	Tax report quality	Is the audit made according to the relevant law?	Very good	According to the law, the CPA's firm will check and plan the audit
	Attendance of the Board of Directors	Is the audit made according to the relevant law?	Not applicable	Communicated with the Audit Committee on a quarterly basis in 2024, and is expected to communicate with the Audit Committee on a quarterly basis in 2025.
	Attendance of the shareholders' meetings	Attend each shareholders' meeting?	Very good	Planned to participate the 2025 shareholders' meeting
	Communicate and interact with the Company's president, directors and financial/accounting supervisor	Whether to communicate with the Company's general manager, directors and financial/accounting supervisor. Whenever a new release is made or a significant accounting system is announced, a meeting will be held with the Company's president, directors and financial/accounting supervisor to discuss the matter.	Very good	Key communication topics with the company in 2024 included: International Tax Reform — Pillar Two Model Rules, Digital Transformation, Latest International Legislative Developments on New Anti-Greenwashing Directive and Implementation Plan for IFRS Sustainability Disclosure Standards. In 2025, whenever a new release is made or a significant accounting system is announced, a meeting was held with the Company's president, directors and financial/accounting supervisor to discuss the matter. Communicate with the Audit Committee on a quarterly basis about the upgrade of decrees.

Evaluation indicator	Specific indicator	Evaluation standard	Result	Explanation
	Evaluate the various risks that exist or are potentially present in the company	Whether the Company's various risks or potential risks have been assessed. Provide recommendations for improvement based on the results of each audit, tax audit and internal control audit	Very good	Plan each audit, tax audit and internal control audit result, and give improvement suggestions if any problem is found
	Communication and interaction with company management	Whether a good communication channel with the Company's management is maintained	Very good	We are now actively interacting with each other and will continue to maintain good communication with the Company's management in the future

Evaluation Result: Both certificate public accountants meet the independence and suitability.

(IV) Composition, responsibilities and operation of the Compensation Committee

1. Information on the scope of authority of the Compensation Committee

(1) Scope of functions of the Compensation Committee

The Compensation Committee shall exercise the due care of a good administrator, perform the following duties, and shall submit its recommendations to the Board of Directors for discussion.

- A. Establishing and periodically reviewing the annual and long-term performance goals for the directors, and managerial officers of the Company and the policies, systems, standards, and structure for their compensation.
- B. Establishing and periodically reviewing the remunerations for directors and managerial officers.

(2) Operational Status of the Compensation Committee

- A. The Company's Compensation Committee consists of 4 members.
- B. The term of office of the 5th members: From July 2, 2021 to May 30, 2024.
The term of office of the 6th members: From May 30, 2024 to May 29, 2027.
- C. A total of 5 (A) meetings were held by the Compensation Committee in 2024, where the qualifications and attendance of the members were as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual attendance rate (%) (B/A)	Note
Convener	Chao-Zon Yang	5	0	100	Re-appointed on May 30, 2024
Members	Po-Chiao Chou	5	0	100	Re-appointed on May 30, 2024
Members	Chen-En Ko	2	0	100	Newly appointed on May 30, 2024; supposed to attend 2 meetings
Members	Wei-Lung Chen	2	0	100	Newly appointed on May 30, 2024; supposed to attend 2 meetings
Members	Hsiu-Chung Liang	3	0	100	Removed from office on May 30, 2024; supposed to attend 3 meetings

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual attendance rate (%) (B/A)	Note
Members	Hui-Fen Chan	3	0	100	Removed from office on May 30, 2024; supposed to attend 3 meetings

Other issues to be recorded:

1. Where the Board of Directors does not adopt or amend the recommendations of the Compensation Committee: None.
2. Any objections or qualified opinions made by the members against the resolutions of the Compensation Committee: None.
3. Date, term, content of proposals, results of resolutions of the most recent annual meeting of the Compensation Committee:

Date of Resolution of the Compensation Committee	Proposal content	Resolution results and subsequent processing
12 th meeting of the 5 th Compensation Committee 2024.02.02	1. Proposal on the change in the Head of Corporate Governance. 2. Proposal on the distribution of year-end bonus of managerial officers for 2023.	All the members of the Compensation Committee have expressed no objection or qualified opinions to the proposals on the left, which have been adopted by all the committee members.
13 th meeting of the 5 th Compensation Committee 2024.02.27	Proposal on the distribution of the remunerations for directors and employees in 2023.	
14 th meeting of the 5 th Compensation Committee 2024.05.06	Proposal on the change in the Head of Corporate Governance.	
1 st meeting of the 6 th Compensation Committee 2024.05.30	Proposal on the election of the convener of the Compensation Committee.	
2 nd meeting of the 6 th Compensation Committee 2024.08.06	1. Proposal on distribution of remunerations for directors of the Company in 2023.	
	2. Proposal on distribution of remunerations for managerial officers and employees of the Company in 2023. 3. Proposal on reporting internal personnel as stipulated.	

2. Information of nominating committee members and operation

(1) Qualifications and responsibilities of nominating committee members

The members of the Committee are appointed by the Board of Directors and consist of at least three directors, of whom a majority of the independent directors shall participate. The term of office of this committee is the same as that of the Board of Directors. The responsibilities are as follows:

- A. Establish criteria for diversity of background and independence, including expertise, skills, experience and gender, as required by Board members, and to identify, vet and nominate director candidates according to them.
- B. Other matters resolved and delegated by the Board of Directors to be handled by the Committee.

(2) Professional qualifications and experience of nominating committee members and operation:

- A. The Company's Nominating Committee consists of 5 members.
- B. The term of office of the 1st members: From December 26, 2023 to May 30,

2024, The term of office of the 2nd members: From August 6, 2024 to May 29, 2027.

C. A total of 2 (A) meeting in 2024. The professional qualifications and experience of the members, attendance and issues discussed are as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual attendance rate (%) (B / A)	Note
Convener	Po-Chiao Chou	2	0	100	Re-appointed on May 30, 2024
Members	Chao-Zon Yang	2	0	100	
Members	Chen-En Ko	1	0	100	Newly appointed on May 30, 2024; supposed to attend 1 meeting
Members	Chin-Tsai Chen	2	0	100	Re-appointed on May 30, 2024
Members	Hsin-Hui Tsai	2	0	100	
Members	Hsiu-Chung Liang	1	0	100	Removed from office on May 30, 2024; supposed to attend 1 meeting

Other issues to be recorded:

State the meeting date, period, content of the main proposals of the Nominating Committee, the content of the issues suggested or opposed by the members, the resolution of the Nominating Committee, and the Company's handling of the opinions of the Nominating Committee:

Date of Resolution of the Compensation Committee	Proposal content	Resolution results and subsequent processing
2 nd meeting of the 1 st Compensation Committee 2024.04.19	Proposal on resolving the list of candidates for directors (including independent directors).	Except members who didn't not participate in the discussion and voting due to conflict of interest, all other attending members raised no objection, and the proposal was passed as submitted.
1 st meeting of the 2 nd Compensation Committee 2024.08.06	Proposal on nominating the convener and meeting chairperson of the Nominating Committee.	Member Po-Chiao Chou was nominated by member Chin-Tsai Chen and unanimously agreed upon by the members present to serve as the convener and the meeting chairperson of this Nominating Committee.

(V) Differences between the implementation of sustainable development and the Code of Practice for Sustainable Development of Listed Companies and the reasons

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx-Listed Companies and Reasons
	Yes	No	Summary	
I. Has the company established a	V		In 2017, the Company set up a working team on sustainability to manage sustainable development	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx-Listed Companies and Reasons
	Yes	No	Summary	
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 is supervised by the Board of Directors?			issues, which was changed into a “Corporate Governance and Sustainability Committee” to promote sustainable development and risk management on October 31, 2023. Under the Board of Directors, the Committee is composed of the CEO, the General Manager of each plant and the CEO’s appointees. The Committee has functional teams, including the ESG team and the risk management team, and other functional teams may be added as needed, such as the information security team. The corporate governance supervisor assists in formulating group-level policies and objectives, and supervises the implementation of the functional teams at each plant. The Committee handles and executes in accordance with relevant management regulations to implement corporate governance, develop a sustainable environment, maintain social justice and strengthen the disclosure of sustainable development information; it reported on its operating results of the current year on November 5, 2024, and reported on the sustainable development implementation results to the Board of Directors.	
II. Has the company assessed the environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies?	V		(I). Since 2017, the Company has prepared a sustainability report with the boundary based on the parent company in Taiwan, and since 2020, the Wuxi plant, Dongguan plant, Guangzhou CCL and Jiangxi plant have been included in the scope; since 2024, Guangzhou FPC has been included in the scope. (II). The Sustainable Development Working Group conducts analysis based on the materiality principle, communicates with internal and external stakeholders, integrates information from various departments and subsidiaries, evaluates ESG issues of materiality, and formulates effective risk management policies and implements specific action plans to reduce the impact of related risks. (III). Based on the assessed risks, the relevant risk management policies are formulated as described in the item (viii) on Note 15 page 56 of this annual report. See the Sustainability Report of the Company for details.	No major deviations.
III. Environmental Issues (I). Has the Company established a suitable environmental management system based on the characteristics of its industry?	V		(I). The Company has established a complete written environmental protection policy, and passed the ISO14000 certification, and complies with the provisions of EU RoHS (Restriction of Hazardous Substance). It has established a complete written environmental protection policy, and passed the ISO14000 certification, and complies with the provisions of EU RoHS (Restriction of Hazardous	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
(II). Is the Company committed to improving energy efficiency and using recycled materials that have a low impact on the environment?	V		<p>Substance).</p> <p>All of our plants have passed ISO14001 certification, which is valid until May 24, 2026, and Hazardous Substance Process Management System Certification (IECQ QC08000). The validity period of the latest certificate is until October 15, 2026. In this way, the Company will continue to carry out environmental management and comply with various environmental protection regulations.</p> <p>(II). The Company is committed to the source improvement and the improvement of the recovery and reuse rate of various resources/energy. For example, the RTO exhaust gas combustion equipment is a highly efficient, energy saving and environmental protection device that can recycle heat energy and remove organic waste gas, solve the air pollution problem and save fuel cost.</p>	No major deviations.
(III). Has the Company evaluated the current and future potential risks and opportunities for the Company arising from climate change and adopted corresponding measures according to aspects related to climate?	V		<p>(III). The Company attaches great importance to issues brought about by climate change. In order to conduct systematic management, the Company has set up an ISO14001 environmental management system to continuously improve its environmental performance by means of PDCA (Plan-Do-Check-Act), and has obtained external third-party verification. Please refer to (viii) “15. Implementation of climate-related information” on page 56 of this annual report.</p>	No major deviations.
(IV). Has the Company calculated the greenhouse gas emissions, water consumption, and total weight of waste for the past two years and established the policies with regard to energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction, and other waste management?	V		<p>(IV). Greenhouse gas energy conservation and carbon reduction management policies: Introduction and first time passed verification of ISO 50001 energy management system into each plant— Wuxi plant obtained the WIT certificate in December 2019; and Xinpu plant obtained the SGS certificate in November 2020. Jiangxi plant obtained the GZCC certificate in February 2023. The Company annually conducts greenhouse gas emissions inventory to monitor and proposes feasible plans for greenhouse gas reduction, implements the emission reduction work plan, and actively discloses greenhouse gas management information and energy conservation and carbon reduction performance in sustainability reports for stakeholders. With reference to the planning, development and plant design of the “Key Operation Points on Green Plant Label Promotion” set out by the Bureau of Industry of the Ministry of Economic Affairs,</p>	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			<p>Xinpu Plant promotes energy saving and carbon reduction from both the hardware and software aspects of the plant.</p> <p>The plant is designed to replace heavy oil fuel with natural gas and adopt Regenerative Thermal Oxidizer (RTO) exhaust gas recovery to reduce greenhouse gas emissions. In addition, we can achieve maximum energy saving and carbon reduction in hardware with related energy saving equipment and measures.</p> <p>In terms of software, we continuously track and improve the use of relevant energies and resources through the operation of the environmental management system (ISO14001), declares the energy consumption and energy saving operation plan to the Bureau of Energy, Ministry of Economic Affairs in accordance with the requirement of the Energy Management Act, and carries out internal announcement of the “Operation Standards of Water and Electricity Saving”, emphasizing the joint efforts of all staff to achieve energy saving and carbon reduction from daily operations.</p> <p>Water and electricity saving management policies:</p> <ol style="list-style-type: none"> a. Promote water-saving management, effectively achieve the water-saving utility of recycling, achieve a recycling efficiency of more than 80%, with recycled water used for toilet flushing. <p>In Xinpu plant, an RO water recovery system was installed in 2020 with the recovery rate of 100%. After RO treatment, the wastewater could be re-circulated as flushing water, air-conditioning replenishment system water and planting water, so there is no wastewater discharge from the Taiwan plant since 2021.</p> <ol style="list-style-type: none"> b. The energy conservation programs promoted by us in the past two years include the addition of chilled water for main engine (with power saving efficiency of 8.1%) and the replacement of air compressors (with power saving efficiency of 37.5%). c. Rental of environmentally friendly photocopiers, use of recycled photocopying paper, and use of environmentally friendly toners to reduce the impact on the environment, and continued to promote the use of electronic forms in 2019, reducing the consumption of photocopying paper year by year. 	

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			<p>Waste management policies: The packaging materials used in production (pallet and copper foil wood box) shall be recycled by the supplier to reduce the cost of new purchase of pallets, copper foils and woods, and reduce the generation of waste. For the greenhouse gas emission, water consumption and waste in the last two years. Please refer to (viii) 12 on page 55 of this annual report.</p>	
<p>IV. Social Issues</p> <p>(I). Has the Company set up management policy and procedures according to related laws and regulations and the International Human Rights Treaty?</p> <p>(II). Has the Company established and implemented reasonable employee's welfare measures (including remuneration, leave, and other benefits) and reflect the operating performance or results in employee's remuneration?</p>	V		<p>(I). In accordance with the Labor Standard Act and relevant laws and regulations, the Company has established the code of practice for employees and CSR policies, and revised the relevant policies to version 7.0 according to the law. We also refer to the Code of Conduct established by the Responsible Business Alliance (RBA) as the standard of internal management. In addition, in order to coordinate labor relations, labor meetings are held regularly or irregularly according to the implementation rules of labor meetings. Relevant labor policies and human right protection are disclosed on the Company's website.</p> <p>(II). The Company has formulated "Work Rules", "Regulations on Managing Remuneration Management", "Regulations on Managing Employee Performance Evaluation", "Regulations on Managing Employee Promotion", "Regulations on Managing Employee Reward and Punishment" and so on in accordance with relevant laws and regulations.</p> <p>The remunerations of employees shall be paid based on the salary standard, their academic experience, professional knowledge and technical skills, and seniority, regardless of age, gender, race, religion, political stand, and marital status. The remuneration payment standard is determined by reference to the market condition, the Company's operating conditions and organizational structure, and may be adjusted as necessary according to the market wage dynamics, changes in the overall economy and industrial prosperity, and government decrees. Bonus and compensation are based on employee performance evaluation items, including work achievement status, individual key performance indicators (KPI), and individual professional and behavioral achievements, and are handled in accordance with the procedures set forth in the "Regulations on Managing Remuneration"</p>	<p>No major deviations.</p> <p>No major deviations.</p>

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			<p>and “Regulations on Managing Employee Performance Evaluation”, which shall be approved by the general managers of the plants and then submitted to the CEO for approval.</p> <p>Through the public performance appraisal standard and system, it implements performance management, hoping to integrate the Company’s overall operating objectives and the staff’s individual work objectives through the performance management operation, as the evaluation and feedback of the annual working performance of employees, and the basis for their follow-up training and development.</p> <p>The main incentive bonus of employees includes:</p> <ol style="list-style-type: none"> a. Employees’ Remuneration: In order to thank employees for their contributions to the Company and share the results of the operation of the Company, the Company’s Articles of Incorporation stipulates that at least 2% of the Company’s annual profits shall be set aside as employee remuneration to thank their contributions to the Company in the previous year. b. Year-end bonuses: Year-end bonuses are paid according to the Company’s overall operational performance, individual performance and KPI achievement rate. c. Monthly production performance bonus: Production line employees are evaluated monthly by their supervisor according to their contribution to the production capacity, and incentive bonuses are paid. d. License allowance: To issue allowances for professional licenses required by the Company. e. Long service bonus: Long service bonus is granted to employees with core professional and job positions to retain talents and enhance the core competitiveness of the Company. <p>Workplace diversity and equality: To achieve equal pay, equal work and equal promotion opportunities for men and women, and to maintain more than 20% of female executive positions to promote sustainable and inclusive economic growth. The average percentage of female employees was 34% and the average percentage of female supervisors was 25% in 2024. To build a friendly workplace for women and let employees of all genders work with peace of mind. For other related benefits, please refer to the Labor</p>	

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
(III). Has the company provided employees with a safe and healthy working environment, and routinely implemented safety and health education for employees?	V		<p>Relations section on page 94 of this annual report.</p> <p>(III). The Company regards employees as the biggest asset, and sets the employee safety and health working rules, occupational health and safety management plan, strengthens independent inspection and environmental management, regularly arranges operators to accept internal and external training, annual physical examination, fire management, environmental monitoring of operation and so on to improve the performance in environment, safety and health, and, through continuous education, training and publicity, develops the emergency response ability and correct safety concept of employees, strengthens the cognitive ability of employees, reduces the occurrence of accidents caused by unsafe behaviors. The related education and training are as follows:</p> <ol style="list-style-type: none"> Newcomers' occupational safety and health training: to establish employees' awareness of safety and health. Supervisor's OSH training: to establish the awareness of OSH of supervisors. Newcomers' training on general knowledge on hazards: to establish employees' awareness of chemical hazards and how to use protective equipment. In-service refresher training on labor safety/fire/fire extinguishing/shelter. Semi-annual emergency response drills. Setting AED (Automatic External Defibrillator) in the plant, and holding AED operation training and CPR training. <p>In 2024, the number of injuries in the Group was 8, accounting for 0.39% of the total number of employees at the end of 2024, and the target of 0 injury in the plant was not achieved. The relevant improvement measures are as below:</p> <ol style="list-style-type: none"> We conducted accident investigation, made improvement plans or countermeasures, revised management methods, and enhanced employee education and training to prevent any work-related injuries from happening again. In plants, a return-to-work coordination mechanism has been implemented to enable sick and injured employees to return to their original jobs or to carry out temporary work. <p>Impact of fire in current year: None.</p>	No major deviations.
(IV). Has the Company	V		(IV). The Company attaches great importance to the	No major

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
<p>established an effective competency development career training program for employees?</p> <p>(V). Has the Company complied with relevant regulations and international standards regarding customers' health and safety, customer privacy, marketing and labeling for products and services, and established relevant policy and appeal procedures to protect the rights of consumers and customers?</p>	V		<p>long-term cultivation of talents, and has formulated the "Procedures for Managing Education and Training" and sound training architecture, irregularly check personnel functions, and has its managers to evaluate the functions and development potential of employees, plans the education and training of the next year according to the organization, department and individual needs at the end of each year, arranges the internal and external training plans, and begin to carry out job and occupational skill certification, so as to ensure that the employees can carry out the work in the existing positions, and at the same time develop the professional functions that are necessary for promotion.</p> <p>(V). Since the Company's customers are not end-consumers, we have established adequate communication channels and effective ways for the downstream consumers in order to meet the health and safety requirements of end-consumers. We regard the "customer-oriented" as an important management philosophy. In order to achieve the goal, in addition to focusing on product quality, we also provide excellent after-sales services to meet the needs of downstream customers. Telephone number and e-mail: ir@iteqcorp.com, have been shown on the website of the Company to deal with any complaints from stakeholders in the first place. It has established a complete written environmental protection policy, and passed the ISO14000 certification, and complies with the provisions of EU RoHS (Restriction of Hazardous Substance).</p> <p>(VI). All plants have obtained the certification of IATF 16949 system, the environmental management system (ISO14001), the occupational health and safety assessment system (ISO45001) the hazardous material process management system (IECQ QC08000 and Taiwan Occupational Safety and Health Management System (TOSHMS), continuously performed environmental safety and health management, and complied with the relevant environmental laws and regulations.</p>	<p>deviations.</p> <p>No major deviations.</p>
<p>(VI). Has the Company established the management policies for suppliers and required suppliers to comply with relevant requirements in terms of environmental</p>	V		<p>(VII). The Company has established a "Procedures for Managing Suppliers", and each year the Quality Assurance Center convenes an audit team to conduct annual supplier evaluations. All major raw material suppliers are required to undergo reviews, evaluations and audits to control their risks and ensure sustainable management.</p> <p>Supplier quality system requirements:</p>	<p>No major deviations.</p>

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
protection, occupational safety and hygiene, or laborers' human rights.			<p>Suppliers of raw materials shall be audited by a third party and pass ISO9001 certification.</p> <p>Suppliers of automotive boards are required to introduce IATF16949 as their goal, and if they fail to do so, they are required to undergo a two-party audit by our Company to promote continuous development towards IATF16949.</p> <p>The Company has participated in the Responsible Business Alliance (RBA) and referred to international standards, to integrate the existing supplier evaluation and audit into its rules, including environmental substance management, plant environmental management, occupational health and safety, labor, and ethics and morality. Suppliers shall fully comply with the laws and regulations of the country/region in which they operate. Suppliers are also required to communicate this information to their next-tier suppliers and to monitor compliance by the next-tier suppliers.</p> <p>For other related labor rights, please see Note 1 of this annual report.</p>	
V. Does the Company prepare and publish reports such as its Corporate Sustainability Report to disclose non-financial information of the Company with reference to internationally recognized standards or guidelines for the preparation of reports? Has the company received assurance or certification of the aforesaid reports from a third-party accreditation institution?	V		<p>For year 2023, the Company has referred to the international guidelines for the preparation of reports to issue Sustainability Reports, which have been audited by AFNOR Asia Ltd., and obtained the intermediate guarantee of Type 1 under the standard of AA1000.</p>	No major deviations.
<p>VI. Where the Company has stipulated its own best sustainability practices according to the "Code of Practice for Sustainable Development of Listed Companies," please describe any differences between the prescribed best practices and the actual activities taken by the company: The Board of Directors of the Company has passed and established its "Corporate Social Responsibility Best Practice Principles" in January 2017, and renamed it "Sustainability Best Practice Principles" in November 2022, so there are no major deviations.</p>				
<p>VII. Other important information about the implementation of sustainable development: Sustainability is a mixture of economic responsibility, legal responsibility and moral responsibility. Based on the</p>				

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			<p>principle of honest management, the Company starts from small steps to protect the environment and ecology, respect human rights and employee rights, enhance the disclosure and transparency of financial information, strengthen the relationship between stakeholders, protect the rights and interests of consumers, maintain fair competition, and strengthen anti-bribery and corruption prevention. This year, it has donated money to local communities to organize activities, and regularly cooperated with technology university, etc.</p> <p>[Main Public Welfare Activities]</p> <ol style="list-style-type: none"> 1. Xipu Plant’s support for Amazing Grace Deaf Bakery: 412 autumn harvest gift boxes were purchased for employees on the Mid-Autumn Festival, so that people with hearing disability can leverage their talents by baking goods. Besides, with our support and recognition, they could feel continuous strength and love. 2. Wuxi plant donated RMB 360,000 to support local education, sponsoring scholarships for surrounding Yunlin Primary School, Yunlin Kindergarten, Jiangnan University and other schools, as well as Xishan Education Bureau’s “ITEQ Liqing” scholarship - a poverty-stricken student aid program. 3. Wuxi Plant donated 95 sets of latex pillows, bath towel/towel sets, and milk to the Afu Elderly Care Home in Xishan District with a total amount of more than RMB 30,000, to show its love for the elderly and wish them a joyful Dragon Boat Festival and a good life in the new era. 4. Dongguan plant actively organizes voluntary blood donation every year. This year, more than 72 people participated and donated a total of 18,000 milliliters of blood. 	

