

Stock Code : 6270



倍微科技股份有限公司

Professional Computer Technology Limited.

2024 Annual Report

Notice to readers

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

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Annual Report is available at

Company Website: <http://www.pct.com.tw>

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

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Title: General Manager of General
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Tel: (02) 2389-2999

Website: http:// www.gcsc.com.tw

4. Name of the CPA and name, address, website, and telephone number of the accounting firm for financial statements in the most recent year:

Name of CPA: CPA Chen, Chin-Chang, CPA Liao, Fu-Ming

Accounting firm name: PricewaterhouseCoopers Taiwan

Address: 27th Floor, No. 333, Section 1, Keelung Road, Taipei City

Tel: (02) 2729-6666

Website: http://www pwc.tw

5. Name of overseas stock exchange and method for accessing information on overseas negotiable securities: None.

6. Company website: <http://www.pct.com.tw>

Professional Computer Technology Limited.

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1. Letter to Shareholders

Dear shareholders,

First of all, I would like to express my sincere gratitude for your trust and support. Looking back at 2024, the global economy is facing a complex and changing landscape amid multiple challenges. Geopolitical tensions, trade frictions, monetary tightening and protectionism have jointly led to disruptions in the global supply chain, a decline in market confidence and a slowdown in economic growth. Although some emerging markets have shown resilience, the global economy as a whole remains in an unstable state with insufficient growth momentum and intertwined risks.

As a member of the semiconductor supply chain, the Company will continue to face challenges of weak consumption and inventory adjustments in 2024. In response to the low visibility of customer orders, we are actively destocking. Looking ahead to 2025, the Company will maintain steady operations, deepen its core business, expand diversified applications, strengthen customer partnerships, and increase investment in research and development. We believe that through these strategies, the company can effectively respond to market challenges, revitalize growth momentum, and create greater value for shareholders.

In 2024, the Company's group-wide operating revenue reached NT\$2.641 billion, a decrease of NT\$0.713 billion, or 21%, from NT\$3.354 billion in 2023.

The net income before tax amounted to NT\$50.43 million, the net income after tax was NT\$47.06 million, and the basic net income after tax per share stood at NT\$0.65. The business performance in 2024 and the business plan for the upcoming year are specified below:

1.1 Business performance in 2024

1.1.1 Implementation results of the 2024 business plan

Unit: NT\$ Thousand

Item	Actual amount in 2023	Actual amount in 2024	Increase (decrease) %
Operating revenue	3,354,361	2,641,345	(21%)
Operating cost	3,120,540	2,413,170	(23%)
Gross profit	233,821	228,175	(2%)
Operating expenses	207,393	220,961	7%
Non-operating income and expense	51,816	43,220	(17%)
Net income before tax	78,244	50,434	(36%)
Net income after tax	68,698	47,063	(31%)

Note 1: The above data are consolidated financial figures.

- (1) Operating income and costs decreased due to the termination of one of the top five agency lines.
- (2) The decrease in net profit before tax and net profit after tax was mainly due to the decrease in revenue and profit before tax.

1.1.2 Financial income and expense and profitability analysis

Item		2023	2024
Ratio of return on total assets (%)		2.47%	1.39%
Ratio of return on shareholders' equity (%)		3.5%	1.63%
As a percentage of paid-in capital	Operating income	3.66%	1%
	Net income before tax	10.85%	6.99%
Profit ratio (%)		2.05%	1.78%
Earnings per share (current period)		0.95	0.65
Earnings per share (after retrospective adjustment)		0.95	0.65

Note 1: The above data are consolidated financial figures.

1.1.3 Research and development (R&D)

The Company has software and hardware development and R&D departments in place to develop, design, and test software and hardware products, assist clients in troubleshooting application problems to enhance product integration, and effectively expand the application of our products.

The R&D expenses in the most recent three years are listed below:

Unit: NT\$ Thousand			
Item	2022	2023	2024
R&D expenses	34,246	32,651	33,807
As a percentage of operating revenue	1%	1%	1%

Note: The above data are consolidated financial figures.

1.2 Estimated sales volume and basis in 2025

This forecast was estimated by the Company's business units as per the demand in the product market, clients' business performance, and orders received. The estimated annual sales volume is 149,058,819 pieces. We will actively expand the markets of industrial computer, image transmission and conversion, computer peripheral, consumer electronic, security surveillance, automotive electronic, and network communications applications this year.

1.3 The Company's development strategies

There are still uncertainties in the global economy and market, but we will build on our existing agency product lines:

1. Deepen core business: Continuously optimize products and services to create more performance.
2. Maintain healthy inventory: Work more closely with original equipment manufacturers and communicate and cooperate with customers to maintain healthy and reasonable inventory levels to maximize the use and benefits of the company's funds.
3. Operation of new product lines and new markets: The company team will continue to look for product lines that are helpful to the company in existing production lines and customer market applications, so as to bring momentum for the company's mid- and long-term growth and benefits.