Note 1: Human Rights Policy

In order to protect the rights of all workers, ITEQ Corporation adheres to the labor standards and regulations, and complies with the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights, among other benchmark international human rights standards. We also follow the Code of Conduct set by the Responsible Business Alliance (RBA) as a benchmark for internal management and to protect the human rights of our employees.

Our Human Rights Management Code:

1. Conducting employee-employer meetings in accordance with the “Regulations for the Implementation of Employee-Employer Meetings”
Trade unions have been established in four plants of China. As for Taiwan plant, we hold quarterly employee-employer meetings with a total of 10 representatives from both parties to discuss and agree on various flexible measures for business operation before implementation. There is also an employee suggestion box in the Company’s dining hall. Any relevant issues can be reported through this box for immediate discussion to promote an effective and fair communication mechanism and to foster harmony between the employees and employer to create a win-win situation.
2. To formulate the “Regulations of Managing Unlawful Infringement in Workplace”.
In order to protect all employees from physical or mental abuse and psychological illnesses in the course of performing their duties, we have established related measures to prevent any acts of workplace bullying by our management, and any acts of workplace violence against our employees by fellow employees or by customers, clients, caregivers or strangers.
3. Establishment of RBA Handbook
We are committed to protecting the rights of our employees, ensuring the safety of our workplace and environment, respecting our employees, and taking responsibility for all aspects of our business operations. This statement covers five major aspects: labor, health and safety, environment, ethics, and management systems. The commitment to human rights issues includes the prohibition of forced labor, slavery or human trafficking, child labor, and discrimination and harassment; the provision of fair and appropriate work opportunities and the principle of equal pay for equal work; the protection of employees’ rights to freedom of association and collective bargaining; and the establishment of a friendly workplace environment.
4. Training and education for human rights policy
According to the code of conduct of RBA, we conduct annual training and promotion of relevant human rights

regulations, and implement them in our plants according to the standards and regulations. Implementation of the RBA Code of Conduct in 2024: The RBA's human rights protection education and training courses were attended by 3,014 participants and 4,154 hours of classes were provided.

Detection of human rights risks and mitigation measures

Human rights risk assessment is conducted with reference to RBA and workplace health environment conditions, and the degree of impact of risk items on employees is regularly evaluated by the relevant departments, as described below:

Risk Items	Measure	Subject influenced
Child labor	<ul style="list-style-type: none"> • Child laborers under the age of 16 will not be notified for interview. • The legal age of the interviewer shall be confirmed before interview. • At present, no child laborers aged 15-16 are employed by the Company, and the youngest employee is 23 years old. 	Candidates who want to work at ITEQ Corporation
Salary and benefits	<ul style="list-style-type: none"> • Holding employee-employer meeting on the quarterly basis to introduce the labor policies and regulations issued by the government. • Assessing the influence and adjusting internal regulations as soon as the government amends related policies. 	All employees
Work hours	<ul style="list-style-type: none"> • The work regulations shall specify work hours and overtime work expressly. • Overtime work is prohibited when the employee's monthly overtime work reaches the legal limit. • The HR department regularly conducts overtime audits in the attendance system to remind supervisors of the overtime status of employees. 	All employees
Employee dining hall hygiene	<ul style="list-style-type: none"> • Carrying out pre-meal inspection and cleaning every day. • Strengthening environmental cleaning of the dining hall every week. • Disinfecting the dining hall every month. 	All employees
Forced labor and human trafficking	<ul style="list-style-type: none"> • Making RBA Handbook to explain the Company's code of conduct regarding free choice of employment and to strictly prohibit human rights violations such as forced labor and human trafficking. • We respect the rights of our employees and will not withhold any ID certificates of employees, and employees are free to leave. 	All employees
Workplace bullying	<ul style="list-style-type: none"> • Anyone violating the "Declaration on the Prevention of Unlawful Acts of Assault in the Workplace" will be punished in accordance with the relevant disciplinary regulations. • To formulate the "Method of Managing Unlawful Infringement in Workplace" to protect our employees. • To establish workplace violence handling process, complaint hotline and internal complaint channels. 	All employees
Discrimination	<ul style="list-style-type: none"> • Recruitment and appointment are based on competencies, without considering age, gender, race, etc. We will not conduct discriminatory medical tests or physical examinations. • To enable employees to observe their religious beliefs in the course of work, and to arrange space for religious activities on the premises. • To establish a complete complaint handling mechanism and communication platform to prevent and handle discrimination-related incidents. 	All employees

(VI) Implementation of ethical corporate management and deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
I. Formulating policies and plans for Ethical Corporate Management				
(I). Has the Company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?	V		(I). The Company has always adhered to the principle of honest business operation, complied with laws and regulations, implemented corporate governance, and fulfilled its corporate responsibilities. In January 2017, the Company promulgated the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct". The Board of Directors and senior management have also pledged to actively implement and supervise the implementation of the ethical corporate management policy.	No major deviations.
(II). Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activity within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		(II). According to the Ethical Corporate Management Best Practice Principles and the "Procedures for Ethical Management and Guidelines for Conduct" promulgated by the Company, it also specifies the contents, handling standards and procedures of dishonest conducts. The company has set up a disciplinary and complaint system which is linked to the employee performance appraisal. In addition, every new employee is required to sign the "Integrity Convention on Employee Practices" to remind colleagues to avoid any breach of integrity. Any employee who breaks will be punished in different degrees according to the seriousness of the circumstances. The Company also encourages internal and external personnel to report dishonest or improper conducts to implement honest operation, and ensures the legitimate rights and interests of the informants and the counterparts.	No major deviations.
(III). Has the company specified in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implemented	V		(III). The Company reviews the dishonesty risks that may exist at any time, and formulates in the "Guidelines for the Code of Ethical Conduct" that, directors or managerial officers shall be fair to the	No major deviations.

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
them and review the prevention programs on a regular basis?			customers, competitors, and employees of the Company, shall not obtain improper benefits through manipulation, concealment, abuse of information obtained in the course of their positions, misrepresentation of material matters, or other unfair transactions. If involved in unethical conduct, they will be prosecuted or punished by judicial or administrative organs.	
<p>II. Implementing integrity operation</p> <p>(I). Has the company assessed the integrity records of its transaction counterparties, and specified ethical business policy in contracts with them?</p>	V		(I). The Company has specified the incorruptible clause in the commercial contract template. If there is any breach of the incorruptible clause, the total amount of such contract transaction will be charged as punitive liquidated damages.	No major deviations.
<p>(II). Has the company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?</p>	V		(II). The Company designates the Operation Management Committee as a responsible unit for promoting the promotion and implementation of the integrity management within the Company. The Company has reported to the Board of Directors on November 5, 2024 on the implementation and results of the ethical management promotion, and thereafter to report to the Board of Directors at least once a year on a regular basis to ensure compliance with the Company's Ethical Corporate Management Best Practice Principles.	No major deviations.
<p>(III). Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement such policy properly?</p>	V		(III). If there is a conflict of interest and it is necessary to withdraw, the relevant party shall withdraw by itself, which has been stipulated in the "Corporate Governance Best Practice Principles", the "Guidelines for the Code of Ethical Conduct" and the "Rules of Procedures for Board of Directors Meetings". In case of any violation by directors or managerial officers, the Company shall take disciplinary measures in accordance with relevant regulations.	No major deviations.
<p>(IV). Has the Company established an effective accounting system and internal control systems to implement ethical corporate management, and has the internal</p>	V		(IV). The Company has established an internal control system, an accounting system and various management rules and regulations, and has implemented the requirements of ethical corporate	No major deviations.

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
audit unit prepared relevant audit plans according to the evaluation results for the risk of unethical conduct, and based on which, audited the compliance with the prevention programs for unethical conduct, or has the Company engaged CPAs for performing such audits?	V		management. The internal audit unit draws up the audit plan according to the risk assessment result, carries out regular audit operation and special audit from time to time according to the demand, provides improvement suggestions timely to ensure the continuous and effective implementation of the internal control system, and reports the audit results to the Audit Committee and the Board of Directors.	No major deviations.
(V). Does the Company host routine internal and external training geared towards business integrity practices?	V		(V). As for the internal education and training on honest business practices of the Company, the Company declares the principles of the Company's honest business practices when training new employees, and holds courses on corporate governance and honest business practices from time to time, requiring employees to participate in them; As for the external education and training of honest business practices, the Company publicizes the principles of honest business practices to suppliers, customers or other business related organizations and personnel from time to time, so as to prevent dishonest business practices. In addition, in 2024 the Company held internal and external education and training on ethical corporate management (including courses on environmental safety and health, ethical corporate management, information security, accounting system and internal control, etc.), totally 26,500 person-times, 38,355 hours. The implementation was reported to the Board of Directors on November 5, 2024.	No major deviations.
III. Operation of the whistleblowing system				
(I) Has the company established a specific whistleblowing and reward system, set up convenient whistleblowing channels and designated appropriate personnel?	V		(I) (II) The Company has mailbox for stakeholders in the Company's website, and has employee complaint procedures in the "General Manager Mailbox Management Measures", the "Staff Working Rules", suggestion box and General Manager mailbox in the public area of the Company, provides	No major deviations.
(II) Does the Company establish standard investigation operation and procedure for whistle-	V			No major deviations.

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
blowing matters, follow-up measures to be adopted after the investigation, and relevant confidential mechanisms?			channels to help employees solve various problems and safeguard the due rights, and strengthens propaganda of morality, encourages reporting to the audit supervisor, managerial officer or other appropriate personnel any violation of the "Guidelines for the Code of Ethical Conduct" and other relevant laws and regulations, and keeps the identity and information of the responders confidential.	
(III) Has the Company established protection measures for whistleblower from mishandling against them?	V		(III) The Company files and handles any reported case in a confidential manner, and assigns dedicated personnel to handle the case, so as to ensure the privacy of the informant and prevent him from being disposed of improperly. Mailbox: iteq.audit@iteqcorp.com	No major deviations.
IV. Strengthening information disclosure Has the Company disclosed the content and effectiveness of its ethical corporate management best practice principles on its website and the Market Observation Post System (MOPS)?	V		The Company has set up a corporate website and provided annual report information on the website and on the MOPS to reveal the performance of the ethical corporate management of the Company.	No major deviations.
V. Where the Company has stipulated its own ethical corporate management best practices according to the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," please describe any differences between the prescribed best practices and the actual activities taken by the company: The "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct" were adopted by the Board of Directors of the Company in January 2017, and were amended by the Board of Directors on November 1, 2022 in accordance with the statutory change, and there were not major deviations in the rules established for day-to-day operation.				
VI. Other important information that facilitates the understanding of the implementation of ethical corporate management (such as review and amendment of the Company's Ethical Corporate Management Best Practice Principles): The Company adheres to principle of integrity when negotiating with customers, performing the contract content, and seeks for, negotiates and performs all contracts in a fair and ethical way. Externally, suppliers are required to sign a "Supplier's Corporate Social Responsibility Undertaking" and a "Declaration of Integrity", which cover the requirements of ethical corporate management and corporate social responsibility.				

(VII) Other material information that can enhance the understanding of the state of Corporate Governance at the Company:

1. Employee rights and employee wellness:

The Company has deepened its understanding of the diversity of the workplace (culture and gender), formulated the best action plan, and respected the freedom of

assembly and association of workers and the right to negotiate between employers and employees. It has also established an Employee Welfare Committee and implemented a pension system and encouraged employees to participate in various training courses and technical seminars at home and abroad, planned employee group insurance and arranged regular health examinations, attached importance to labor relations, provided equal employment opportunities, and established communication channels for employees to encourage employees to communicate directly with management.

2. Investor Relations

The Company has a spokesman and an acting spokesman, and has set up a shareholder Q&A function on the company website (distinguishing relevant businesses, financial and other investor mailbox and stock affair agency contact method) as the channel for the Company to express opinions or reply to investors' questions. If necessary, you can contact by telephone or E-mail at any time.

3. Supplier Relations

Adhering to the spirit of voluntary carbon reduction, the Company has started continuous promotion of quality and the environment and material management system several years ago, established good communication channels with suppliers, performed relevant certification and investigation to learn about the promotion situation and plan execution, and extended the responsibilities upwards and downwards, requiring suppliers to keep supply quality in line with the green environmental protection laws and regulations and international rules, actively expanding the important certification applications essential for the market, and jointly promoting the enterprise level.

4. Rights of stakeholders:

The Company has established “Regulations for Related Party Transactions” and the “Procedures for Handling Material Inside Information” to strengthen the rigor of Internal control. The directors, managerial officers and employees of the Company that may obtain material internal information of the Company due to their identity, occupation or control relationship, have all performed their duties of loyalty and care as good managers, carried out their business with a high degree of self-discipline and prudence, and strictly abode by the relevant regulations of the relevant competent authorities on the handling, disclosure and confidentiality of material information, and implemented the spokesperson system and set up dedicated personnel to dispose of major internal information, so as to improve the relationship between stakeholders. In addition to the priority to express their opinions on the Company's operating performance, the shareholders also respect and try to satisfy the requirements of all stakeholders (shareholders, employees, customers, suppliers, and community).

5. Refresher training of directors (2024)

Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
Chairperson of the Board	Chin-Tsai Chen	2024.04.29	Taiwan Corporate Governance Association	ChatGPT flips new industry trends	3
Chairperson of the Board	Chin-Tsai Chen	2024.06.19	Taiwan Institute of Directors	Explore the International Competitiveness of Taiwanese Enterprises Under the Situation of Global Competition and Cooperation	3

Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
Chairperson of the Board	Chin-Tsai Chen	2024.08.09	Taiwan Corporate Governance Association	Legal Matters Board Directors Should Know About Ethical Corporate Management Best Practice Principles	3
Director	Hsin-Hui Tsai	2024.07.03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
Director Representative	Ching-Tsou Tsen	2024.02.23	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations- 1.Discussions on Insider Trading Preventing from the Perspective of Internal Control 2.Regulations and Applications Related to Dividend Policy	3
Director Representative	Ching-Tsou Tsen	2024.08.09	Taiwan Corporate Governance Association	Legal Matters Board Directors Should Know About Ethical Corporate Management Best Practice Principles	3
Director Representative	Ching-Tsou Tsen	2024.11.08	Taiwan Corporate Governance Association	Discussing Carbon Fees, Carbon Taxes, Carbon Credit and Carbon Trading	3
Directors Representative	Representative: Yun-An Yu	2024.02.23	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations- 1.Discussions on Insider Trading Preventing from the Perspective of Internal Control 2.Regulations and Applications Related to Dividend Policy	3
Director Representative	Yun-An Yu	2024.07.09	Taipei Exchange	AI Strategy and Governance Seminar	3
Director Representative	Yun-An Yu	2024.08.09	Taiwan Corporate Governance Association	Legal Matters Board Directors Should Know About Ethical Corporate Management Best Practice Principles	3
Director Representative	Yun-An Yu	2024.10.30	Corporate Operating and Sustainable Development Association	Practical Analysis of Equity Investment Planning and Joint Venture Agreements for M&A	3
Director	Hui-Fen Chan	2024.10.07	Chinese National Association of Industry and Commerce	2024 Taishin Net-Zero Summit Forum	3
Director	Hui-Fen Chan	2024.11.06	Securities and Futures Institute	Corporate Integrity and Workplace Diversity & Inclusion	3

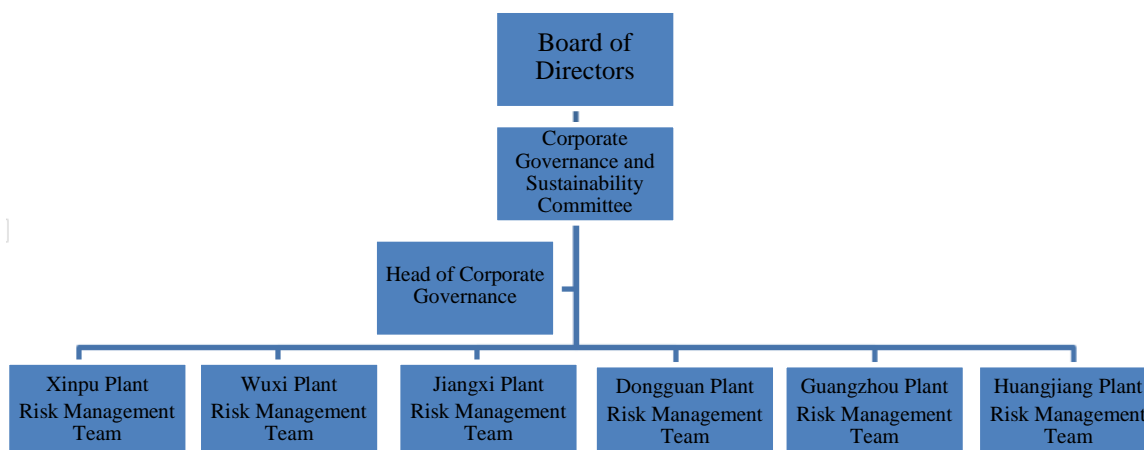
Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
Independent Director	Chen-En Ko	2024.11.08	Taiwan Corporate Governance Association	A Practical Guide to Joint Venture, Shareholders' Agreements and Shareholding Percentage	3
Independent Director	Chen-En Ko	2024.11.15	Taiwan Corporate Governance Association	Comprehensive Intellectual Property Protection Strategy - A New Perspective on Intellectual Property Compliance Management with AI Assistance	3
Independent Director	Chao-Zon Yang	2024.05.03	Taiwan Corporate Governance Association	Strengthening Labor Rights in the ESG Era: Building a Friendly Workplace	3
Independent Director	Chao-Zon Yang	2024.07.03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Chao-Zon Yang	2024.08.02	Taiwan Corporate Governance Association	Impact of the EU Carbon Border Adjustment Mechanism (CBAM) on Enterprises	3
Independent Director	Chao-Zon Yang	2024.09.20	Securities and Futures Institute	2024 Prevent Insider Trading Seminar	3
Independent Director	Po-Chiao Chou	2024.07.03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Wei-Lung Chen	2024.09.04	Securities and Futures Institute	How to Audit Financial Statements – for the Directors or Supervisors with Non-Finance Background	3
Independent Director	Wei-Lung Chen	2024.09.06	Securities and Futures Institute	2024 Prevent Insider Trading Seminar	3
Independent Director	Wei-Lung Chen	2024.11.15	Securities and Futures Institute	Anti-Money Laundering and Ethical Corporate Management Seminar (including Sexual Harassment Prevention)	3

6. Risk management policy and state of implementing risk impact standards:

(1) Risk management policy

With reference to the professional technology and concepts of risk assessment at home and abroad, the Company actively implements risk prevention and loss control, uses effective risk management system and organizes all employees to participate in education and training, performs continuous improvement with zero risk as the ultimate goal. For other details, please refer to the “Risk” (page 105) in the section “Review and Analysis of Financial Conditions and Operating Results and Risk Issues”.

(2) The Organizational Structure of Risk Management



To enable the Company to effectively promote risk management, the Board of Directors of the Company passed the “Risk Management Policy and Procedure” on October 31, 2023, which specified the risk management scope, including strategic risk, operational risk, financial risk, hazard risk, legal compliance risk, information security risk and other risks, as well as the management process of risk, including risk identification, risk measurement, risk control and risk monitoring. Each plant-level risk management team is responsible for plant-level risk identification, measurement and control, and the Corporate Governance and Sustainability Committee is responsible for supervising and ensuring the implementation of risk management and reporting the implementation progress to the Board of Directors on a regular basis.

The powers and responsibilities of the risk management executing units are as follows:

Unit	Responsibility
Board of Directors	The highest responsible unit for risk management of the Company is the Board of Directors, which approves risk management policies and relevant norms, supervises the effective operation of the risk management mechanism and allocates appropriate resources.
Corporate Governance and Sustainability Committee	The Corporate Governance and Sustainability Committee is responsible for overseeing and ensuring the implementation of risk management and reporting the overall risk management results to the Board of Directors at least once a year.
Plant-level Risk Management Team	Organized by the general managers of each plant, the team is responsible for planning the risk identification, measurement and control at the plant level, supervising and monitoring the implementation of risk control in each operating unit, and reporting to the corporate governance supervisor.

Unit	Responsibility
Head of Corporate Governance	Plan, lead and supervise the risk identification, measurement, control and monitoring of each plant, and make improvement suggestions in a timely manner. Supervise the implementation of risk control at each plant, and based on the response data from each plant, compile the Group's risk matrix, the implementation status of the current year, and the risk management plan for the next year, and report to the Corporate Governance and Sustainability Committee at least once a year.

7. Implementation of customer policies
Maintain a stable and good relationship with customers, understand customers' needs, adjust related operating standards according to their needs, and cooperate with customers for continuous audit and improvement, so as to ensure that customers' needs are met, and create company profits and achieve win-win goals.

8. Implementation of diversity of Board members
The Company's "Corporate Governance Best Practice Principles" has specified that the composition of the Board of Directors shall be diversified and appropriate diversity guidelines shall be made for its operation, business models and development needs.

The Company's Board of Directors consists of nine directors. The Board of Directors as a whole is capable of meeting the needs of the Company's future development and implementing the Company's policy of diversifying its Board of Directors, with the goals of having at least two female directors and at least two independent directors whose terms of office do not exceed nine years, and no more than one-third of the directors with employee status. The diversity of all directors is as follows:

- ✓ 33% of directors are women and 67% are men (target achieved)
- ✓ The terms of office of independent directors do not exceed 9 years (target achieved)
- ✓ Proportion of directors with employee status was 11% (target achieved)
- ✓ Four directors aged 70 or older, three aged 60 to 69, and two aged 50 to 59

Title	Name	Nationality	Gender	Age	Employee
Chairperson of the Board	Chin-Tsai Chen	ROC	Male	Over 70	
Director	Hsin-Hui Tsai	ROC	Female	50-59 years old	✓
Director	Ching-Tsou Tsen	ROC	Male	60-69 years old	
Director	Yun-An Yu	ROC	Female	60-69 years old	
Director	Hui-Fen Chan	ROC	Female	50-59 years old	
Independent Director	Chen-En Ko	ROC	Male	Over 70	
Independent Director	Chao-Zon Yang	ROC	Male	Over 70	
Independent Director	Po-Chiao Chou	ROC	Male	Over 70	
Independent Director	Wei-Lung Chen	ROC	Male	60-69 years old	

Title	Name	Ability	Diversified Strength							
			Operational Judgment	Operation and management	Crisis management	International Outlook	Leadership and decision-making	Industrial knowledge	Accounting and financial	Law
Chairperson of the Board	Chin-Tsai Chen		V	V	V	V	V	V	V	
Director	Hsin-Hui Tsai		V	V	V	V	V	V	V	
Director	Ching-Tsou Tsen		V	V	V	V	V		V	
Director	Yun-An Yu		V	V	V	V	V			V
Director	Hui-Fen Chan		V	V	V	V	V			V
Independent Director	Chen-En Ko		V	V	V	V	V		V	
Independent Director	Chao-Zon Yang		V	V	V	V	V		V	
Independent Director	Po-Chiao Chou		V	V	V	V	V		V	
Independent Director	Wei-Lung Chen		V	V	V	V	V		V	V

9. Circumstances in which the Company purchases liability insurance for group directors and supervisors

Insured objects	Insurer	Insured amount (Note)	Insurance period
The current directors of the Company (including the natural person representatives of corporate directors), managerial officers and key officers of the Company (including directors or key officers appointed by the Company to external bodies).	Fubon Insurance Co., Ltd.	USD 15 million	January 1 to December 31, 2024

Note: Each claim and the cumulative total of the year.

10. Participation of managerial officers in refresher education and training related to corporate governance

Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
Director	Hsin-Hui Tsai	2024.07.03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
Head of Finance and Accounting	Jung-Tsan Chou	2024.11.07~2024.11.08	Accounting Research and Development Foundation, the Republic of China	Continuous Development Programme for Principal Accounting Officers of Issuers, Securities Firms and Stock Exchanges	12
Head of Corporate Governance	Li-Chen Wu	2024.06.13	Securities and Futures Institute	Sustainable Supply Strategies Amid Rising Global Risks	3
Head of Corporate Governance	Li-Chen Wu	2024.07.03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
Head of Corporate Governance	Li-Chen Wu	2024.09.03~2024.09.04	Taiwan Corporate Governance Association	Workshop on the Identification of Climate Risk and Seminar on the Net Zero Emissions	9

11. Implement audit and self-inspection

The Company follows the laws and regulations to establish a complete internal control system which has been effectively implemented. The Audit Office implements and measures the effectiveness and compliance degree of the current control system and procedures according to the internal audit operation standards. The scope includes the relevant operations of the Company and its subsidiaries; Each unit of the Company also implements the good management responsibility and regularly handles the self-evaluation and improvement of internal control system.

The audit is carried out in accordance with the audit plan approved by the Board of Directors, and special audit is carried out as necessary; integrating the results of the planned and specific audits, the Company provides the information on the operational status of internal control and the existing deficiencies or potential risks of the management, so as to enhance the competitiveness of the Company, ensure the continuous and effective implementation of the internal control system, and serve as the basis for evaluating and revising the internal control system.

12. The Company's water consumption and total weight of waste for the last three years

Year	Item	Water consumption (tons)	Waste (tons)		
			Ordinary solid waste	Hazardous waste	Recyclable waste
2022		779,276	5,926.0	3,497.6	4,899.9
2023		798,511	6,516.2	3,605.7	4,408.0
2024		774,859	6,812.1	4,036.7	3,845.6

Note: Statistics are for the Xinpu plant, Wuxi plant, Dongguan plant, Guangzhou plant and Jiangxi plant.

13. Implementation of systems the plants of the Group

ISO 45001: 2018 Occupational Safety and Health Management System

Plant	Xinpu Plant	Dongguan Plant	Guangzhou Plant	Huangjiang Plant	Jiangxi Plant
Effective term	2027.01.11	2026.11.28	2026.06.07	2027.06.12	2026.09.14

Five of the Group's six plants have already passed the ISO45001 : 2018 occupational safety and health management system certification. The Wuxi plant has not yet fully met the requirements for system certification, and will be gradually certified according to the system provisions.

ISO 14001: 2015 Environmental Management System

Plant	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Huangjiang Factory	Jiangxi Plant
Effective term	2027.03.26	2027.09.11	2026.11.28	2026.05.24	2027.06.12	2026.09.14

All of the Group's plants have passed the ISO14001:2015 environmental management system.

ISO 50001: 2018 Energy Management System

Plant	Xinpu Plant	Wuxi Plant	Jiangxi Plant
Effective term	2026.11.12	2025.12.22	2026.02.19

Three of the Group's six plants have passed the ISO 50001:2018 energy management system certification. The other two plants have not yet fully met the requirements for system certification, and will be gradually certified according to the system provisions.

ISO 14064:2018 Greenhouse Gas Inventory and Assurance (Verified)

Plant	Xinpu Plant	Guangzhou Plant
Effective term	2026.03.23	2026.04.02

In 2025, two of the Group's six plants have passed the ISO14064:2018 Greenhouse Gas Inventory and Assurance (Verified), Dongguan plant, Jiangxi plant and Wuxi plant are under verification process. Due to its small production capacity, Huangjiang Plant has not yet completed the preparation for system

certification requirements. It will be gradually built and verified in accordance with the system regulations in the future.

ISO 14067:2018 Verification - Carbon Footprint of Products

Plant	Wuxi Plant
First certification	2025.12.03
Effective term	2027.12.02

14. The Company has established relevant risk management policies or strategies

Orientation	Significant Issues	Risk Management Description
Environment	Air Pollutant Management	<ol style="list-style-type: none"> 1. Set up the “Exhaust Treatment Practice”. 2. Comply with regulatory emission standards and emission controls. 3. Commit to a short-term goal of >96% RTO removal emission standards. 4. Regular implementation of emission port measurement and perimeter environmental monitoring. 5. In response to net zero by 2050, greenhouse gas inventories are being carried out. Mainland China plant: Except for ITEQ (Huangjiang) plant, which has not been fully implemented, the remaining subsidiaries have completed the ISO14064 : 2018 internal inventory and external verification work in 2023.
	Environmental Compliance	<ol style="list-style-type: none"> 1. Environmental regulations are implemented, and indicators are set to regularly track performance and achievement rates to ensure the implementation of policies. 2. Complying with the ISO 14001 : 2015 Environmental Management Policy. 3. Referring to the Plan-Do-Check-Action (PDCA) principle to continue to collect information.
Society	Occupational Health and Safety	<ol style="list-style-type: none"> 1. Introduce ISO 45001 : 2018 safety and health management system and invest capital to improve the safety of the working environment. 2. Hold regular fire drills and industrial safety education training every year to cultivate employees’ ability of emergency response and self-safety management.
Corporate governance	Integrity operation	<ol style="list-style-type: none"> 1. Establish the “Code of Integrity Practice Guidelines” as the specific implementation guidelines for the Code. 2. Communication boxes are set up to encourage employees and external parties to make suggestions on matters of integrity in the management of the Company.
	Information security	<ol style="list-style-type: none"> 1. Implement compliance with information security-related laws and regulations. 2. VPN two-factor authentication, encryption of confidential files, prohibition of IM file transfer, offline backups, and guidance on how to avoid falling into phishing traps and scams. 3. Information security ISO/IEC 27001:2022 acquired a third-party verification certificate in November 2024.

15. Implementation of climate-related information

Item	Implementation
1. Describe how the Board of Directors and management oversee and govern climate-related	1. The Company has set up a “Corporate Governance and Sustainability Committee”, which is composed of the CEO and the General Managers of each plant. The Committee reports to the Board

Item	Implementation
<p>risks and opportunities.</p> <p>2. Describe the impact of identified climate risks and opportunities on the business’s short, medium, and long-term finances, strategy, and operations.</p> <p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<p>of Directors on the impact of climate risks on operations and risk management measures on a regular basis.</p> <p>The Corporate Governance and Sustainability Committee consists of an ESG team and a risk management team, which are coordinated and promoted by the corporate governance supervisor. Each plant has set up a “Risk Management Team” to plan risk identification/measurement/control at the plant level. The corporate governance supervisor compiles the risk management issues at the group level and submit them to the “Corporate Governance and Sustainability Committee.”</p> <p>2. The major climate risks faced by the Company are mainly from the requirements of various countries' laws, customers and investors for greenhouse gas reduction as well as product energy conservation and carbon reduction.</p> <p>(1) Short-term risks and opportunities: costs of carbon inventory and voluntary carbon reduction will increase, but if carbon emissions are fully disclosed and responded to in advance, it can increase customer trust.</p> <p>(2) Medium-term risks and opportunities: compliance requirements for carbon emission disclosure and calculation of product carbon footprint will increase costs, but developing low-carbon products can improve product competitiveness.</p> <p>(3) Long-term risks and opportunities: carbon emission costs such as carbon tax will increase, and low-carbon supply chain, low-carbon R&D, production, transportation and distribution value chains must be adjusted accordingly. However, if it can be executed more efficiently, the Company’s competitiveness can be increased.</p> <p>Compliance with carbon emission laws and customer requirements will increase the Company’s response costs. However, by adjusting performance evaluation indicators and greening the Company’s overall value chain, through green R&D, green production, and green sales, product competitiveness can be enhanced, thereby increasing profits and company value.</p> <p>3. The Company will evaluate the introduction of science-based greenhouse gas reduction targets (SBTi). At the same time, it is evaluating the use of renewable energy to increase the proportion of</p>

Item	Implementation
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>green electricity.</p> <p>4. (1) Risk identification and measurement: The risk management team of each plant collects information about the future development trends of climate in the market, local and international regulations, technology and entities, and lists possible climate risks and opportunities. The risks are ranked according to their financial impact, and submitted to the corporate governance supervisor for summary after being approved by the plant general manager. Based on the Group’s overall strengths and weaknesses, opportunities and risks, the corporate governance supervisor shall communicate with each plant, and then summarize and rank them into “climate risk and opportunity projects” at the Group level.</p> <p>(2) Risk control: The corporate governance supervisor will refer the consolidated and prioritized “climate risk and opportunity projects” of the Group to the Corporate Governance and Sustainability Committee for review, then submit risk control measures to the Board of Directors for priority response projects.</p> <p>(3) The Company has established “Risk Management Policies and Procedures” to integrate the climate risk management process with the overall risk management system. Climate risk has been clearly defined as a risk management item and will be managed in accordance with the current risk governance framework.</p>
<p>5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors and major financial impacts used.</p>	<p>5. Scenario analysis has not been used to assess climate change risks.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>6. No climate transformation plan has been developed under CDP’s framework.</p>
<p>7. If internal carbon pricing</p>	<p>7. No internal carbon pricing mechanism has been</p>

Item	Implementation
is used as a planning tool, describe the basis for setting the price.	introduced.
8. If climate-related targets have been set, the activities covered, it's important to specify the activities that are covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved every year. If you plan to use carbon credits or renewable energy certificates (RECs) to achieve your targets, you should also mention the source and quantity of the carbon credits or RECs that will be offset.	8. The Company currently uses a rolling base date with an annual greenhouse gas reduction target of 1%, and will subsequently evaluate the introduction of a science-based greenhouse gas reduction target (SBTi).
9. Greenhouse gas inventory and Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan (fill out separately in point 1-1 and 1-2 as below).	9. See also 15-1 and 15-2.

15-1. The Company's greenhouse gas inventory and assurance status for the last two years

15-1-1. Greenhouse gas inventory information

State the greenhouse gas emissions (metric tons CO ₂ e), intensity (metric tons CO ₂ e/NT\$ million) and data coverage for the most recent two years.						
Greenhouse gas emissions statistics by plant in 2023						Unit: metric ton CO ₂ e
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant	Group Subtotal
Scope 1	4,707.60	16,914.91	4,669.21	1,584.05	32,019.31	59,895.08
Scope 2	8,375.80	27,655.06	12,341.75	7,260.17	43,087.08	98,719.86
Plant subtotal	13,083.40	44,569.97	17,010.96	8,844.22	75,106.39	158,614.94
Intensity	8.9694	4.5220	1.9430	2.9672	7.2391	
Greenhouse gas emissions statistics by plant in 2024						Unit: metric ton CO ₂ e
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant	Group Subtotal
Scope 1	6,026.61	Under third-party verification		1,143.66	Under third-party verification	
Scope 2	9,381.65			4,850.86		
Scope 3	3,805.28			5,134.89		

Subtotal	9,213.55		11,129.41	
Intensity	10.6033		4.3713	

Note 1: Pursuant to the order of the Financial Supervisory Commission, the Company is required to complete the greenhouse gas inventory of subsidiaries in the consolidated financial statements in 2027, complete greenhouse gas assurance in 2029, and disclose carbon reduction targets, strategies and specific action plans in 2027.

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

15-1-2. Greenhouse gas assurance information

State the assurance status for the most recent two years ending on the date of publication of the annual report, including the assurance scope, assurance organization, assurance criteria and assurance opinions.					
Greenhouse gas emissions by plant in 2023					
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant
Organization	TÜV Rheinland Taiwan	WIT	CTI	Zhongjing Certification	Zhongbiaolian Guoyan (Beijing) Certification
Criteria	ISO 14064-1:2018	ISO 14064-1:2018	ISO 14064-1:2018	ISO 14064-1:2018	ISO 14064-1:2018
Opinion	Reasonable assurance	Reasonable assurance	Reasonable assurance	Reasonable assurance	Reasonable assurance
Greenhouse gas emissions by plant in 2024					
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant
Organization	TÜV Rheinland Taiwan	Under third-party verification		Zhongjing Certification	Under third-party verification
Criteria	ISO 14064-1:2018			ISO 14064-1:2018	
Opinion	Reasonable assurance			Reasonable assurance	

Note 1: pursuant to the order of the Financial Supervisory Commission, the Company is required to complete the greenhouse gas inventory of subsidiaries in the consolidated financial statements in 2027, complete greenhouse gas assurance in 2029, and disclose carbon reduction targets, strategies and specific action plans in 2027.

15-2. Greenhouse gas reduction targets, strategies and specific action plans

State the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans and achievement of reduction targets.
The Company shall disclose carbon reduction targets, strategies and specific action plans in 2027.

(VIII) Implementation of internal control system

1. Statement on Internal Control:

Statement on Internal Control	Date: March 7, 2025
The Company hereby states the results of the self-evaluation on its 2024 Statement of Internal Control System as follows:	

- I. The Company's Board of Directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system. Its purpose is to reasonably ensure that operational effectiveness and efficiency (including income, performance, and asset safety) and reporting are reliable, timely, and transparent, as well as to ensure compliance with relevant regulations and laws.
- II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its 3 stated objectives above. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond control. Nevertheless, the internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
- III. The Company evaluates the design and operating effectiveness of the internal control system based on the criteria provided in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (herein below the criteria adopted by the Regulations identify 5 components of internal control based on the process of management control: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring operations. Each key component includes several items. Please refer to the Regulations for the aforementioned items.
- IV. The Company has evaluated the design and operating effectiveness of the internal control system according to the Regulations.
- V. Based on the results of the determination in the preceding paragraph, the Company is of the opinion that, as of December 31, 2024, the internal control system (including the supervision and management of subsidiaries), including the design and implementation of the internal control system relating to the effectiveness and efficiency of the operations, reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations, is effective and can reasonably assure the achievement of the foregoing goals.
- VI. This statement is an integral part of the Company's annual report and prospectus and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. It is hereby stated that this statement was approved by the Company's Board of Directors on March 7, 2025 and none of the 9 Directors in attendance objected to it and all consented to the contents expressed in this statement.

ITEQ CORPORATION

Chairperson of the Board: Chin-Tsai Chen

General Manager: Hsin-Hui Tsai

2. Any CPA commissioned to conduct a project review of the ICS shall disclose the CPA's audit report: None.

(IX) Significant resolutions made at shareholders' meeting and board meeting in the most recent fiscal year up to the publication date of this annual report

1. Resolutions and implementation of the shareholders' meeting on May 30, 2024:

Material resolutions of the shareholders' meeting	Resolution result/election result	Status of execution
Proposal on amendment to the Earnings Distribution Proposal in 2022	According to the voting results, the number of affirmative votes exceeded the statutory requirement, and the proposal was passed as submitted.	The announcement of significant information on the day of the shareholders' meeting was an important resolution of the shareholders' meeting and was disclosed on the Company's website.
Proposal on 2023 Business Report, Financial Statements and Earnings Distribution Proposal	According to the voting results, the number of affirmative votes exceeded the statutory requirement, and the proposal was passed as submitted.	The announcement of significant information on the day of the shareholders' meeting was an important resolution of the shareholders' meeting and was disclosed on the Company's website. The base date of dividend distribution was determined as July 19, 2024, and cash dividends were distributed on August 7, 2024 (Cash dividends distributed per share as NT\$ 1.5).
Proposal on the Election of Directors in the 10 th Board of Directors of the Company	Elected lists of directors: Chin-Tsai Chen, Hsin-Hui Tsai, WIN Semiconductors Corp. Representative: Ching-Tsou Tsen, WIN Semiconductors Corp. Representative: Yun-An Yu, Hui-Fen Chan. Elected lists of Independent Directors: Chen-En Ko, Chao-Zon Yang, Po-Chiao Chou, Wei-Lung Chen.	For the election of directors of the 10 th Board of Directors, change registration was handled at Administration of Commerce, Ministry of Economic Affairs as stipulated, and an approval letter was acquired on July 2, 2024.
Proposal on Releasing the Prohibition on Newly Elected Directors and Their Responsibilities from Participation in Competitive Business	According to the voting results, the number of affirmative votes exceeded the statutory requirement, and the proposal was passed as submitted.	The announcement of significant information on the day of the shareholders' meeting was an important resolution of the shareholders' meeting and was disclosed on the Company's website. The matter was handled according to the revised procedure.

2. The following is a summary of the important resolutions of the Board of Directors of the Company in 2024 as of the date of publication of the annual report:

Session and date of resolution	Important resolution content
17 th meeting of the 9 th 2024.02.02	<ul style="list-style-type: none"> Approval of endorsement & guarantee and lending fund to others of the Group as of December 31, 2023. Approval of proposal on application to each bank for line of credit.

Session and date of resolution	Important resolution content
	<ul style="list-style-type: none"> • Approval of proposal on the change in the Head of Corporate Governance. • Approval of proposal for distribution of managerial officers' yearend bonuses in 2023.
18 th meeting of the 9 th 2024.02.27	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of January 31, 2024. • Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2024. • Approval of proposal on "Evaluation on the Effectiveness of Internal Control System" and "Statement on Internal Control" in 2023. • Approval of proposal on evaluating the independence and suitability of CPAs. • Approval of proposal on appointment of CPAs of the Company as well as audit service fees in 2024. • Approval of proposal on distribution of remuneration for directors and employees in 2023. • Approval of proposal on 2023 consolidated financial Statements and parent-company-only financial Statements. • Approval of proposal on 2023 business report. • Approval of proposal on amendment to the earnings distribution proposal in 2022. • Approval of proposal on earnings distribution in 2023. • Approval of proposal on the election of directors in the 10th Board of Directors of the Company. • Approval of proposal on establishing the qualification review standards for candidates of directors of the Company. • Approval of proposal on accepting and handling matters related to director candidates nominated by shareholders holding more than one percent of the total number of shares issued. • Approval of proposal on reporting the remuneration distribution to directors in 2023. • Approval of proposal on time, location and causes for convening of the general shareholders' meeting in 2024.
19 th meeting of the 9 th 2024.04.19	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of February 29, 2024. • Approval of proposal on application to each bank for line of credit. • Approval of proposal on resolving the list of candidates for directors (including independent directors). • Approval of proposal on releasing the prohibition on newly elected directors and their responsibilities from participation in competitive business.
20 th meeting of the 9 th 2024.05.06	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of March 31, 2024. • Approval of proposal on increase of capital expenditure of

Session and date of resolution	Important resolution content
	<p>each plant and addition of originally proposed budget in 2024.</p> <ul style="list-style-type: none"> • Approval of proposal on application to each bank for line of credit. • Approval of proposal on the consolidated financial statements for the first quarter of 2024. • Approval of proposal on the change in the Head of Corporate Governance.
1 st meeting of the 10 th 2024.05.30	<ul style="list-style-type: none"> • Approval of proposal on election of the chairperson of the 10th Board of Directors. • Approval of proposal on appointing the members of the 6th “Compensation Committee”.
2 nd meeting of the 10 th 2024.08.06	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of June 30, 2024. • Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2024. • Approval of proposal on application to each bank for line of credit. • Approval of proposal on the consolidated financial statements for the second quarter of 2024. • Approval of proposal on the Company’s 2023 Sustainability Report. • Approval of proposal on amendment to the Company’s “Regulations Governing Capital Expenditure”. • Approval of proposal on appointing the members of the 2nd Nominating Committee. • Approval of proposal on approval and distribution of remuneration to directors in 2023. • Approval of proposal on approval and distribution of remuneration to employees as managerial officers in 2023.
3 rd meeting of the 10 th 2024.11.05	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of the end of September 2024. • Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2024. • Approval of proposal on charitable donation of subsidiary, Wuxi Plant. • Approval of proposal on application to each bank for line of credit. • Approval of proposal on the consolidated financial statements for the third quarter of 2024. • Approval of proposal on the audit plan for 2025. • Approval of proposal on the amendment to the Company’s “Rules of Procedures for Board of Directors Meetings”, “Audit Committee Charter” and “Corporate Governance Best Practice Principles”.