1.4 Impact of the external competition, legal and overall business environments

1. Market concentration and price pressure: The global semiconductor market is highly competitive. Major distributors such as Arrow Electronics, Avnet, WT Microelectronics, and WPG Holdings continue to carry out mergers and acquisitions. Market concentration is increasing, and small distributors are facing greater survival pressure.
2. Impact of the original factory direct sales model: Foreign chip suppliers increase direct customers or e-commerce sales platforms to reduce dependence on distributors.
3. Exit controls and technology bans: The United States continues to tighten restrictions on China's semiconductor technology and equipment. Under the influence of de-Sinicization, manufacturers in China have moved their production bases to Vietnam, Thailand and other countries, causing the supply chain layout to move accordingly.
4. Impact of the overall operating environment: After the semiconductor inventory adjustment in 2023, the market will gradually recover in 2024, and the demand for specific applications (AI, electric vehicles, etc.) will grow, but the mobile phone and PC markets are still in a downturn, affecting the sales performance of different types of chips. In addition, the exchange rate and financial market impact: the Federal Reserve cuts interest rates, and the performance of the US dollar is affecting the procurement and profit performance of distributors.

1.5 Business policy and important production and sales policies for 2024

- (1) We will continue to develop existing product lines and strengthen strategic partnerships with original equipment manufacturers in order to expand into a wider range of application markets and deeply tap into customer potential. At the same time, we will carefully evaluate and introduce potential cooperative product lines to enhance the company's overall profitability.
- (2) Pay close attention to changes in inventory in the industry chain, dynamically adjust the company's inventory to a healthy level, effectively reduce the risk of inventory depreciation, and improve the efficiency of capital utilization.
- (3) Continue to strengthen technical support capabilities, provide more comprehensive value-added services, and deepen cooperation with original manufacturers and customers to jointly develop complete software and hardware product solutions to help customers accelerate product mass production and listing schedules.

Finally, I would like to thank all our shareholders for your long-term support for and encouragement to the Company, and, hopefully, you will continue to support and guide the Company in the upcoming year. I wish you good health and all the best.

Sincerely,

Chairman: Fu, Chiang-Sung

President: Fu, Chiang-Sung

2. Corporate Governance Report

2.1. Information on directors, the President, Vice Presidents, Assistant Vice Presidents, and the heads of various departments and branches:

2.1.1. Information on directors

March 24, 2025; unit: shares

Title	Nationality or place of registration	Name	Gender Age	Date elected	Term of office	Date first elected	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are other managers, directors, or supervisors of the Company			Remarks
							Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage			Title	Name	Relations	
Chairman	Taiwan	Fu, Chiang-Sung	Male 56–60 years old	2022.06.09	3	2001.04.30	7,887,265	10.93%	8,915,265	12.36%	1,837,422	2.55%	—	—	- Education: Electrical Engineering Department, Lughwa University of Science and Technology - Experience: 1. Assistant Manager of airysc Co., Ltd. 2. Engineer of ASEC International Corporation 3. Chairman-cum-President of Professional Computer Technology Limited (incumbent)	The Company: Chairman-cum-President Other companies: 1. Director of Insyde Software Co., Ltd. 2. Director of Silicon Professional Technology Ltd. 3. Director and President of Silicon Professional Technology Hong Kong Ltd. 4. Director of Excellence International Holding Corp. 5. President of Professional Computer Electronics (Shenzhen) Co., Ltd. 6. Director and President of APG Ltd.	Corporate director representative	Fuh, Jiang-Ching	Relative within the second degree of kinship	(Note 1)
Director	Taiwan	Wang, Chih-Kao	Male 61–65 years old	2022.06.09	3	2001.04.30	2,414,733	3.35%	2,481,733	3.44%	1,496,722	2.07%	—	—	- Education: Department of Electronic Engineering, Fu Jen Catholic University - Experience: 1. President of airysc Co., Ltd. 2. President of the Business Department 4 of ASEC International Corporation 3. Chairman and CEO of Insyde Software Co., Ltd. (incumbent) 4. Honorary Chairman and Chief Long-term Strategy Executive Officer of Professional Computer Technology Limited (incumbent)	The Company: Honorary Chairman and Chief Long-term Strategy Executive Officer Director Other companies: 1. Chairman and CEO of Insyde Software Co., Ltd. 2. Director of Silicon Professional Technology Ltd. 3. Director of Silicon Professional Technology Hong Kong Ltd. 4. Director of Excellence International Holding Corp. 5. Director of APG Ltd. 6. Representative of Clean Slate Ltd., a corporate director of Insyde Software Inc.	General Management Department President Corporate director representative	Huang, Mei-Chin Wang, Yen-Chi	Spouse Relative within the first degree of kinship	