Session and date of resolution	Important resolution content
	<ul style="list-style-type: none"> • Approval of proposal on the amendment to “Procedures of Lending Funds to Others for Subsidiaries” and “Procedures for Endorsement & Guarantee for Subsidiaries”; establishment of the Company’s “Procedures on the Preparation and Assurance of Sustainability Report” and “Procedures on Management of Sustainability Information”.
4 th meeting of the 10 th 2025.01.10	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of November 30, 2024. • Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2024. • Approval of proposal on application to each bank for line of credit. • Approval of proposal on audit plans of subsidiaries in 2025. • Approval of proposal on business plan of the Group in 2025. • Approval of proposal on capital expenditure budget of the Group in 2025. • Approval of proposal on the distribution of managerial officers’ yearend bonuses in 2024.
5 th meeting of the 10 th 2025.03.07	<ul style="list-style-type: none"> • Approval of endorsement & guarantee and lending fund to others of the Group as of January 31, 2025. • Approval of proposal on application to each bank for line of credit. • Approval of proposal on “Evaluation on the Effectiveness of Internal Control System” and “Statement on Internal Control” in 2024. • Approval of proposal on the amendment to the Company’s “Articles of Incorporation”. • Approval of proposal on the amendment to the Company’s “Internal Control System-Labor and Wage Cycle”. • Approval of proposal on the amendment to the Company’s “Procedures on Preapproval of Non-assurance Service Policy”. • Approval of proposal on evaluating the independence and suitability of CPAs. • Approval of proposal on appointment of CPAs of the Company as well as audit service fees in 2025. • Approval of proposal on distribution of remuneration for directors and employees in 2024. • Approval of proposal on 2024 consolidated financial statements and parent-company- only financial statements. • Approval of proposal on 2024 business report. • Approval of proposal on earnings distribution in 2024. • Approval of proposal on releasing the prohibition on newly appointed directors from participation in competitive business. • Approval of proposal on time, location and causes for

Session and date of resolution	Important resolution content
	convening of the general shareholders' meeting in 2025. <ul style="list-style-type: none"> Approval of proposal on the capital expenditure budget of subsidiary, ITEQ Corporation (Thailand) Ltd. Approval of proposal on capital increase of THB 350 million in subsidiary, ITEQ Corporation (Thailand) Ltd.

- (X) In the most recent year and as of the publication date of this report whether there are Directors having different opinions on the important resolutions passed by the Board of Directors with records or written announcements: None.

III. Information on CPA Professional Fees

Unit: NT\$ thousand

Independent Auditors' Firm	Name of CPA		CPA Audit Period	Audit Fees	Non-Audit Fees	Total	Note
KPMG Taiwan	Chia-Chien Tang	Ya-Ling Chen	2024.01.01 ~ 2024.12.31	4,960	2,080	7,040	Note 2

Note 1: The company does not have the following circumstances mentioned in Article 10, Paragraph 4 of the Guidelines for Publicly Issuing Annual Reports of the Company:

- (1) In the case of changing an accounting firm and the audit fees paid in the year of the change are less than those in the year preceding the change, the decreased amount of audit fees shall be disclosed: None.
- (2) Where accounting fee paid for the year was more than 10% of the previous year, the sum, proportion, and cause of the reduction shall be disclosed: None.

Note 2: Non-audit fees including, tax signature, transfer pricing, master files of the Group, country report, etc.

IV. Information on Replacement of CPAs

If the Company replaced the CPAs in the last two years and subsequent periods:

(I) Information regarding the former CPAs

Date of replacement	Approved by the Board of Director on January 12, 2023 and March 7, 2023		
Replacement reasons and explanations	To response to the internal organizational adjustment of Deloitte Taiwan, the CPAs of the financial statements of the 4th quarter of 2022 were changed to Kuan-Hao Li and Yi-Chi Chien, which was approved by the Board of Directors on January 12, 2023. For the consideration of future operation and management, the Company changed the CPAs to KPMG Taiwan and the CPAs were changed to Chia-Chien Tang and Ya-Lin Chen, which was approved by the Board of Directors on March 7, 2023.		
Whether the Company terminated or the CPAs terminated or did not accept the engagement	Related Parties	CPAs	The Company
	Circumstances		
	Voluntary Termination of the engagement	Not applicable	Not applicable
	No longer accepted (discontinued) the engagement	Not applicable	Not applicable
Specify the opinions and reasons if the CPAs issued an audit report expressing any opinion other than an unqualified opinion in the last two years	Not applicable		

Disagreement with the Company	None	Accounting principles or practices
	None	Disclosure of financial reports
	None	Audit scope or steps
	None	Others
Other Disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A of the “Regulations Governing Information to be Published in Annual Reports of Public Companies”)	None	

(II) About the successor CPAs

Name of accounting firm	KPMG Taiwan
Name of CPAs	Chia-Chien Tang, Ya-Lin Chen
Date of appointment	Approved by the Board of Directors on March 7, 2023
Prior to the appointment, consultation should be made on the accounting treatment or principles for specific transactions and on the possible issuance of opinions on financial reports and the results thereof	Not applicable
Written opinion of the successor accountant on matters on which the predecessor accountant disagreed	Not applicable

(III) The former accountant’s response to the third bullet point of paragraph 6(1) and (2) of Article 10 of this Standard: Not applicable.

V. Where the Company’s Chairman, General Manager, or Managerial Officers from Finance or Accounting Departments Who have Worked in the CPAs’ Audit Firm or its Affiliate Companies in the Last Fiscal Year

None.

VI. Equity Transfer or Changes in Equity Pledge of Directors, Managerial Officers, and Shareholders with Shareholding Percentage of 10% or More

(I) Change in the equities of the directors, managerial officers and substantial shareholders

Unit: Shares

Title	Name	2024		As of March 28, 2025	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chairperson of the Board	Chin-Tsai Chen	672,868	2,000,000	—	(1,000,000)
Director	Hsin-Hui Tsai	100,000	—	—	—
Director	WIN Semiconductors Corp.	—	—	—	—
	Representative: Ching-Tsou Tsen	—	—	—	—
Director	WIN Semiconductors Corp.	—	—	—	—
	Representative: Yun-An Yu (Note 1)	—	—	—	—
Director	Hui-Fen Chan (Note 1)	—	—	—	—

Title	Name	2024		As of March 28, 2025	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Independent Director	Chen-En Ko (Note 1)	—	—	—	—
Independent Director	Chao-Zon Yang	—	—	—	—
Independent Director	Po-Chiao Chou	—	—	—	—
Independent Director	Wei-Lung Chen (Note 1)	—	—	—	—
Independent Director	Hsiu-Chung Liang (Note 1)	—	—	Not applicable	Not applicable
Independent Director	Hui-Fen Chan (Note 1)	(216)	—	—	—
CEO and General Manager	Hsin-Hui Tsai	100,000	—	—	—
Huanan Board General Manager of the plant	Wei-Kuang Chu (Note 1)	—	—	Not applicable	Not applicable
Guangzhou Soft Board General Manager of the plant	Cheng-Hsin Chen (Note 2)	—	—	Not applicable	Not applicable
Marketing OEM Center for Non-Mainland Area Deputy General Manager	Sang-Yu Lu	—	—	—	—
Deputy General Manager	Sheng-Yen Wu	—	—	—	—
Head of Finance and Accounting	Jung-Tsan Chou	—	—	—	—
Head of Corporate Governance	Cheng-Hung Peng (Note 3)	—	—	Not applicable	Not applicable
Head of Corporate Governance	Li-Chen Wu (Note 4)	—	1,000	—	—
Major Shareholder	Tien Ho Industrial Co., Ltd.	—	654,000	—	—

Note 1: The Company reelected the directors at the Shareholders' Meeting held on May 30, 2024.

(1) Yun-An Yu, Director Representative of WIN Semiconductors Corp., Hui-Fen Chan were elected as directors, and Chen-En Ko and Wei-Lung Chen were elected as independent directors. The shareholding change was settled since that date.

(2) Independent Director Hui-Fen Chan and Hsiu-Chung Liang with term of office expiring on May 30, 2024, and the shareholding change was settled until that date.

Note 2: Wei-Kuang Chu, General Manager, retired on January 16, 2024, and the shareholding change was settled until that date.

Note 3: Cheng-Hsin Chen, General Manager, passed away on March 22, 2024, and the shareholding change

was settled until that date.

Note 4: Cheng-Hung Peng, Head of Corporate Governance, was newly appointed on February 2, 2024 and resigned on April 15, 2024. The shareholding change was settled until that date.

Note 5: Li-Chen Wu, Head of Corporate Governance, was newly appointed on May 6, 2024, and the shareholding change was settled until that date.

(II) Information on stock transfers: None.

(III) Pledge information: None.

VII. Relationship Information, if among the Company's Top 10 Shareholders any One is a Related Party or Spouses, or Relatives within the Second Degree of Kinship

March 28, 2025

Name	Shareholding		Shares Held by Spouse and Minor Children		Total shares held in the name of other persons		The title or name and relations of the top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship as defined in Financial Accounting Standards Bulletin No. 6.		Note
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Name (or Names)	Relationship	
WIN Semiconductors Corp.	65,408,733	18.02	—	—	20,932,496	5.77	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	5,084,000	1.40	—	—	—	—	(Note 2)	(Note 2)	N/A
Tien Ho Industrial Co., Ltd.	43,034,591	11.86	—	—	—	—	Chin-Tsai Chen	Within second degree of relationship with its major shareholder	N/A
Representative: Yu-Wen Chen	3,237	0.00	Information unavailable				N/A	N/A	N/A
WIN Venture Capital Corp.	8,767,271	2.42	—	—	—	—	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	5,084,000	1.40	—	—	—	—	(Note 2)	(Note 2)	N/A
WIN Chance Investment Corp.	7,934,954	2.19	—	—	—	—	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	5,084,000	1.40	—	—	—	—	(Note 2)	(Note 2)	N/A
Deutsche Bank in Custody for NTAAsian Discovery Master Fund	5,650,000	1.56	—	—	—	—	N/A	N/A	N/A
Chin-Tsai Chen	5,084,000	1.40	—	—	—	—	Tien Ho Industrial Co., Ltd. (Note 2)	Within second degree of relationship with its major shareholder (Note 2)	N/A
Nan Shan Life Insurance Co., Ltd.	4,330,000	1.19	—	—	—	—	N/A	N/A	N/A
Representative: Chung-Yao Yin	Information unavailable								N/A
WIN Earn Investment Corp.	4,230,271	1.17	—	—	—	—	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	5,084,000	1.40	—	—	—	—	(Note 2)	(Note 2)	N/A
Chao-Cheng Wang	3,665,000	1.01	Information unavailable				N/A	N/A	N/A
Hsien-Ming Chiang	2,990,000	0.82	Information unavailable				N/A	N/A	N/A

Note 1: WIN Venture Capital Corp., WIN Chance Investment Corp., Ltd. and WIN Earn Investment Corp. were whole owned by WIN Semiconductors Corp.

Note 2: Chin-Tsai Chen is the representative of WIN Semiconductors Corp., WIN Venture Capital Corp., WIN Chance Investment Corp., Ltd. and WIN Earn Investment Corp.

VIII. The Number of Shares Held by the Company, the Company's Directors and Managers as well as the Businesses Directly or Indirectly Controlled by the Company in the Same One Investee Enterprise

March 31, 2025; Unit: thousand shares, %

Investee Enterprise	Ownership of the Company (1)		Directly or indirectly held by the Company's directors, managerial officers (2)		Total Ownership (1)+(2)	
	Shares	Shareholding Ratio (%)	Shares	Shareholding Ratio (%)	Shares	Shareholding Ratio (%)
BangMao Investment Co., Ltd. (Note 1)	100	100	0	0	100	100
ITEQ International Ltd. (Note 1)	18,500	100	0	0	18,500	100
ITEQ Holding Ltd.	18,500	100	0	0	18,500	100
Ever Smart International Corporation Ltd.	10,750	100	0	0	10,750	100
International Partners Ltd.	1,000	100	0	0	1,000	100
Inspire Investments Ltd.	1,000	100	0	0	1,000	100
Eagle Great Investments Ltd.	8,499	100	0	0	8,499	100
ITEQ (Hong Kong) Ltd.	24,200	100	0	0	24,200	100
ITEQ (Dongguan) Corporation	—	100	—	0	—	100
ITEQ (Wuxi) Electronic Technologies Co., Ltd.	—	100	—	0	—	100
ITEQ (Huangjiang) Corporation	—	100	—	0	—	100
ITEQ (Guangzhou) Corporation	—	100	—	0	—	100
ITEQ (Jiangxi) Electronic Technologies Co., Ltd.	—	100	—	0	—	100
MGC-ITEQ Technology Co., Ltd. (Note 1)	4,900	49	0	0	4,900	49
ITEQ Corporation (Thailand) Ltd. (Note 1)	6,500	100	—	0	6,500	100

Note 1: Directly held by the Company.

Chapter III. Capital Overview

I. Capital and Shares

(I) Source of Capital

1. Source of Capital

Year/ Month	Issuance Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Number of Shares (thousand shares)	Amount (NTD in thousands)	Number of Shares (thousand shares)	Amount (NTD in thousands)	Source of Capital	Capital Increase by Assets Other than Cash	Others
1997.04	10	50,000	500,000	22,000	220,000	Establishment of Capital	None	-
1997.08	15	50,000	500,000	32,000	320,000	10,000,000 shares by capital increase in cash	None	Note 1
1999.04	15	50,000	500,000	45,000	450,000	13,000,000 shares by capital increase in cash	None	Note 2
2001.03	NT\$15 by capital increase in cash; NT\$10 by capital increase transferred from earnings and capital surplus	70,000	700,000	62,450	624,500	10,000,000 shares by capital increase in cash 7,450,000 shares by capital increase transferred from earnings and capital surplus	None	Note 3
2001.09	10	74,000	740,000	71,144	711,440	8,694,000 shares by earnings and capital surplus	None	Note 4
2002.03	10	100,000	1,000,000	81,144	811,440	10,000,000 shares by capital increase in cash	None	Note 5
2003.10	10	100,000	1,000,000	83,578	835,783	2,434,320 shares by capital increase transferred from earnings	None	Note 6
2004.02	10	125,000	1,250,000	102,531	1,025,306	18,952,252 shares converted from corporate bonds	None	-
2004.03	18	125,000	1,250,000	112,531	1,125,306	10,000,000 shares by capital increase in cash	None	Note 7
2004.04	10	125,000	1,250,000	112,626	1,126,258	95,238 shares converted from corporate bonds	None	-
2004.09	10	184,000	1,840,000	126,072	1,260,718	13,445,969 shares transferred from earnings	None	Note 8
2004.10	10	184,000	1,840,000	146,276	1,462,762	20,204,445 shares converted from corporate bonds	None	-
2005.02	10	184,000	1,840,000	151,797	1,517,966	5,520,412 shares converted from corporate bonds	None	-
2005.05	10	184,000	1,840,000	153,452	1,534,516	1,654,963 shares converted from corporate bonds	None	-
2005.08	10	248,000	2,480,000	153,522	1,535,218	70,174 shares converted from corporate bonds	None	-
2005.08	14.5	248,000	2,480,000	161,522	1,615,218	8,000,000 shares by capital increase in cash	None	Note 9
2005.10	10	248,000	2,480,000	182,931	1,829,313	21,409,529 shares transferred from earnings	None	Note 10

Year/ Month	Issuance Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Number of Shares (thousand shares)	Amount (NTD in thousands)	Number of Shares (thousand shares)	Amount (NTD in thousands)	Source of Capital	Capital Increase by Assets Other than Cash	Others
2005.12	10	248,000	2,480,000	184,590	1,845,899	518,560 shares converted from corporate bonds 1,140,000 shares converted from employees' warrants	None	-
2006.03	10	248,000	2,480,000	191,465	1,914,654	5,895,574 shares converted from corporate bonds 980,000 shares converted from employees' warrants	None	-
2006.05	10	248,000	2,480,000	193,505	1,935,054	1,849,997 shares converted from corporate bonds 190,000 shares converted from employees' warrants	None	-
2006.09	10	248,000	2,480,000	221,045	2,210,451	5,119,826 shares converted from corporate bonds 22,419,852 shares transferred from earnings	None	Note 11
2006.11	NT\$21 by capital increase in cash NT\$10 from other	300,000	3,000,000	233,441	2,334,410	205,878 shares converted from corporate bonds 190,000 shares converted from employees' warrants 12,000,000 shares by capital increase in cash	None	Note 12
2007.04	10	300,000	3,000,000	234,341	2,343,410	900,000 shares converted from employees' warrants	None	-
2007.07	10	300,000	3,000,000	234,581	2,345,810	240,000 shares converted from employees' warrants	None	-
2007.10	10	350,000	3,500,000	274,850	2,748,499	4,337,684 shares converted from corporate bonds 35,931,268 shares by capital increase transferred from earnings	None	Note 13
2007.12	10	350,000	3,500,000	275,718	2,757,182	48,240 shares converted from corporate bonds 820,000 shares converted from employees' warrants	None	-
2008.02	10	350,000	3,500,000	272,023	2,720,232	877,500 shares converted from employees' warrants Cancellation of 4,000,000 treasury shares	None	-
2008.05	10	350,000	3,500,000	272,258	2,722,582	235,000 shares converted from employees' warrants	None	-

Year/ Month	Issuance Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Number of Shares (thousand shares)	Amount (NTD in thousands)	Number of Shares (thousand shares)	Amount (NTD in thousands)	Source of Capital	Capital Increase by Assets Other than Cash	Others
2008.10	10	350,000	3,500,000	294,679	2,946,793	22,421,136 shares by capital increase transferred from earnings	None	Note 14
2009.04	10	350,000	3,500,000	286,679	2,866,793	Cancellation of 8,000,000 treasury shares	None	-
2011.04	10	350,000	3,500,000	286,679	2,866,787	Cancellation of 624 treasury shares	None	-
2011.09	10	350,000	3,500,000	302,877	3,028,775	16,198,778 shares by capital increase transferred from earnings	None	Note 15
2012.09	10	350,000	3,500,000	332,365	3,323,652	29,487,747 shares by capital increase transferred from earnings	None	Note 16
2012.12	10	400,000	4,000,000	332,365	3,323,652	Increase in authorized capital	None	-
2014.09	10	400,000	4,000,000	327,365	3,273,652	Cancellation of 5,000,000 treasury shares	None	-
2015.01	10	400,000	4,000,000	317,957,218	3,179,572,180	Cancellation of 9,408,000 treasury shares	None	-
2015.07	10	400,000	4,000,000	312,957	3,129,572	Cancellation of 5,000,000 treasury shares	None	-
2015.11	10	400,000	4,000,000	307,957	3,079,572	Cancellation of 5,000,000 treasury shares	None	-
2016.03	10	400,000	4,000,000	302,957	3,029,572	Cancellation of 5,000,000 treasury shares	None	-
2019.08	10	500,000	5,000,000	302,957	3,029,572	Increase in authorized capital	None	-
2020.04	110	500,000	5,000,000	332,957	3,329,572	30,000,000 shares by capital increase in cash	None	Note 17
2021.09	130	500,000	5,000,000	382,957	3,829,572	50,000,000 shares by capital increase in cash	None	Note 18
2022.11	10	500,000	5,000,000	362,957	3,629,572	Cancellation of 20,000,000 treasury shares	None	-

Note 1: Registration became valid as per TCZ (I) No. 76179 document issued by the Securities and Futures Commission under the Ministry of Finance in 1997.

Note 2: Registration became valid as per (88) TCZ (I) No. 32318 document issued by the Securities and Futures Commission under the Ministry of Finance on April 12, 1999.

Note 3: Registration became valid as per (89) TCZ (I) No. 88295 document issued by the Securities and Futures Commission under the Ministry of Finance on October 26, 2000.

The extension of the fundraising time for capital increase in cash was approved by (90) TCZ (I) No. 105835 document issued by the Securities and Futures Commission under the Ministry of Finance on February 5, 2001.

Note 4: Registration became valid as per (90) TCZ (I) No. 150371 document issued by the Securities and Futures Commission under the Ministry of Finance on August 8, 2001.

Note 5: Registration became valid as per (91) TCZ (I) No. 180171 document issued by the Securities and Futures Commission under the Ministry of Finance on January 9, 2002.

Note 6: Registration became valid as per TCZ (I) No. 0920134252 document issued by the Securities and Futures Commission under the Ministry of Finance on July 29, 2003.

Note 7: Registration became valid as per TCZ (I) No. 0920154649 document issued by the Securities and Futures Commission

under the Ministry of Finance on November 25, 2003.

The change to issuance price was approved by TCZ (I) No. 0920158101 document issued by the Securities and Futures Commission under the Ministry of Finance on December 11, 2003.

Note 8: Registration became valid as per JGZYZ No. 0930132397 document issued by the Securities and Futures Bureau under the Financial Supervisory Commission of Executive Yuan on July 21, 2004.

Note 9: Registration became valid as per JGZYZ No. 0940117501 document issued by the Securities and Futures Bureau under the Financial Supervisory Commission of Executive Yuan on May 20, 2005.

Note 10: Registration became valid as per JGZYZ No. 0940131480 document issued by the Securities and Futures Bureau under the Financial Supervisory Commission of Executive Yuan on August 2, 2005.

Note 11: Registration became valid as per JGZYZ No. 0950128058 document issued by the Financial Supervisory Commission of Executive Yuan on July 3, 2006.

Note 12: Registration became valid as per JGZYZ No. 0950130656 document issued by the Financial Supervisory Commission of Executive Yuan on July 21, 2006.

Note 13: Registration became valid as per JGZYZ No. 0960036403 document issued by the Financial Supervisory Commission of Executive Yuan on July 13, 2007.

Note 14: Registration became valid as per JGZYZ No. 0970032597 document issued by the Financial Supervisory Commission of Executive Yuan on July 4, 2008.

Note 15: Registration became valid as per JGZYZ No. 1000032827 document issued by the Financial Supervisory Commission of Executive Yuan on July 14, 2011.

Note 16: Registration became valid as per JGZYZ No. 1010032361 document issued by the Financial Supervisory Commission of Executive Yuan on July 20, 2012.

Note 17: Registration became valid as per JGZYZ No. 1080342357 document issued by the Financial Supervisory Commission of Executive Yuan on January 16, 2020.

Note 18: Registration became valid as per JGZYZ No. 1100343449 document issued by the Financial Supervisory Commission of Executive Yuan on May 28, 2021.

2. Share Type

March 31, 2025; Unit: shares

Share Type	Authorized Capital (Note 1)			Note
	Issued Shares (Note 2)	Unissued Shares	Total	
Registered Ordinary Shares	362,957,218	137,042,782	500,000,000	

Note 1: The authorized capital includes 5,000,000 shares for employees' stock warrants.

Note 2: Listed stocks.

3. Registration system related provisions: No securities were issued through shelf registration and institutional fundraising with approval.

(II) List of Major Shareholders

March 28, 2025

Name of Major Shareholders	Shares	Shareholding (Shares)	Shareholding Ratio (%)
WIN Semiconductors Corp.		65,408,733	18.02
Tien Ho Industrial Co., Ltd.		43,034,591	11.86
WIN Venture Capital Corp.		8,767,271	2.42
WIN Chance Investment Corp.		7,934,954	2.19
Deutsche Bank in Custody for NTAsian Discovery Master Fund		5,650,000	1.56
Chin-Tsai Chen		5,084,000	1.40
Nan Shan Life Insurance Co., Ltd.		4,330,000	1.19
WIN Earn Investment Corp.		4,230,271	1.17
Chao-Cheng Wang		3,665,000	1.01
Hsien-Ming Chiang		2,990,000	0.82

(III) The Company's Dividend Policy and Its Implementation Status

1. Dividend Policy

In accordance with the Company's Articles of Incorporation, if there are current net profits in the final account of the year, 10% of the profits shall be set aside as its surplus reserve, and certain amount of the profits shall be set aside as its special surplus reserve in accordance with relevant regulations, in addition to the profits used in the first place to pay the profit-seeking enterprise's income tax and recover the losses of previous years in accordance with laws. And the remaining earnings, if any, shall be distributed as follows: (1) No less than 2% of the remaining earnings shall be distributed as employees' bonus. (2) No more than 2% of the remaining earnings shall be distributed as Directors' remuneration. (3) Except for the surplus set aside, the remaining earnings shall be used as shareholders dividends, which shall, together with the undistributed earnings of previous years, be resolved by the Shareholders' Meeting after the Board of Directors has made a proposal for distribution of such earnings.

The Corporation authorizes the distributable dividends and bonuses, or legal reserve and special surplus reserve, in whole or in part may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of Directors; and in addition, thereto a report of such distribution shall be submitted to the shareholders' meeting.

To seek sustainable operating, the Company adopts dividend balance policy by considering long-term financial planning and capital needs; As for the distribution of dividends, the Board of Directors shall draft earnings distribution plan based on the Company's capital needs. Where the number of dividends for distribution in current year is no less than 30% of the cumulative earnings available for distribution, among which cash dividends are no less than 20% of total dividends, cash dividends payment ratio may be increased depending on the earnings of current year if the Company has a large amount of earnings or sufficient funds.

The Company's dividends were distributed in the most recent three years as follows:

Year	Cash Dividend per Share	Ex-dividend Trading Date	Payment Date
2021	5.00	June 30, 2022	August 4, 2022
2022	3.00	July 10, 2023	August 7, 2023
2023	1.50	July 11, 2024	August 7, 2024

2. Distribution of dividends

Unit: NT\$

Year of Dividends	Approved by the Resolution of the Board of Directors Dividend Distribution Date	Cash Dividends to Shareholders	Directors' Remuneration	Cash Remuneration to Employees
2024	March 7, 2025	653,322,992 (NT\$1.80 per share)	12,357,885	49,431,540

Note: The distribution ratio per share shall be calculated based on the 362,957,218 shares outstanding as of March 7, 2025.

3. Estimated significant change in the dividend policy: There's no estimated significant change in the dividend policy.
- (IV) Impact of the proposed pro bono rights offering on the Company's operating performance and earnings per share: not applicable.
- (V) Directors' Remuneration and Employees' Remuneration
1. Percentage or range of employees' remuneration and Directors' remuneration under the Articles of Incorporation: Please refer to the above-mentioned (VI).
 2. The estimation basis for current employees' remuneration and Directors' remuneration, the calculation basis for the number of shares for distribution of share dividends, and the accounting treatment for any discrepancy between actually distributed amount and estimated amount

Estimation Basis	Calculation Basis for the Number of Shares	Actual Distributed Amount and Estimated Amount Accounting Treatment for Any Discrepancy
In accordance with Article 27 of the Articles of Incorporation, the Company shall set aside no less than 2% and no more than 2% of its net profits before tax before deducting the distribution of employees' remuneration and Directors' remuneration as employees' remuneration and Directors' remuneration respectively. The employees' remuneration and Directors' remuneration for 2024 are estimated respectively based on 4.0% and 1.0% of the said net profits before tax, which shall be distributed and paid in cash by the resolution to be made at the Shareholders' Meeting on March 7, 2025.	No employees' shares remuneration will be distributed as proposed by the Board of Directors.	If there's any significant change in the amount to be distributed as resolved by the Board of Directors, the change shall be incorporated in the former annual expenses set aside.

3. Information about the distribution of remuneration of directors and employees as approved by the Board of Directors

Unit: NT\$

Remuneration year	Date of Approval by the Board of Directors	Directors' Remuneration	Employees' Remuneration		Proposed Distribution Amount of Employees' Shares Remuneration		Estimated Earnings per Share after Considering Proposed Distribution Amount of Employees' Remuneration and Directors' Remuneration
			Amount of Cash Remuneration (a)	Amount of Shares Remuneration (b)	Ratio in Current Net Profit after Tax (%)	Ratio in Total Employees' Remuneration (%)	
2024	March 7, 2025.	12,357,885	49,431,540	—	—	—	2.26

Note: There is no difference between the proposed distribution amount of employees' remuneration and Directors' remuneration and the estimated amount of the year in which the amount is recognized.

4. The actual distribution of employees' remuneration and Directors' remuneration in the previous year

Unit: NT\$

Item	Proposed Distribution Resolved by the Board of Directors	Actual Distribution Resolved by the Shareholders' Meeting			Difference, Reason and Handling
	Amount	Amount	Number of Shares That can be Converted	Equity Dilution Ratio (%)	
Employees' Remuneration (Cash)	47,308,271	47,308,271	—	—	None
Directors' Remuneration (Cash)	11,827,068	11,827,068	—	—	None
Total	59,135,339	59,135,339	—	—	None

(VI) Buyback of the Company's shares by the Company: None.

II. Issuance of Corporate Bonds

None.

III. Issuance of Preferred Shares

None.

IV. Issuance of Global Depository Receipts

None.

V. Issuance of Employee Stock Option

(I) The Company's outstanding employee stock option should disclose the status of processing and the impact on shareholders' equity as of the date of printing of the annual report:

March 31, 2025

Type of employee stock option	The 1st employee stock option in 2021
Filing Effective Date	July 21, 2021
Issuance Date	July 30, 2021
Number of units issued	1,000 units, each warrant entitles the holder to subscribe for 1,000 common shares.
Number of shares issued for subscription as a percentage of the total outstanding shares (Note 1)	0.27551 %
Subscription Period	July 30, 20023~July 29, 2026
Performance Method	Issuance of new shares
Restricted subscription period and rate (%)	Issuance for 2 years or more: 60% Issuance for 3 years or more: 80% Issuance for 4 years or more: 100%
Number of shares executed	0 shares
Amount of executed warrants	NT\$0
Number of outstanding stock options	755,000 shares
Subscription price per share for outstanding stock options	NT\$ 86.1

Number of outstanding warrants to the total number of shares in issue (%)	0.208%
Impacts on shareholder equity	No major impact

Note 1: Based on the number of 362,957,218 shares as of the date of publication of the annual report.

(II) The names of managers and the top ten employees who acquired stock options as of the date of publication of the annual report, and the acquisition and subscription status of the stock options:

March 31, 2025; Unit: NT\$, share

	Title	Name	Number of share options acquired	Number of share options acquired to the total number of shares in issue	Executed				Unexecuted			
					Number of shares subscribed	Exercise price	Amount of shares subscribed	Ratio of number of shares subscribed to total number of shares in issue	Number of shares subscribed	Exercise price	Amount of shares subscribed	Ratio of number of shares subscribed to total number of shares in issue
Employee	Deputy General Manager	I-Sheng Meng	275,000	0.07577%	0	0	0	0.00%	275,000	86.1	23,677,500	0.07577%
	Deputy General Manager	Tao Liu (Note 2)										
	Deputy Director	Ju-Wei Hsiung										
	Project Manager	Jui-Ming Hu (Note 2)										
	Deputy Director	Hong-Fei Wang										
	Project Manager	Chun-Jie Liu										
	Deputy Director	Ke Chang										
	Assist Manager	Hsiao-Chiang Chin										
	Special Assistant	Li-Ping Chu										
	Senior Manager	Cheng-Hui Tu										

Note 1: No managerial officer of the Company obtained employee stock options.

Note 2: Resigned.

VI. Issuance of Employee Restricted Shares

None.

VII. M&A or Acceptance of the New Shares Issued by Other Companies

None.

VIII. Implementation of Fund Utilization Plan

None.

Chapter IV. Operational Highlights

I. Business Activities

(I) Businesses Scope

1. Major Business Activities
Manufacturing, processing and sale of copper clad laminates (CCLs), PPs, multi-layer board and FPC laminates.
2. (The Group's) Revenues from major products in 2024

Unit: NT\$ thousand

Product	2024	
	Amount	Ratio in Revenue (%)
CCL	21,171,983	72.07
PP	8,130,756	27.68
MLB	30,572	0.10
Other	44,366	0.15
Total	29,377,677	100.00

3. The Company's (Group's) current product portfolios
 - (1) CCL
 - (2) PP
 - (3) FPC CCL
 - (4) MLB
 - (5) Other
 4. New products planned to be developed
 - (1) 1.6T Ultra-high-speed AI server halogen-free laminate
 - (2) PCIe Gen7 halogen-free laminate
 - (3) High-density multilayer ultra-high-speed halogen-free laminate
 - (4) High CTI high voltage CAF automotive halogen-free laminate
 - (5) High-density high dimensional stability laminate
 - (6) High dielectric low loss communication laminate
 - (7) High thermal dissipation, low dielectric loss, high dimensional stability laminate
 - (8) Electronic/IC dicing tape, lift off tape and BG tape
 - (9) Build up film
 - (10) Electronic/IC packing film materials
 - (11) FCCL material for buried capacitor
 - (12) 3Layer FCCL material with high MOT
 - (13) Extra-low loss bonding sheet
- (II) Status and Development of the Industry
1. Current industry situation

Year	2021	2022	2023	2024	2025(F)
Output Value (USD\$M)	\$80,920	\$81,740	\$69,514	\$73,380	\$77,929
YoY Growth Rate	+24.1%	+1.0%	-15.0%	+4.1%	+6.2%

Source: Prismark (February, 2024), Market survey of the Company.

- (1) With the rapid development of the global technology industry, the advancements of artificial intelligence (AI), cloud computing, high-

performance computing (HPC), electrification of electric vehicles, autonomous driving technology and semiconductor packaging technology have become the main driving force for the electronics industry in 2025. These trends have not only driven the growth of the market demand for PCBs and copper clad laminates (CCLs), but also pushed the development of material technologies towards a high-frequency, high-speed, low-loss, environment-friendly and sustainable direction.

- (2) Driven by the strong momentum of the AI industry, the demand for HPC and AI server will further increase. Enterprises and data centers in the world have begun making large-scale investments in liquid-cooled servers and AI computing equipment, to support the high-speed computing demand of generative AI, machine learning, and large language models (LLMs). This trend leads to the substantial increase of demand of the PCB industry for materials with low dielectric constant (Dk) and low dissipation factor (Df), to ensure the stability and efficiency of high-speed data transmission. Additionally, with the continual improvement of the power consumption and computing capacity of AI servers, the future PCB products require higher heat resistance and high-power stability, to adapt to the extensive application of liquid-cooling technology.
- (3) The rapid expansion of the electric vehicle market has also brought opportunities for growth to the PCB and CCL industries. The high-voltage fast charging technology will become the mainstream in the market, and major auto companies have successively engaged in the development of high-voltage electric vehicle systems, to shorten the charging time and improve energy efficiency, which has raised higher requirements for the PCB industry. The future electric vehicle circuit design will rely more on CCL materials that resist high voltage and high thermal conductivity, to ensure the stability under a high-power output environment. In addition, with the autonomous driving technology advanced to level 3 or above, vehicles will be equipped with more millimeter-wave radars, LiDAR and V2X (vehicle-to-everything) communication systems. These new technologies will drive the application of high-frequency and high-speed PCBs and highly heat-resistant materials, thereby further expanding the demand for automotive electronic market.
- (4) On the other hand, the progress of semiconductor technology has made advanced packaging (Chiplet, 3D IC) a market focus in 2025. With the continual increase of the computing speed of AI chips, PCB industry will embrace a new wave of technical upgrading. Additionally, given the stringent requirements of advanced-packaged AI chips for PCB materials, copper foils with ultra-low profile and highly heat-resistant and low-warpage CCLs will become the highlights in the market development.
- (5) With respect to supply chain, the global electronic manufacturing industry will face the continual changes in the geopolitics in 2025, with governments of different countries raising increasingly clear requirements for decentralization of the supply chain. The production capacity of the PCB and CCL industries is expanding at an accelerated speed. Vietnam, Thailand, Malaysia, etc. have become new production bases, and many enterprises are actively adjusting their supply chains to lower their reliance on single markets. Furthermore, with the strengthening of ESG standards, major

electronic companies are introducing halogen-free and recyclable electronic materials with low carbon emissions to meet the requirements of global environmental protection regulations and drive a sustainable CCL market.

2. Development of the Industry

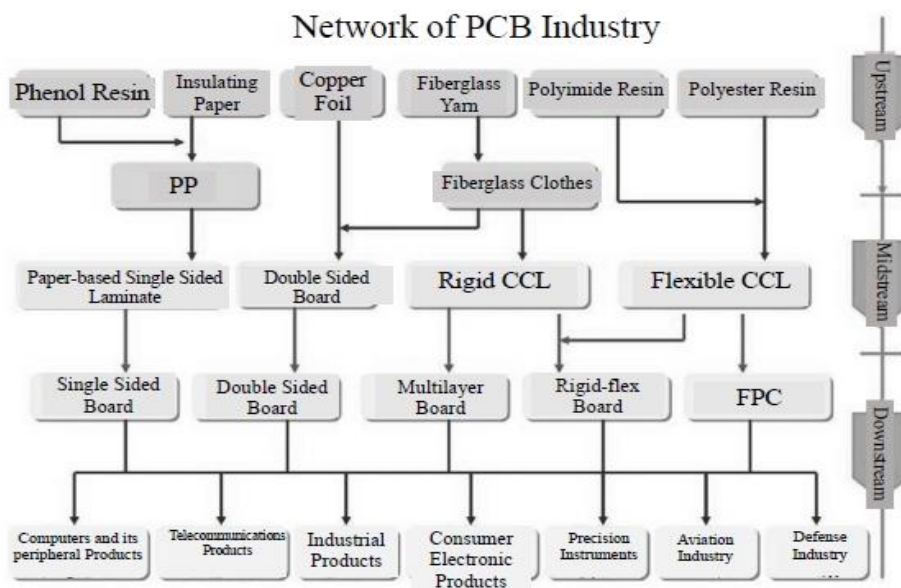
Global data usage is growing at an accelerating rate every year. Under such a rapidly expanding demand, drive the semiconductor instruction cycle evolution, high-precision electronic packaging, electronic assembly of high-speed data transmission and high-frequency and high-speed copper clad laminate material technology process. According to statistics, global PCB suppliers will advance at a compound annual growth rate of more than 6% in the high-performance computing market.

Infrastructure products such as high-speed network communications have always been an important growth driver. The requirements for information transmission speed and quality have increased. Driven by the accelerated development of the AI ecosystem supply chain, major companies are continuing to upgrade product specifications; the trend of automotive electrification and the trend of many electronic products moving towards high-frequency and high-speed transmission are established, which continues to expand the demand for material upgrades; applications such as hyperscale data centers and advanced automotive computing will be the main axis of the booming development of the electronics industry.

Looking ahead, the global data traffic will increase significantly, driving equipment upgrades to meet the needs of low latency, high reliability and high-speed computing processing. The demand for high-speed and lower-loss high-end materials will accelerate. High-speed and extremely low-loss copper clad laminates will continue to be the focus of future development of Taiwan's copper clad laminate industry.

In addition to the existing consumer CCLs, high-speed copper clad laminates, SLP CCLs, IC packaging substrate laminates, and composite electronic materials are all important development directions for the industry.

3. Relation amongst upstream, midstream, and downstream of the industry



4. Product development trends and competition situation

(1) Development of the industry

In response to the development of electronic industry, the copper clad laminate materials will be developed in the direction of low dielectric loss, high insulation and high heat resistance, low shrinkage and low warpage. The company also cooperates with domestic and foreign suppliers of advanced chemical resins and glass fiber cloth to jointly develop advanced raw materials and processes in the direction of highly automatic control and precise dust-free control, providing the most advanced solutions for the most advanced networking, infrastructure and automotive electronics products in the global electronics industry.

(2) Competition situation

Our current products, CCLs, PPs and MLBs, not only have excellent cost/performance ratio, but also have superior market competitiveness as high-end materials and have been widely recognized by our customers.

In recent years, while many new players have entered the competition, but their main production capacity is for traditional FR-4 products (low-end). The Company is serving massive customers with the high-quality products. In the high-end product competition, the Company is committed to the high-end niche market with scale products of strong cost performance to recognize better strategic advantage in the high-end product competition among the US and Japanese peers.

(III) Overview of Technology and R&D

In light of the rapid development of AI applications and the global push for net-zero carbon emissions in 2024, ITEQ Corporation has focused its efforts on innovation and sustainability by expanding into advanced AI electronic materials. To respond to the swift growth of markets such as AI servers, high-speed computing switches, and electronics for new energy vehicles, while also considering the effects of relevant regulations and geopolitical factors, we have strategically planned our R&D approach and rolled out key material technologies ahead of schedule.

In order to meet the demands of future high-density circuit designs as well as reinforce our leadership in the global advanced laminate materials market, ITEQ continues to make significant investments in new material R&D and collaborates closely with customers to improve the performance of high-frequency, high-speed, and low-loss transmission products. We are strategically positioning ourselves in application areas such as AI data centers, smart automotive electronics, 5G/6G communication infrastructure, and AI PCs/laptops.

For FPCs, we remain focused on two key aspects: consumer electronics and automotive applications, while simultaneously exploring high-speed transmission and ultra-thin material requirements for emerging technologies like AI applications and humanoid robotics. In consumer electronics, building on our existing low-loss and ion-migration-resistant materials, we are optimizing products to meet the rising demand for foldable screens by launching highly flexible laminate and coverlay films tailored to these applications. In automotive applications, for new energy battery FPCs, we are developing highly reliable laminate and coverlay films to meet the long-term reliability and safety requirements of in-vehicle and energy storage systems. For smart cockpits

and Advanced Driver Assistance Systems (ADAS), we continue to upgrade high dimensional stability laminate for in-vehicle displays. Meanwhile, we are developing lower dielectric loss laminates and coverlay films for radar applications, including millimeter-wave and LiDAR.

As we look toward the 2050 net-zero carbon emissions goal, ITEQ is enhancing collaboration with supply chain partners to jointly advance the sustainable development of the electronic materials industry. We are committed to developing greener production processes and continually evaluating and refining the carbon footprint of our raw materials. Through concrete actions, we aim to fulfill our corporate social responsibility, contributing to smart living and a sustainable future.

R&D expenses invested in the most recent year

Unit: NT\$ thousand

Year	R&D Expense	Ratio in Operating Revenue
2023	518,416	2.07%
2024	653,492	2.22%

1. Technologies or products successfully developed in the most recent year

2023	2024
<ol style="list-style-type: none"> 1. Ultra-low-loss, high-density multi-layer AI server halogen-free laminate. 2. PCIe Gen6 halogen-free laminate. 3. High-current, high-voltage resistant CAF automotive-grade halogen-free laminate. 4. High-density, high-dimensional stability laminate. 5. High-dielectric, low-loss communication laminate. 6. Low-dielectric, low-loss, high-speed transmission laminate. 7. Anti-migration FCCL& Coverlay for BMS in Vehicle 8. High dimension-stable 2-Layer FCCL for Multi-Layer FPC in OLED 9. Low loss fluoro-based FCCL for antennas in mobile phone 	<ol style="list-style-type: none"> 1. High-speed AI server halogen-free laminate 2. PCIe Gen7 halogen-free laminate 3. High CTI high voltage CAF automotive halogen-free laminate 4. High-density high multilayer dimensional stability laminate 5. High dielectric low loss communication equipment laminate 6. High thermal dissipation, low dielectric loss, high dimensional stability laminate 7. Electronic/IC dicing tape, lift off tape, BG tape 8. Build up film 9. Electronic/IC packing film materials 10. High Tg low-loss bonding sheet and coverlay materials for consumer electronics 11. Low loss 2Layer single side laminate material for foldable screen 12. Low-loss domestic LCP CCL 13. Ultra-low loss coverlay with PI adhesive

2. R&D investment plans and progress

Unit: NT\$ thousand

Item/Plan	Estimated R&D Expense	Expected R&D Benefit
Ultra-high-speed AI server halogen-free laminate	412,057	Increase the proportion of revenue from high-end products, enhance the added value of products and increase profits.
High-density multilayer ultra-high-speed halogen-free laminate		
High CTI high voltage CAF automotive halogen-free laminate		
High-density high dimensional stability laminate		
High dielectric low loss communication equipment laminate		
Next-generation ultra-low expansion coefficient semiconductor substrate-like PCB laminate		
Low dielectric high thermal conductivity antenna laminate		
Electronic/IC dicing tape, lift off tape, BG tape		

IC packaging build-up film		
Electronic/IC packing film materials		
High Tg low-loss bonding sheet and coverlay materials for consumer electronics		
FCCL material for buried capacitor		
3Layer FCCL material with high MOT		

3. Short- and long-term business development plans

Short-term business development plans	Long-term business development plans
<ol style="list-style-type: none"> To conduct division of labor and integration in and between Taiwan and mainland China, so as to control manufacturing costs and maximize economic scale and benefits. To serve customers from near locations, provide customers with flexible production systems, and proactively make deployment and strategies. Introduce new equipment to improve the quality and efficiency of existing equipment and improve production yields. Expanding production capacity to meet the growing total market demand and are actively developing and marketing high-density interconnect materials and markets. To cooperate with the strategic partners in the upstream and downstream to develop products to be applied in the special high-end materials, such as high-frequency and millimeter-wave radars etc., for 5G products. To develop the LCP and low-loss materials to be widely applied in the PCB design of high-end products. 	<ol style="list-style-type: none"> To strive for becoming a leading professional electronic material manufacturer with brand influence in the world. To become one of the top three multi-layer laminate material manufacturers and the top four professional high-end multi-layer board OEMs in the world. To continue to develop green, high-end and high value-added products, actively strive for orders from overseas international large-scale manufacturers; continuously adjust product portfolio and create greater profits and increase market share. To obtain funds by utilizing the financing tools in domestic and overseas capital markets to deal with the expansion of operating scale. To strengthen the recruitment and training of talents, make succession plans, and create a high-performance and cross-functional work team in the spirit of sustainable operating. To develop to more overseas PCB markets and more end customers by utilizing the production capacity and R&D strength of Taiwan plants. To research and develop laminate materials, and accelerate mass production plans to provide more diverse materials to customers. Expand the supply chain under the geo-economics and enhance the Company's risk tolerance ability.

II. Market Analysis and Status of Goods Production and Sales

(I) Market Analysis

1. Sales regions and amount of the Company's major products

Unit: NT\$ thousand

Item	Year	2023		2024	
		Sales Amount	%	Sales Amount	%
Domestic Sales		570,102	2.27	464,026	1.58
Overseas Sales	Asia	24,298,073	96.89	28,701,618	97.70
	Europe	156,380	0.62	145,459	0.50
	America	885	0.00	268	0.00
	Others	53,599	0.22	66,306	0.22
	Sub-total	24,508,937	97.73	28,913,651	98.42
Total		25,079,039	100.00	29,377,677	100.00

2. Market Share

There are many CCL suppliers worldwide, mainly in the United States, Japan, Korea, China and Taiwan. ITEQ Corporation is a global leader in laminates with advanced production technologies and will continue to implant its green genes in all key processes and developments. According to a report published by Prismark in 2024, ITEQ Corporation ranked first in the global market share of high-end specialty laminates (market share: 16%).

3. Supply and demand in the market and possible future growth

While the era of high-speed and high performance computing is coming, the long-term demand for products such as AI computing, hyperscale data centers/cloud products, automotive industry, Internet of Vehicles/Internet of Things, electric vehicles, smart homes, etc. is becoming increasingly strong, and countries around the world are promoting energy-saving policies. In addition to actively developing high-end materials, our company has taken its social responsibility of making our materials halogen-free so that our products can meet the requirements for environmental protection.

Currently, the PCB industry is still concentrated in mainland China, and Taiwanese companies still maintain a significant market influence in the supply chain of the PCB industry in mainland China. Our Company's production capacity and R&D capabilities in Taiwan can also provide and meet the needs of overseas customers; but under the influence of geo-economics, customers from all countries strongly demand a balanced geo-location of the supply chain. The circuit board industry and copper foil laminate industry have also launched large-scale expansion discussions in Southeast Asia to achieve customers' continuous supply plan strategies, to enhance the risk resistance of each company to future geopolitical risks. The Company is also actively deploying in Southeast Asia and has started construction of a new plant in Thailand, increasing the Company's risk resistance advantages under geo-economic conditions.

4. Competition Advantages

Various Advantages	Description
Market Advantages	<ul style="list-style-type: none">• We have a complete product line layout in both sides of the Taiwan Strait and three regions, as well as a complete global sales channel and technical service system.• Capacity expansion into Southeast Asia to improve the resilience against geopolitical risks while sustain scale economic effect.• We have cooperated with upstream and downstream strategic partners for stable raw materials supply.• The Company improves customer services, meets delivery dates and a small number of diverse demands, and provides one-stop integrated services from materials to OEM.
Product Advantages	<ul style="list-style-type: none">• The Company's ability to develop the core field of "resin formulation and coating technology" can meet the requirements of new generation products in the market for applications.• The Company has a rigorous product manufacturing system and quality control ability.• The Company positions its products clearly, and has complete high-end materials, special specifications and other advantageous product portfolios.• We have developed new product lines of high-end high-density interconnect materials and carrier materials to meet more diversified market needs with a more comprehensive range of

Various Advantages	Description
	materials.
Technology Advantages	<ul style="list-style-type: none"> The Company has a strong technical service team for providing complete solutions from materials to internal OEM. The Company makes schedules for R&D, launch and mass production of new products, and diversifies the proportion of products to reduce the risks of fluctuation in material prices. We are capable of developing high-end CCLs for high-frequency, high-speed and millimeter-wave radars, as well as developing flexible CCLs, LED thermal modules, high-density interconnect boards and carrier boards. The Company has a strong technical team and ability to design and develop products together with end customers.
Management Advantages	<ul style="list-style-type: none"> The Company's professional management team has more than a decade of rich experience in the industry. The Company makes business-oriented capacity plans and adopts concentrated management to maintain a high capacity and utilization. The Company uses flat organization and elite labors to keep a high level of combat effectiveness. The Company will continue to recruit talents from both inside and outside the industry to strengthen our marketing capabilities in various product areas.

5. Advantageous and disadvantageous factors for future development and countermeasures

Future Development	Description
Advantageous Factors	<ul style="list-style-type: none"> The demand for energy-saving and carbon-reducing products continues, and the demand for eco-friendly laminates increases. The Company has strong R&D abilities, has the key technologies of "resin formulation and coating technology", and has cost advantages for key materials. The Company has a good ability to control costs and improve processes, and can meet customers' demands for flexible production. The Company has complete material product lines from low-end to high-end, and can provide one-stop services. The Company can judge the price trends of raw materials with a high accuracy, and has bargaining power and purchasing advantage with economic scale. The Company cooperates with ITRI closely to develop new products jointly in the form of entrustment of projects, and has complete product R&D abilities.
Disadvantageous Factors	<ul style="list-style-type: none"> Basic raw material prices remain high and cost pressure is not easily passed on, affecting the company's profitability. The expansion of production capacity in the high-end raw materials market is slow, and the supply of raw materials in the market is insufficient to meet the demand, affecting the quantity of goods supplied. The sales markets are concentrated in both sides of the Taiwan Strait and three territories, thus the proportion of sale in other regions need to be increased. There is an increase in the costs of production, including salaries and wages, new corporate income tax systems, environmental protection regulations, and labor contract laws...etc.
Countermeasures	<ul style="list-style-type: none"> To diversify the sources of raw materials, avoid concentration on the same supplier, and improve bargaining ability; develop key raw materials independently to reduce costs and avoid the risk of being short of materials; strive to make communication and

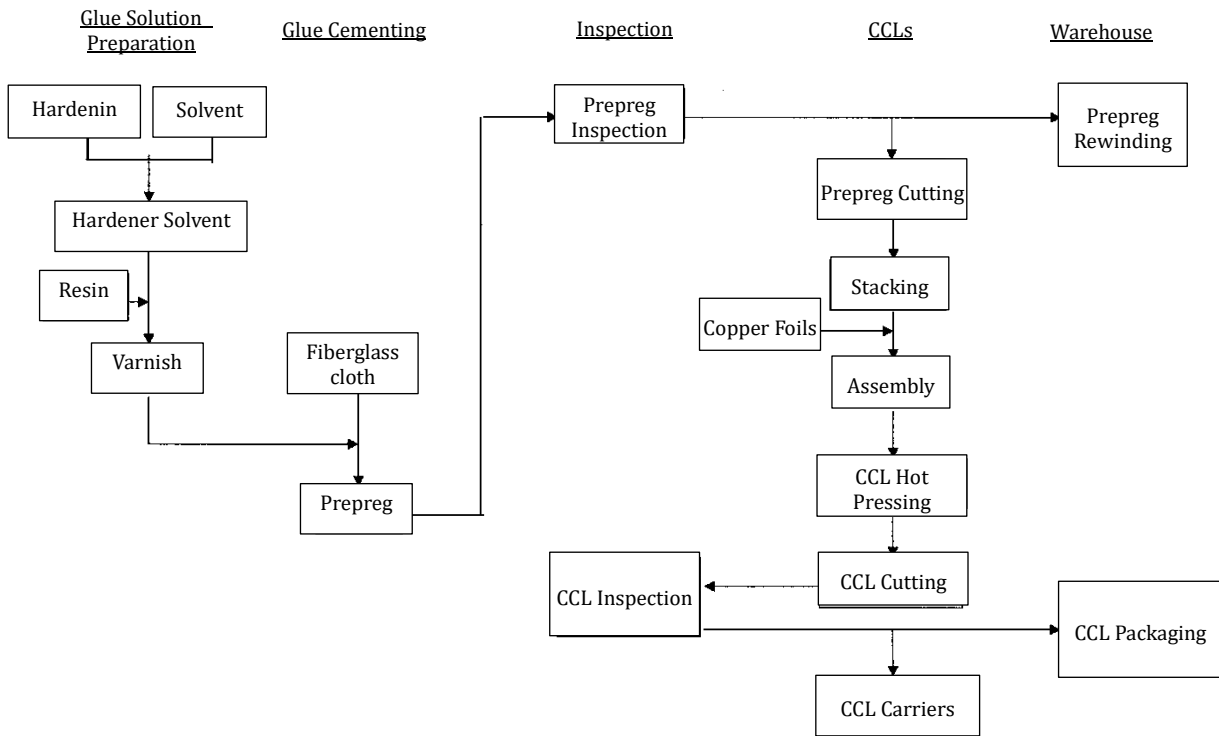
Future Development	Description
	<p>coordination, and appropriately change the costs of response; continue to research and develop the proportion of material formulation and adjust production processes to decrease costs and increase profits.</p> <ul style="list-style-type: none"> • To improve an overseas sales team to develop and strengthen North America, Europe and other overseas markets. • To improve environment, save energy, reduce wastes, improve environmental protection equipment, comply with environmental protection regulations and industrial safety requirements, increase the proportion of automated production equipment, increase yield, and control staff operating costs. • To adjust product structure, reduce the proportion of consumer electronic products, and increase the ratio of the production and sales of high-end materials to optimize gross profits. • Expand production capacity in Southeast Asia to enhance scale economic effect and improve resilience to geopolitical risks.

(II) Important Uses and Manufacturing Processes of Major Products

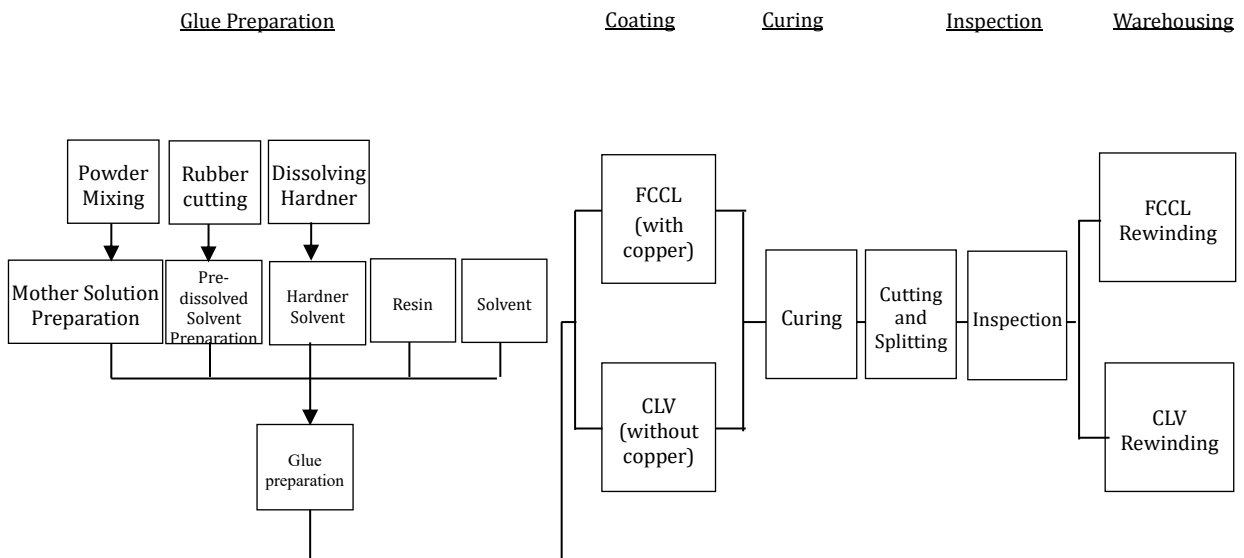
1. Important uses

Product or Service	Major Uses or Functions
CCL	It is the main raw material of PCBs. The internal structure of PCB is mainly composed of the CCL in the inner layer and the copper foil in the outer layer. The CCLs must have not only the mechanical processing strength and electrical insulation performance required for manufacturing PCBs, but also good thermal conductivity, chemical resistance, high temperature resistance or other special performances according to the requirements for PCBs with different functions. PPs are used as insulating materials between CCLs and copper foils.
PP	It is the front-end process for multi-layered PCB, and it is manufactured from internal circuits and internal dry films and then pressed to form.
MLB	

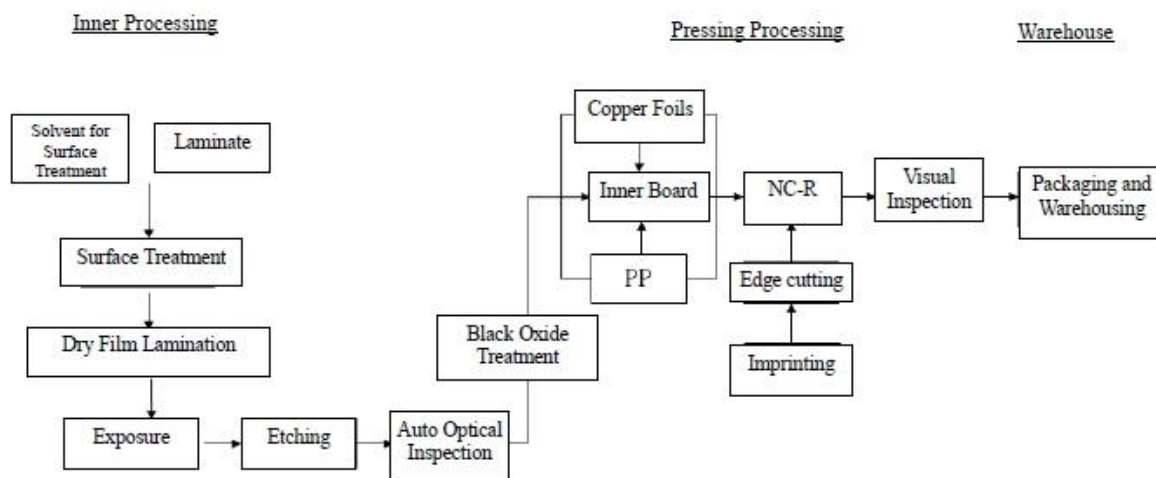
2. Manufacturing process
Manufacturing process of CCLs:



Manufacturing process of FPC CCLs:



Manufacturing process of MLBs:



(III) Supply Status of Key Materials

The major raw materials produced by the Company are fiberglass clothes, epoxy resin and copper foils, etc. Its suppliers are all well-known domestic and overseas manufacturers with a certain good quality.

The Company's procurement sources of various raw materials are diversified. In addition to cooperation with various suppliers for many years, the Company maintains good cooperative relations with them, and actively develops new sources of purchases, thus, there's no shortage suffered by it.

(IV) List of Major Suppliers and Customers

1. Data of the suppliers from which over 10% of goods were supplied in the most recent two years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	%	Relation with the Company	Name	Amount	%	Relation with the Company
1	Company B	4,545,591	23.30	N/A	Company B	6,109,548	26.35	N/A
2	Company A	4,367,287	22.38	N/A	Company A	4,349,602	18.76	N/A
	Others	10,600,113	54.32	—	Others	12,726,627	54.89	—
—	Net purchase	19,512,991	100.00	—	Net purchase	23,185,777	100.00	—

Description of the reason for the increase or decrease: The purchasing demand was adjusted in consideration of the demand of customers, prices of raw materials and inventories, to result in the increase in the net worth of the total purchased goods in 2024.

2. Data of the customers to whom over 10% of goods were sold in the most recent two years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	%	Relation with the Company	Name	Amount	%	Relation with the Company
1	Company C	3,067,018	12.23	N/A	Company C	4,217,548	14.36	N/A

	Others	22,012,021	87.77	—	Others	25,160,129	85.64	—
—	Net sales amount	25,079,039	100.00	—	Net sales amount	29,377,677	100.00	—

Description of the reason for the increase or decrease: The net sales amount was increased compared to the previous year due to recovery of market demand in 2024.

III. Employees

Year		2023	2024	2025.03.31
Number of Employees	Director labor	2,627	2,531	2,645
	Indirect labor	653	677	589
	Total	3,280	3,208	3,232
Average Age		36.64	36.26	32.15
Average Service Year		6.12	6.13	6.17
Education Background Ratio (%)	PhD	0.15	0.14	0.15
	Master	2.93	2.47	2.46
	Junior college	27.93	37.87	37.71
	High school	35.64	34.69	24.71
	Below high school	33.35	24.82	24.97

IV. Environmental Protection Expenditure

- (I) The total amount of losses (including compensation) arising out of environmental pollution in 2024: None.
- (II) Countermeasures in future (including improvement measures) and possible expenditures:

Due to the increased awareness of environmental protection, the Company, as a member of the society, shall respond to the requirements for environmental protection quality. Nowadays, various standards for discharge of pollutions are becoming stricter and stricter. In response to this trend, the Company has continuously invested a lot of manpower and funds in recent years to expand and maintain pollution prevention equipment, so as to meet the standards stipulated by government. The plants promoted environment safety and health management system. After its establishment, Xinpu plant passed ISO14001: and ISO45001, TOHSMS certifications in 2014. Other plants passed reassessment every year, and continued environment safety and health management. They changed their attitudes from passive compliance with environment safety and health laws and regulations in the past into the pro-active and conscious compliance through implementation of environment safety and health management system, which will facilitate the Company to show its performance in environment safety and health and improve its corporate system and competitiveness in the market, so as to improve the Company's image and further achieve the goal of sustainable management.

- (III) Protective measures for work environment and employees' personal safety

ITEQ Corporation provides a safe and healthy working environment for its employees to protect their lives and health, and implements regular safety and health activities:

- Safety, health and hazard awareness training for new employees.
- The relevant departments implement weekly and monthly environmental and facility inspections.
- General on-the-job safety and health training for employees.

- The training for special operation employees, such as first aid personnel, the personnel testing organic solvent, noise, carbon dioxide and lighting every six months in free radiation operation workplace, organic solvent operation supervisor or forklift operators, the environmental safety work skills certification shall be carried out according to the law.

Work safety inspection		
Cycle	Inspection team	Inspection times
Day	Work safety and health inspection Inspection at gate for work safety and health	Irregular 8:00~8:30 every day
Day, week	Field supervisor inspection 7S inspection	Day-to-day inspection at department level 2 weekly inspections at division level
Day, week	Construction inspection for work safety and health	Day-to-day inspection below department level 2 weekly inspections at division level
Irregular	Joint inspection of the administration department	Irregular plant area inspection

Item	Description	Result
Establishment of a safety and health management unit	Establish a safety and health management unit (Work Safety and Health Department) in accordance with Labor Safety and Health Act.	The Company has established Work Safety and Health Department being responsible for promoting labor safety and health management.
Formulation of the rules for staff safety and health at work as well as safety and health management plans	Specify safety and health duties for employees to follow safety and health matters, and include them in daily inspection to ensure safe operation in the plants.	<ul style="list-style-type: none"> • The Company has established the Rules for Workers' Safety and Health at Work and reported it to the Ministry of Labor for reference. • The plants are equipped with work safety and health persons to conduct safety inspections and audits in the workplaces of the plants to maintain the safety and health of workers.
Self-inspection and environment management	<ul style="list-style-type: none"> • Inspect various machines and operating points, and conduct regular maintenance, safety inspection and management on and for hazardous machinery and equipment. • Test and assess operating environment on semiannual basis. • Conduct public safety inspection on buildings annually. 	<ul style="list-style-type: none"> • There are dedicated persons conducting patrol inspection on dangerous equipment every day, and conducting safety inspection regularly. • The Company entrusts the safety inspection institution recognized by the Ministry of Labor to carry out regular safety inspection every year. All results in 2024 complied with safety regulations. • The Company inspects operating environment semiannually. All results comply with operating

Item	Description	Result
Establishment of dedicated persons, education and training	<ul style="list-style-type: none"> • Establish supervisors and professional persons for special operation in accordance with Safety and Health Act. • Arrange persons to receive internal trainings and external license trainings to improve the professional quality of personnel. • Receive regular retraining by the supervisors and professional persons for special operation. 	<p>environment standards.</p> <ul style="list-style-type: none"> • The Company will conduct safety trainings for new employees immediately upon enrollment. • The Company arranges persons to receive external trainings irregularly, including trainings for organic solvent operating supervisors, stacker operators and dangerous equipment operators.
Fire Safety and Management	<ul style="list-style-type: none"> • Establish fire-fighting and fire alarm systems, as well as fire-extinguishing facilities, and regularly inspect and maintain them. • Entrust a qualified organization to conduct fire safety inspection every year. • Conduct firefighting training every six months to train personnel's fire-fighting knowledge and response ability. 	<ul style="list-style-type: none"> • The fire-fighting facilities of the Group's branches are established in accordance with local fire-fighting laws and regulations. • Fire-fighting facilities are inspected and tested by fire-fighting department every month, and the Company entrusts a professional company to carry out inspection and testing every year. • The plants regularly implement trainings on fire-fighting knowledge as well as the operation and use of fire extinguishers. • The plants have established emergency response organizations, and conduct drills and training for the response organizations every year to deal with accidents.

V. Labor Relations

- (I) The Company's staff benefit measures, continuing education, training, retirement systems, and their implementation status, labor-management agreements, and measures for safeguarding staff rights and interests
1. The Company provides various complete safety systems, and offers retirement and labor health insurance, complete education and trainings, incentive remuneration, etc. Its relevant benefit policies are as follows:
 - (1) Staff benefit measures
 - (A) If annual business goals are met: pay dividends and year-end bonuses.
 - (B) Pay performance bonuses according to the production and operating

conditions of every month.

- (C) Encourage employees to subscribe shares, and participate in the Company's operating jointly.
 - (D) Retirement systems: implemented in accordance with Labor Standards Act.
 - (E) Provide Labor Insurance, National Health Insurance, Employee Group Insurance (Term, Accident and Medical Insurances), Business Travelling Group Injury Insurance.
 - (F) Organize employees for regular health checkup
 - (G) Provide various staff trainings and regularly hold book clubs.
 - (H) Provide meals for staff free of charge.
 - (I) Provide staff with uniforms for free.
 - (J) Provide dormitories and traffic vehicles, and establish basketball and tennis courts, as well as recreational green spaces in plant area.
 - (K) Allocate a certain amount as staff benefits for Staff Benefit Committee to handle various subsidies (marriage, childbirth, employee retirement, bereavement and family member bereavement and other subsidies) and staff culture, health, sports, and other leisure activities.
- (2) Employee education and training
- (A) Have planned a complete talent development system, and formulated "Annual Education and Training Plan", including pre-job training for new employees, management functions training, professional functions training, external training, staff self-development, etc., in order to cultivate the professional talents needed by the Company, and develop the professional skills and management functions of employees.
 - (B) Effectively promote new employees' understanding of the Company's business philosophy, corporate culture, product awareness and quality control, labor safety and health, environment protection concepts, etc., and conduct pre-job training to cultivate outstanding employees for ITEQ.
 - (C) Arrange training courses for the professional knowledge and skills needed by employees at all levels, cultivate management persons concerning their professional quality and ability to communicate with leaders, develop personal learning and development blueprints, promote the "Professional and Management Functions" training program, and implement "Professional Talents Certification" system.

Unit: NTS thousand

Type of Course	Number of Persons	Training Hours	Training Costs
New employee training	10,575	13,775	1,567
Supervisor ability training	803	1,823	
Quality and profession training	15,283	29,975	
Environment safety and health training	20,305	33,133	

Unit: NT\$ thousand

Type of Course	Number of Persons	Training Hours	Training Costs
Technical engineering training	1,268	2,729	
Professional functions training	23,727	43,202	
Corporate culture and general knowledge training	14,148	18,402	
Total	86,109	143,038	

(3) Employee health

The Company attaches importance to employee health and welfare measures and has set up an industrial safety and health department. In addition to regular annual employee health checkups, safety education and health seminars are held from time to time to prevent occupational accidents in order to maintain the physical and mental health of employees and improve their productivity and satisfaction at work.

Object	Affected Object	Topics	Evaluation/ Communication Channel	Mitigation Measure
Employee	All Employees	Health Promotion	<ol style="list-style-type: none"> 1. Annual Health Examination 2. Occupational Disease Prevention 3. Employee Health Protection Plan 4. Occupational Safety and Health Committee 	<ol style="list-style-type: none"> 1. According to the results of employee health checkups, we provide health information and consultation with doctors. 2. Work environment monitoring and inspection for prevention of occupational diseases. 3. Improvement of the working environment and organization of health lectures. 4. Monthly occupational physician consultation to assist in implementing health programs. 5. Execution of the four major plans.

(4) Work-family balance of employees

In order to promote the balanced physical and mental development of employees and the concept of a healthy workplace, we provide various insurance benefits and pension contributions in accordance with local laws or practices, as well as group insurance that is better than the law to protect the safety of employees at work and in life. We also encourage our employees to get married and provide them with car parking spaces, breastfeeding rooms, maternity leave, paternity leave, family care leave, wedding leave and maternity gifts from the Welfare Committee.

2. Retirement system and its implementation status

Retirement System	Old system	New system
Applicable laws	Labor Standards Act, a defined benefit retirement plan.	Labor Pension Act, a defined allocation and retirement plan managed by government
How to allocate	The accumulated contributions to the Labor Retirement Reserve Fund are sufficient to cover the Labor Retirement Reserve Fund.	The Company allocates 6% to their individual dedicated pension accounts of the Labor Insurance Bureau according to each employee's insurance level.
Contribution amount	The fair value of plan assets as of the end of 2024 was NT\$55,286 thousand and the accrued pension assets were NT\$33,835 thousand.	The pension expense for 2024 was NT\$13,463 thousand.

Subsidiaries operating in the mainland China participate in a social security program administered and coordinated by local government agencies in mainland China. The program is on a defined contribution basis, and pension insurance premiums paid to the government-administered social security program are accrued as a percentage of wages in accordance with the standards set by the local government. In 2024, the pension expenses already set aside reached NT\$ 154,280,000.

3. Labor-management agreements and measures for safeguarding staff rights and interests

The Company has a harmonious labor-management relation, and employees have a high cohesion force for the Company. In addition to strengthening the communication between employees and employer, teamwork, attaching importance to employees' opinions and complaints, as well as establishment of an Employee Benefit Committee to be responsible for the planning for staff benefits, the Company establishes "Suggestion Box" in its plants for its staff opinions to be delivered to General Manager and Chairman directly, holds regular employees' meetings, and implements sexual harassment prevention and punishment rules, therefore, there's no labor dispute occurred until now.

(II) Losses arising from labor disputes in the most recent year as of the publication date of the Annual Report, and disclosure of current and future possible losses and countermeasures

1. Current and future possible countermeasures: None.
2. Current and future possible loss: None.

(III) Employees' Code of Conduct

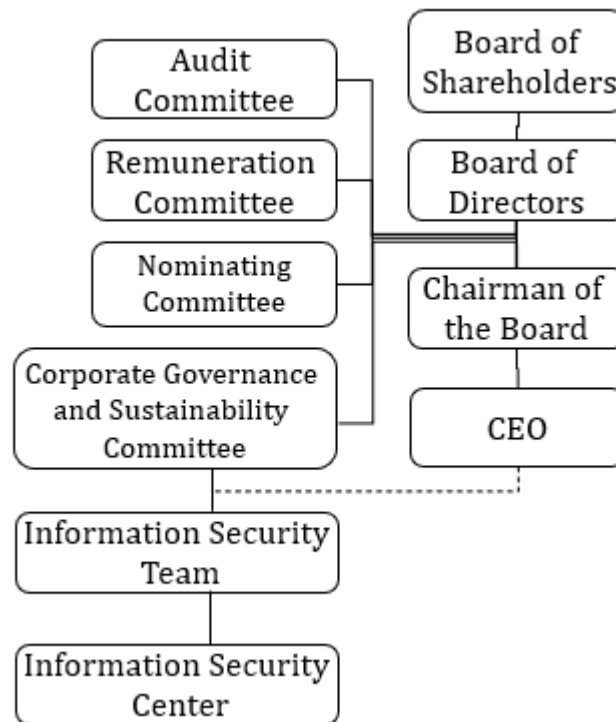
Have formulated Code of Conduct and Employees' Code of Conduct to clearly deliver the rules to ITEQ Directors, Managerial Officers and employees for them to follow. Their contents are as follows:

1. All employees' acts shall be honest and ethical. All employees shall avoid benefiting themselves in case of any conflict of interest between themselves and the Company.
2. The Company's confidential information shall be kept confidential.
3. Treat employees, customers, suppliers, and competitors in a fair manner.

4. Protect the Company's assets for effective utilization.
5. Comply with government laws, rules and regulations, including insider trading-related laws and regulations.
6. Have the measures for dealing with and imposing penalties on any violation or possible violation of regulations.

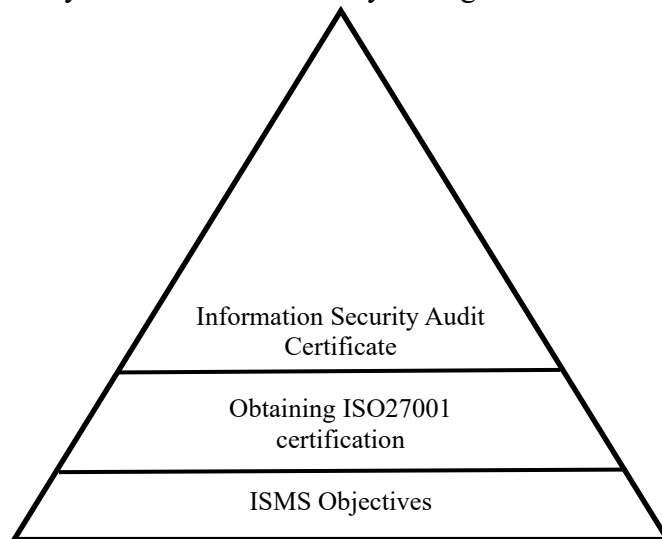
VI. Information and Communication Security

- (I) Describe the information security risk management framework, information security policies, specific management plans and resources devoted to information security management.
 1. Information Security Organization: In 2007, the Company established the "IC Security Committee" which was renamed "Information Security Management Group" to coordinate and promote information security management affairs, to coordinate and promote information security management in order to maintain the security of the Company's information assets. The information security-related management rules, system management and new technology evaluation and research are the responsibility of the Information Management Department.



2. Information Security Policy:
 - (1) To establish information security management standards that meet regulatory and customer needs.
 - (2) To protect the confidentiality, integrity and availability of valuable information of the Company.
 - (3) To make employees aware of information security and reach a consensus that everyone is responsible for information security.
3. Information Security Objective:

- (1) Information Security Management System (ISMS) Construction Counseling and ISO27001 Certification Acquisition
- (2) Establishment of ISMS complying with ISO27001:2013:
 - (A) Strengthen the technical protection capability of information and communication security operation and environment in the project area.
 - (B) To strengthen the implementation and integrity of the system.
- (3) To assist in reviewing the various protection measures for information and communication security and propose improvement plans to meet the various regulations and requirements of specific non-public authorities under Level A of the Information and Communication Security Responsibility.
- (4) In accordance with the selected scope of certification, we will assist in passing the third-party verification by an internationally recognized certification authority and obtaining the ISO27001:2023 international safety certificate.
- (5) In 2024, we assisted the information management colleagues in acquiring ISO 27001 Lead Auditor Certificate.
- (6) To enhance employees' awareness of information security protection and professional ability of information security management and technology.



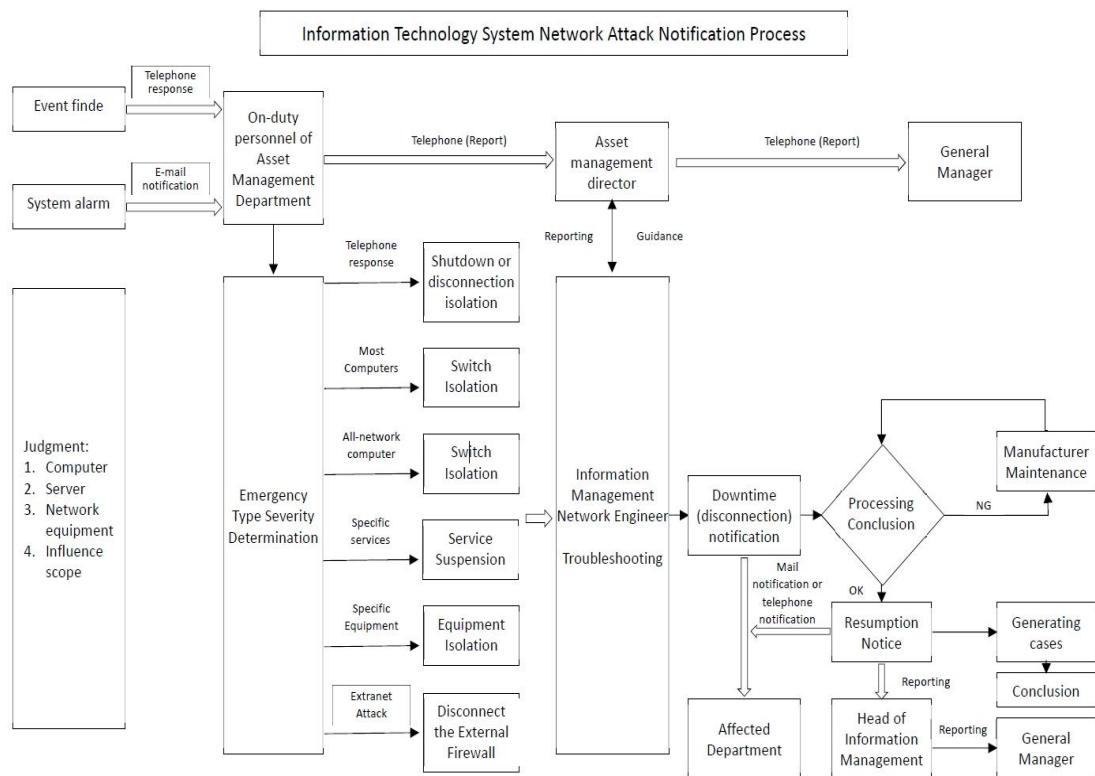
4. In order to strengthen information security management and ensure the security of data, systems, equipment and network, the Company has established information security management measures. The specific measures are as follows:

Risk Items	Management unit	Countermeasures
Education, training and propaganda	Administration Department Asset Management Department	Conduct the education, training and propaganda of asset management security Fixed term, establish the staff's conception of information security and strengthen the awareness of information security, and be responsible for the system's authentication, password control, access authorization and periodic weakness scanning.
Network threat	Asset Management Department	To establish multi-level defense system for network, such as IPS, firewall, next-generation firewall, and two-factor VPN, and build control mechanisms, such as computer virus detection, spam filtering, outgoing mail release control,

Risk Items	Management unit	Countermeasures
		Internet behavior management, and portable electronic storage media to reduce network threats.
Asset management	Asset Management Department	Information software/hardware assets are registered and controlled, and personnel operation-related privileges must be applied for and approved before use under authorization. Information software/hardware assets are registered and controlled, and personnel operation-related privileges must be applied for and approved before use under authorization. Access to the Company's internal network is prohibited to avoid the possibility of sensitive data leakage.
Redundancy mechanism	Asset Management Department	Maintain redundancy and remote backup of essential services and data to ensure uninterrupted service and data loss. Implement annual backup recovery drills for critical systems.
File encryption	Asset Management Department	Use document preservation and encryption technology to protect important confidential information inside the Company, distinguish different roles and authorities and avoid unauthorized outflow of confidential and sensitive documents.
Operation Continuity	Asset Management Department	Evaluate annually the impact of various man-made and natural disasters on business operations, review emergency response and recovery procedures and the rights and responsibilities of relevant personnel, and rehearse and adjust updated plans.
Operation Audit	Audit Department, and all units	To ensure the implementation of daily operations, annual audits of information security operations shall be conducted by the Audit Department in conjunction with all relevant units.
Information Security Incident Handling	Asset Management Department	Make a disaster recovery plan. Perform 2 to 4 restoration drills per year. Prepare report on the implementation of the disaster recovery plan to review and improve it afterwards.

5. Information Security Incident Notification Process:

In case of a suspected information security incident, the discoverer shall notify the responsible unit and the information security handling team in accordance with the "Information Security Emergency Response Plan and Handling Procedures".



6. Establishment of Network and Computer Related Information Security Protection Measures:

In 2024, ITEQ Corporation became a member of “Taiwan Computer Emergency Response Team/Coordination Center” to receive and transmit the information security intelligence from “Taiwan Information Sharing and Analysis Center (TW-ISAC)”. We also joined information security organizations like “Taiwan Chief Information Security Officer (CISO) Alliance”, to achieve vertical and horizontal information security joint defense and improve overall information security protection energy. However, to ensure that any external third-party malicious hackers are prevented from illegally invading our internal network system to undermine the Company’s operating results and financial position, pry into and steal confidential information and personal data, implement malicious software for extortion, and conduct other activities that harm the Company’s goodwill and interests. The Company will continually review and evaluate information security rules and procedures, ensure their appropriateness and effectiveness, and continue to take the following cybersecurity related protection measures, to lower possible damages caused by information security risks as much as possible. As a result, we can maintain normal corporate operation, and safeguard the interests and rights of important related parties like customers, shareholders, suppliers and employees.

7. Information security-related education and training:

In 2024, the Group held 7 classes for 11 hours and 470 attendees for information security related training courses, mainly on the following topics: starting to read, strengthening information security, and protecting computer security, cyber security threats, understanding hacker intrusions, and sharing of information security incidents.

In 2024, the Group held 50 information security email presentations, including the following items: “Three No and Three Yes” for prevention of social engineering;

should you permit App to track you? Importance of password strength; three keys for information security-changing passwords regularly is the key; threat patterns of emails; prevention of ransomware attacks; online phishing; silent precursors of data breach; publicity and advocacy on preventing phishing email attacks.

8. The Company's investment in information security resources: approximately NT\$7.45 million.

Endpoint protection system upgrading, file server storage and backup, information security threat instant alarm system, MPLS dedicated network, firewall HA high availability and renewal, antivirus software and endpoint protection renewal, VMWARE renewal, BE backup software renewal, Openfind MailGate module and SPAM module renewal and mail server renewal, etc.

- (II) In the most recent year, the loss suffered due to a major information security incident, the possible impact and the measures taken.
 1. The Company has no significant information security incidents that could cause business damage.
 2. We will continue to implement specific measures for information security management in order to protect the security of our information assets.

VII. Important Contracts

Type of Contract	Related Parties	Contract Duration	Contract Content	Restrictions
Plant leasing contract	WIN Semiconductors Corp.	2013.01.09~ 2028.12.31	The Company rented lands and plants in Xinpu Town, Hsinchu County, from WIN Semiconductors Corp.	None
Long-term borrowing contract	KGI Commercial Bank	2024.03.12~ 2027.03.12	NT\$500 million of credit line	—
Long-term borrowing contract	Agricultural Bank of Taiwan	2022.08.30~ 2025.08.30	NT\$500 million of credit line	—
Long-term borrowing contract	Bank of China	2024.06.14~ 2026.05.21	US\$25 million of credit line	—
Long-term borrowing contract	Bank of China	2023.01.09~ 2028.01.09	RMB\$300 million of credit line	—
Long-term borrowing contract	The Export-Import Bank of the R.O.C.	2024.03.29~ 2029.03.29	NT\$450 million of credit line	—

Chapter V. Review and Analysis on Financial Status and Performance, and Risks

I. Review and Analysis on Financial Status

Main reasons for and impact of significant changes in assets, liabilities and equity in the most recent two years, future countermeasures shall be specified in case of significant effect.

(I) Financial Statements (Consolidated) - International Financial Reporting Standards (IFRS)

Unit: NT\$ thousand

Item \ Year	2023	2024	Difference Amount	Change (%)
Current assets	21,306,421	22,258,591	952,170	4.47%
Property, plant and equipment	7,775,916	9,649,449	1,873,533	24.09%
Right-of-use assets	298,313	240,753	(57,560)	-19.30%
Intangible assets	9,052	9,664	612	6.76%
Other assets	3,989,938	2,685,732	(1,304,206)	-32.69%
Total assets	33,379,640	34,844,189	1,464,549	4.39%
Current liabilities	10,539,833	11,385,054	845,221	8.02%
Long-term borrowing	2,346,190	1,592,257	(753,933)	-32.13%
Other Liabilities	1,053,769	1,220,931	167,162	15.86%
Total Liabilities	13,939,792	14,198,242	258,450	1.85%
Share capital	3,629,572	3,629,572	0	0.00%
Capital surplus	9,214,696	9,227,074	12,378	0.13%
Retained earnings	7,148,718	7,430,650	281,932	3.94%
Other items of shareholders' equity	(553,138)	358,651	911,789	-164.84%
Total shareholder equity	19,439,848	20,645,947	1,206,099	6.20%

- Analysis and description of increase (decrease) over 20%:
 1. Increase in property, plant and equipment was mainly caused by the overseas investments in plant expansion.
 2. Decrease in other assets was mainly caused by the reclassified prepayments for business facilities to property, plant and equipment resulting from the overseas investments in plant expansion.
 3. Decrease in long-term borrowings was mainly caused by the repayment of long-term borrowings and reclassified long-term liabilities as current liabilities.
 4. Decrease in other equity interest was mainly caused in exchange difference on translation of the foreign financial statements resulting from the exchange rate volatility.
- Impact of the changes in the financial status of the most recent two years: No significant effect on financial status.
- Future countermeasures: N/A.

II. Review and Analysis on Financial Performance

Main reasons for the changes in the operating revenue, net operating income and net pre-tax profit of the most recent two years, estimated sales volume and its basis, possible effect on the Company's finance and business in the future, and plans in response.

(I) Financial Statements (Consolidated) - International Financial Reporting Standards (IFRS)

Unit: NT\$ thousand

Item	Year	2023	2024	Difference Amount	Change (%)
Net operating revenue		25,079,039	29,377,677	4,298,638	17.14%
Operating costs		21,973,402	25,687,715	3,714,313	16.90%
Operating gross profit		3,105,637	3,689,962	584,325	18.81%
Operating expenses		2,110,768	2,339,295	228,527	10.83%
Operating Income		994,869	1,350,667	355,798	35.76%
Non-operating income and expense		157,427	(33,342)	(190,769)	-121.18%
Income before Tax		1,152,296	1,317,325	165,029	14.32%
Income tax expense		475,670	495,538	19,868	4.18%
Current net profit		676,626	821,787	145,161	21.45%

- Analysis and description of increase or decrease over 20%:
 1. Increase in operating income and current net profit mainly due to the improvement of operating revenue and production capacity utilization rate and increase of profits given the recovery of market demand in 2024.
 2. Decrease in non-operating income and expenses mainly due to the recognition of insurance claims income in 2023, but no such situation in 2024.
- Estimated sales volume and its basis, as well as possible effect on the Company's finance and business in the future, and plans in response:

The Company has not disclosed financial estimates, but only established internal goals based on the industrial environment, market supply and demand conditions as well as the Company's operating conditions. The Company will continue to invest more resources in innovation of technologies, improvement of quality and reduction of manufacturing costs, in order to achieve profit goals.

III. Review and Analysis on Cash Flow

(I) Analysis on the changes in the cash flow in 2024

Unit: NT\$ thousand

Opening Cash Balance	Net Cash Flows from Operating Activities	Net Cash Inflows (Outflows) from Investing and Financing Activities	Cash Balance (Deficit)	Remedial Measures for Cash Deficit	
				Investing Plan	Financing Plan
5,594,270	925,144	(1,936,002)	4,583,412	-	-

Analysis on the changes in the cash flows:

- (1) Operating activities: mainly due to the cash inflows generated from operating income.
- (2) Investment activities: mainly due to the expenditure of expanding new plants.
- (3) Financing activities: cash outflows resulted from payment of cash dividends and repayment of bank loans.

(II) Improvement plans for insufficient liquidity: There was no insufficient cash liquidity.

(III) Cash liquidity analysis for the following year

Unit: NT\$ thousand

Opening Cash Balance	Net Cash Flows from Operating Activities	Net Cash Inflows (Outflows) from Investing and Financing Activities	Cash Balance (Deficit)	Remedial Measures for Cash Deficit	
				Investing Plan	Financing Plan
4,583,412	1,474,000	(1,487,000)	4,570,412	-	-

Analysis on the changes in the cash flows:

(1) Operating activities: Increase in estimated cash inflows was mainly caused by operating income.

(2) Investing activities: The estimated cash outflow is mainly due to investment in new plants.

(3) Financing activities: The estimated cash inflows was mainly due to increase in the bank loans.

IV. Impact of Significant Capital Expenditures on Finance and Business in the Most Recent Year:

- (I) Application of significant capital expenditures and sources of funds
In 2024, the capital expenditure of the Group reached approximately NT\$ 1,726,295,000 and it was mainly used to the construction of the new Thailand Plant, purchasing and repair of machinery equipment of each plant; the main capital sources include self-owned capital and financial support from financial institutions.

V. Investment Policy in the Most Recent Year, Main Reasons for Profits or Losses Generated Thereby, Improvement Plans, and Investment Plans for Coming Year

The Company's investment focuses on long-term strategic purposes. However, if the Company evaluates that an investment no longer has significant strategic value, the Company may view it as a financial investment. In 2024, the Company's loss from the reinvestment recognized using equity method was NT\$5,226,000, which was mainly caused by the undesirable market sales. In the future, the Company will continue to focus on long-term strategic investments and carefully assess investment plans.

VI. Risks

- (I) Impact of changes in interest or exchange rate, as well as inflation on the Company's profits (losses), and future countermeasures
- Changes in interest rate and future countermeasures
The Company pays attention to the change trend of interest rate at any time, maintains close contact with banks, and obtains better interest rate to reduce the Company's interest costs.

Unit: NT\$ thousand

Item	2023		2024		Change to the Proportion in Revenue
	Amount	Proportion in Revenue	Amount	Proportion in Revenue	
Financial costs	143,418	0.57%	173,606	0.59%	0.20%

- Changes in interest rate and future countermeasures
The Company pays attention to the change trend of exchange rate at any time, and balances the Group's foreign exchange exposure positions to reduce the related risks in the Company's exchange rate.

Unit: NT\$ thousand

Item	2023		2024		Change to the Proportion in Revenue
	Amount	Proportion in Revenue	Amount	Proportion in Revenue	
Exchange profit (loss)	(84,683)	(0.34%)	(86,265)	(0.29%)	0.05%

3. Inflation

The rising prices of base metals, energy and other raw materials and high freight rates have pushed up operating costs and expenses, and cost control and quotes will be appropriately adjusted to reflect the impact of inflation.

(II) Policies for High-Risk and High-Leverage Investments, Loans to Others, Endorsements, Guarantees, and Derivatives Transactions, the Main Reasons for the Profits/Losses Generated Thereby, and Future Countermeasures

The Company has formulated the “Operational Procedures for Making Endorsements/Guarantees”, “Procedures for Lending Funds to Others”, and “Procedures Governing Acquisition and Disposal of Assets” (covering the rules for derivatives transactions) in accordance with the related laws and regulations issued by the Securities and Futures Bureau. The Company did not make high-risk or high-leverage investments, nor engaged in derivatives transaction, in the most recent year as of the publication date of the Annual Report. Loans to others and endorsements/guarantees are made in accordance with relevant regulations, regularly audited and announced in accordance with laws.

(III) Future R&D plans and scheduled investment in R&D

Please refer to “Overview of Technology and R&D” in “Operational Highlights” (page 85) for details.

(IV) Impact of the changes in domestic and overseas important policies and laws on the Company’s finance and business, and countermeasures

The Company consults relevant professional units, such as attorneys and CPAs etc., for matters related to the changes in important policies and laws both at home and abroad. The Company also asks them to make evaluation, suggestions and plans on and for countermeasures as necessary, so as to comply with laws and reduce any adverse impacts on its finance and business. The Company’s finance and business are not impacted by any changes in the important policies and laws both at home and abroad in the most recent year as of the publication date of the Annual Report.

(V) Impact of changes in science, technologies and industry on the Company’s finance and business, and countermeasures

The Company’s finance and business are not impacted by any changes in science, technologies and industry in the most recent year as of the publication date of the Annual Report. And, the Company usually pays close attention to the industrial status and related emerging technologies in the industry it engages in, so as to respond to any changes in science, technologies and industry at any time. In addition to continued increasing investment in R&D, it also makes appropriate adjustment to its management to maintain a stable and flexible financial management, so as to meet the challenges to be brought by the changes in technologies.

(VI) Impact of changes in corporate image on corporate crisis management, and

countermeasures

The Company always uphold the principles of professionalism and ethical corporate management, attaches importance to corporate image and risk control, and implements corporate governance, and it has established Operation Management Committee to coordinate its cross-departmental utilization of resources and build consensus, and understand the Company's capital operation, business status and significant capital expenditures, and proposes improvements and suggestions, which can facilitate the integration of operations and the improvement of efficiency and effectiveness, in order to implement the Company's vision and strategies by giving play to implementation. The Company introduces excellent management talents, which has positive effect on its corporate image, and facilitate effective management on corporate crisis.

(VII) Expected benefits of, possible risks in, and countermeasures for plant expansion

The Company has no M&A plan up to now.

(VIII) Expected benefits of, possible risks in, and countermeasures for plant expansion

In response to the trend of supply chain shift and customer demand, a new plant in Thailand will be constructed by stages according to the investment plan.

(IX) Risks associated with concentrated sale or purchase, and countermeasures

1. Purchase

At present, as for the sources of purchase, major raw materials are supplied by multiple suppliers, and the Company continues to develop different suppliers to diversify risks. Therefore, there is no risk of concentrated purchase if required raw materials are obtained in time.

2. Sales

The sales targets are mainly well-known PCB manufacturers both at home and abroad with strong continuous competitiveness. At present, there is no excessive concentrated sale situation and risk; in addition, in response to the great amount demands for the Internet of Vehicles, IoT, smart homes, smart phones, tablets, servers and other products brought by Cloud computing, the Company adjusts its purchase and supply structure, and pro-actively expands its market scale and develops new customers to minimize possible risks.

(X) Impact on the Company of significant transfer of or change in the equity of Directors or the major shareholders holding over 10% shares, risks and countermeasures

There's no significant equity transferred by the Company's major shareholders holding over 10% shares and Directors in the most recent year as of the publication date of the Annual Report. In addition, the Company usually keeps in touch with the shareholders holding many shares at any time, so that they can reduce the shares held by them in a manner of minimizing the possible adverse impacts on the Company's share price and other shareholders.

(XI) Impact of the changes in management power on the Company, risks and countermeasures

There was no change in the Company's management right occurred in the most recent year as of the publication date of the Annual Report.

(XII) Litigation or non-litigation event: No major litigation event.

(XIII) Other significant risks, and countermeasures

Please refer to the “Implementation of Risk Management Policies and Risk Measurement Standards” (page 56) in the “Other Important Information That Facilitate Understanding of the Implementation of Corporate Governance”.

VII. Other Important Matters:

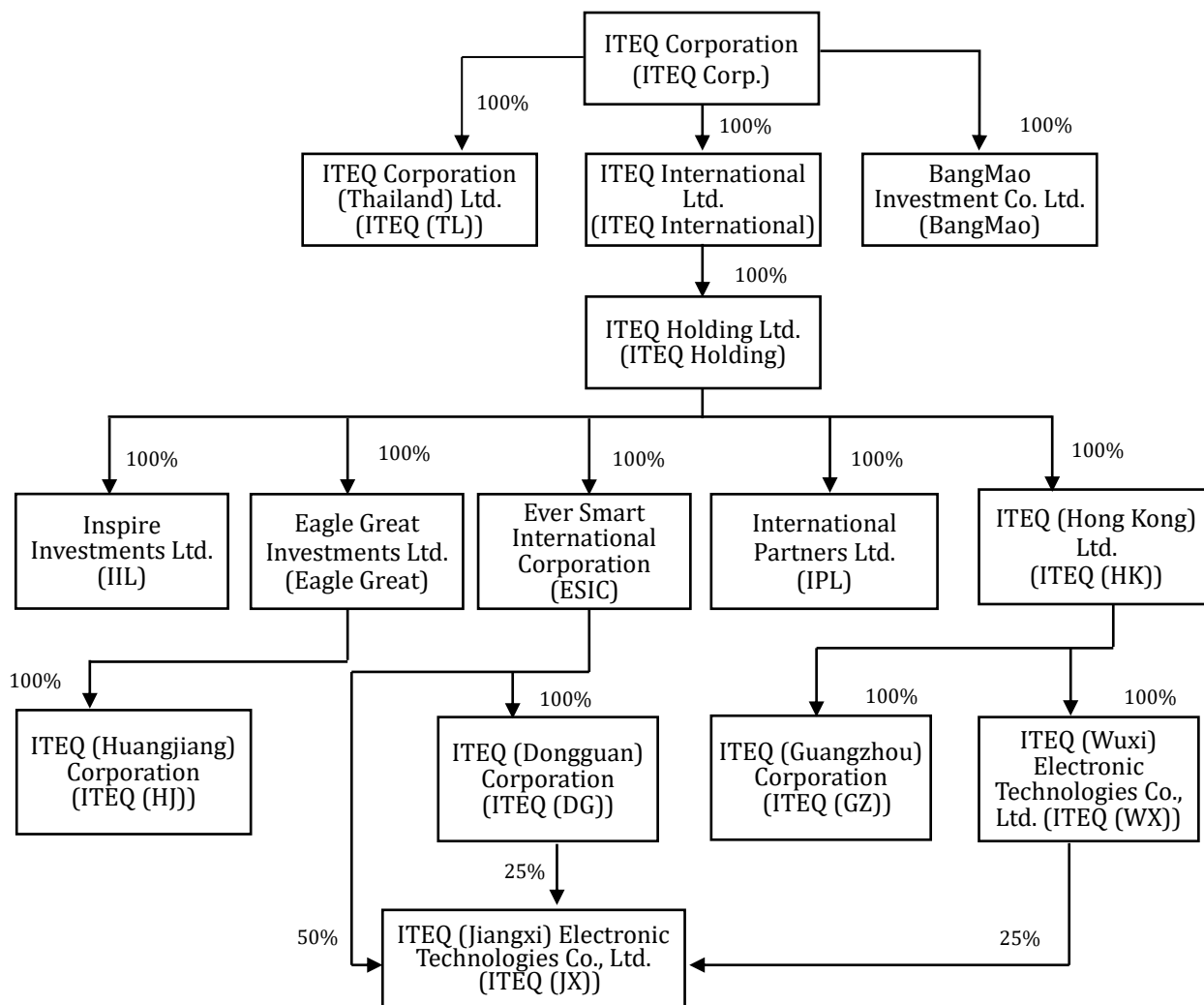
None.

Chapter VI. Special Disclosure

I. Relevant Information about Affiliates

(I) Structure of Affiliates

Date: December 31, 2024



(II) Basic information of affiliates

December 31, 2024; Unit: NT\$ thousand

Company	Date of Incorporation	Address	Paid-in Capital	Principal activity
BangMao	1998.04.27	No. 17, Daluge Road, Neilili, Xinpu Town, Hsinchu County	1,000	Investment activities
ESIC	2000.08.18	Sea Meadow House, (P.O. Box 116), Road Town, Tortola, British Virgin Islands	395,850	Investments in Mainland China
IPL	2002.07.10	Level 2, Lotemau Centre Building, Vaea Street, Apia, Samoa	30,450	Import and export business
IIL	2003.03.21	Level 2, Lotemau Centre Building, Vaea Street, Apia, Samoa	30,450	Import and export business
ITEQ International	2004.03.16	Level 2, Lotemau Centre Building, Vaea Street, Apia, Samoa	1,879,344	Investment activities
ITEQ Holding	2004.03.16	4th Floor, Harbour Place, 103 South Church Street, P.O. Box 10240, Grand Cayman, KY1-1002, Cayman Islands	1,879,344	Investment activities
Eagle Great	2005.09.01	Sea Meadow House, P.O. Box 116, Road Town, Tortola, British Virgin Islands	258,795	Investments in Mainland China
ITEQ(HK)	2008.06.20	Unit 2701, 27/F., C.C. Wu Building, 302-8 Hennessy Road, Wanchai, Hong Kong	736,890	Investments in Mainland China
ITEQ (WX)	2002.03.21	No. 3, Chunhui Middle Road, Xishan Economic Development Zone, Dongting Town, Xishan District, Wuxi, Jiangsu Province	1,248,450	Manufacturing and sales of prepeg and copper clad lamination
ITEQ (DG)	2002.04.04	No.57, Dongfang Avenue, Nanfang Industrial Zone, Beizha Village, Humen Town, Dongguan, Guangdong Province	609,000	Manufacturing and sales of prepeg and copper clad lamination
ITEQ (HJ)	2005.09.01	Room 101, No. 13, Tianxin Binhe Road, Huangjiang Town, Dongguan City, Guangdong Province	258,795	Manufacturing and sales of mass lamination
ITEQ (GZ)	2006.02.15	No. 2, Huafeng Road, Yonghe Economic Zone, Guangzhou Economic and Technological Development Zone, Guangzhou	721,665	Manufacturing and sales of prepeg and copper clad lamination
ITEQ (JX)	2018.05.17	Ganzhou Electronic Information Industry Technology City, Longnan Economic and Technological Development Zone, Longnan City, Jiangxi Province	4,896,360	Manufacturing and sales of prepeg and copper clad lamination
ITEQ (TL)	2023.01.20	323 Moo12, Tambol Huawa, Amphur Si Maha Phot, Prachinburi, Thailand 25140	586,083	Manufacturing and sales of prepeg and copper clad lamination

(III) Industries covered by the overall businesses of affiliates

The industries covered by the overall businesses of affiliates mainly focus on “global professional OEM services for multi-layer laminate materials and multilayer boards”. Partial affiliates’ business scope is “investment activities”. With the mutual supports offered through technologies, production capacity, marketing and services for creation of the maximum efficiency, the Company always continues to research and develop new products based on the ideas of “innovation, teamwork, excellence, and quality”, and

encourages its employees to produce and utilize patents, so as to maintain its leading position in the market and industry.

(IV) Information about Common Shareholders of Treated-as Controlled Companies and Affiliates

None.

(V) Information about the Directors, Supervisors and General Managers of Affiliates

2024.12.31

Company	Title	Name or Representative		Sharesholding	
				Shares (thousand shares)	% of ownership
BangMao	Chairman	ITEQ Corporation	Chin-Tsai Chen	100	100%
ESIC	Chairman	ITEQ Corporation	Chin-Tsai Chen	10,750	100%
IPL	Chairman	ITEQ Corporation	Chin-Tsai Chen	1,000	100%
IIL	Chairman	ITEQ Corporation	Chin-Tsai Chen	1,000	100%
ITEQ International	Chairman	ITEQ Corporation	Chin-Tsai Chen	18,500	100%
ITEQ Holding	Chairman	ITEQ Corporation	Chin-Tsai Chen	18,500	100%
Eagle Great	Chairman	ITEQ Corporation	Chin-Tsai Chen	8,499	100%
ITEQ (HK)	Chairman	ITEQ Corporation	Chin-Tsai Chen	24,200	100%
ITEQ (WX)	Chairman	ITEQ Corporation	Chin-Tsai Chen	—	100%
	Director		Hsin-Hui Tsai		
	Director		Wei-Kuang Chu		
	Supervisor		Wei-Hsuan Lin		
	General Managers		Hsin-Hui Tsai		
ITEQ (DG)	Chairman	ITEQ Corporation	Chin-Tsai Chen	—	100%
	Director		Hsin-Hui Tsai		
	Director		Wei-Kuang Chu		
	Supervisor		Yi-Hsin Liu		
	General Managers		Hsin-Hui Tsai		
ITEQ (HJ)	Chairman	ITEQ Corporation	Chin-Tsai Chen	—	100%
	Director		Hsin-Hui Tsai		
	Director		Wei-Kuang Chu		
	Supervisor		Yi-Hsin Liu		
	General Managers		Hsin-Hui Tsai		
ITEQ (GZ)	Chairman	ITEQ Corporation	Chin-Tsai Chen	—	100%
	Director		Hsin-Hui Tsai		
	Director		Wei-Kuang Chu		
	Supervisor		Yi-Hsin Liu		
	General Managers		Hsin-Hui Tsai		
ITEQ (JX) (Note 1)	Chairman	ITEQ Corporation	Chin-Tsai Chen	—	100%
	Director		Hsin-Hui Tsai		
	Director		Wei-Kuang Chu		
	Supervisor		Yi-Hsin Liu		
	General Managers		Hsin-Hui Tsai		
ITEQ (TL)	Chairman	ITEQ Corporation	Chin-Tsai Chen	6,500	100%
	Director		Hsin-Hui Tsai		
	Supervisor		Yi-Hsin Liu		

Note 1. Its shares are held by the Group on a comprehensive basis, including 50% held by ESIC, 25% by ITEQ (DG), and 25% by ITEQ (WX).

(I) Operating Status of Affiliates

As of December 31, 2024 / Unit: Except earnings (losses) per share with unit of NT\$ 1, the unit of other amounts should be NT\$ thousand

Company	Paid-in Capital	Assets	Liabilities	Net Equity	Net Revenues	Operating Profit (Loss)	Net Profit (Loss)	Earnings (Loss) per Share
BangMao	1,000	35,828	2,337	33,491	0	(225)	1,256	0.24
ESIC	395,850	8,585,652	57	8,585,595	0	(84)	643,384	59.85
IPL	30,450	986,536	894,543	91,993	1,858,547	37,551	18,276	18.28
IIL	30,450	260,325	183,171	77,154	695,874	(157)	(1,765)	(1.77)
ITEQ International	1,879,344	22,553,304	814,873	21,738,431	0	0	2,066,214	111.69
ITEQ Holding	1,879,344	22,553,302	814,874	21,738,428	0	(3,984)	2,066,214	111.69
Eagle Great	258,795	428,465	81	428,384	0	(1,053)	(2,574)	(0.30)
ITEQ (HK)	736,890	12,545,603	0	12,545,603	0	(43)	1,410,495	58.28
ITEQ (WX)	1,248,450	12,570,299	2,241,266	10,329,033	13,004,727	1,308,892	1,328,993	Not applicable
ITEQ (DG)	609,000	6,191,867	1,192,079	4,999,788	5,650,236	153,348	392,523	Not applicable
ITEQ (HJ)	258,795	475,870	55,563	420,307	54,747	(78,224)	(1,542)	Not applicable
ITEQ (GZ)	721,665	2,640,499	449,052	2,191,447	2,546,015	99,560	81,583	Not applicable
ITEQ (JX)	4,896,360	15,746,033	8,730,934	7,015,099	15,518,726	674,684	503,529	Not applicable
ITEQ (TL)	586,083	1,281,228	644,050	637,178	0	(6,455)	(4,193)	(0.65)

II. Private Placement of Securities in the Most Recent Year as of the Publication Date of the Annual Report

None.

III. Other Supplementary Description

None.

IV. Any Events in the Most Recent Year as of the Publication Date of the Annual Report that Had Significant Impacts on Shareholders' Equity or Security Prices as Stated in Subparagraph 2, Paragraph 3 of Article 36 of the Securities and Exchange Act

None.

ITEQ CORPORATION



Chairperson : Chin-Tsai Chen