Title	Nationality or place of registration	Name	Gender Age	Date elected	Term of office	Date first elected	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are other managers, directors, or supervisors of the Company			Remarks
							Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage			Title	Name	Relations	
Director	Taiwan	Wang, Chien-Chih	Male 66–70 years old	2022.06.09	3	2015.06.25	10,000	0.01%	10,000	0.01%	32,633	0.05%	—	—	●Education: Department of Law, Fu Jen Catholic University ●Experience: 1. Chairman of Smartant Telecom Co., Ltd.	The Company: (None) Other companies: 1. Person in charge of Chien Chih Law Office 2. Independent director, nomination committee (convener), audit committee, and sustainable development committee member of WeiKeng Industrial Co., Ltd. 3. Representative of Ming Liang Investment Co., Ltd., a corporate director of Insyde Software Inc. 4. Independent director and member of the Remuneration Committee and the Audit Committee of Strong H Machinery Technology Co., Ltd. 5. Chairman of Qingyu Investment Co., Ltd.	None	None	None	(Note 2)
Director	Taiwan	Bei Li Investment Co., Ltd. representative: Fuh, Jiang-Ching	Male 56–60 years old	2022.06.09	3	2015.06.25	1,783,437	2.47%	1,783,437	2.47%	—	—	—	—	●Education: Master's degree in military engineering, National Defense University ●Experience: 1. Chief (Major) of the Map Compilation Section, Factory No. 401 of the Manufacturing Center, Armaments Bureau 2. Chief of the Mapping Information Section, Manufacturing Center, Armaments Bureau 3. Chief (Lieutenant Colonel) of the Spatial Intelligence Office, Factory No. 401 of the Manufacturing Center, Armaments Bureau	The Company: Representative of the director, Bei Li Investment Co., Ltd. Other companies: (None)	Chairman	Fu, Chiang-Sung	Relative within the second degree of kinship	

Title	Nationality or place of registration	Name	Gender Age	Date elected	Term of office	Date first elected	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are other managers, directors, or supervisors of the Company			Remarks
							Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage			Title	Name	Relations	
Director	Taiwan	Ming Liang Investment Co., Ltd. representative : Wang, Yen-Chi	Male 31–35 years old	2022.06.09	3	2015.06.25	2,933,815	4.07%	2,933,815	4.07%	—	—	—	—	●Education: Bachelor's Program in Mass Communication, Fu Jen Catholic University CEIBS Global EMBA (currently studying) ●Experience: 1. Vice President of Insyde Software Co., Ltd. (incumbent) 2. Person in charge and President of Insyde Software Technology (Shanghai) Ltd. (incumbent) 3. Person in charge of Ming Liang Investment Co., Ltd. (incumbent) 4. Aventura Group AB (AVENT-B.ST) Chief Growth Officer 5. TicToc Ventures AB Co-Founder & Managing Director 6. Representative of Ming Liang Investment Co., Ltd., a corporate Supervisors of Insyde Software Inc.	The Company: Representative of the director, Ming Liang Investment Co., Ltd.	Director	Wang, Chih-Kao	Relative within the first degree of kinship	
Independent director	Taiwan	Chou, Chin-Piao	Male 66–70 years old	2022.06.09	3	2015.06.25	—	—	—	—	—	—	—	●Education: Business Administration Department, Hsing Wu University ●Experience: 1. Business Manager of ASEC International Corporation 2. Senior President of Business Department, Professional Computer Technology Limited	The Company: Independent director and a member of the Audit Committee and the Remuneration Committee	None	None	None		

Title	Nationality or place of registration	Name	Gender Age	Date elected	Term of office	Date first elected	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are other managers, directors, or supervisors of the Company			Remarks
							Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage			Title	Name	Relations	
Independent director	Taiwan	Chiu, Jui-Li	Male 61–65 years old	2022.06.09	3	2022.06.09	—	—	—	—	—	—	—	—	- Education: Department of Electrical Engineering, Tatung University - Experience: 1. Vice President of Asia Pacific Region of Synaptics Taiwan 2. Senior President of Business Department, Professional Computer Technology Limited	The Company: Independent director and a member of the Audit Committee and the Remuneration Committee Other companies: 1. CEO of KPHB International limited.	None	None	None	
Independent director	Taiwan	Chin, Chih-Hai	Male 61–65 years old	2022.06.09	3	2022.06.09	—	—	—	—	—	—	—	—	- Education: Department of Electronics Engineering, Tamkang University - Experience: 1. Assistant Vice President of Business Department, Professional Computer Technology Limited 2. Vice President of Business Department, Heye Technology Co., Ltd. 3. Vice President of Business Department, Heye Technology Co., Ltd.	The Company: Independent director and a member of the Audit Committee Other companies: (None)	None	None	None	
Independent director	Taiwan	Chen, Chao-Sen	Male 61–65 years old	2022.06.09	3	2022.06.09	—	—	—	—	—	—	—	—	- Education: Department of Architecture, Chung Yuan Christian University - Experience: 1. Manager, Qingshu Branch, Cathay United Bank 2. Assistant Vice President, Duxing Branch, Cathay United Bank 3. Assistant Vice President, Wuquan Branch, Cathay United Bank	The Company: Independent director and a member of the Audit Committee and the Remuneration Committee Other companies: (None)	None	None	None	

Note 1: As the Chairman has a unique leadership style and experience in the electronic component distribution industry and market and is familiarized with the Company's operations, he also serves as the President of the Company. We have worked to enhance corporate governance by having more than half of all directors who do not serve as employees or managers concurrently and elected four independent directors in 2022.

Note 2: 2024/06/21 Resigned.

Major shareholders of institutional shareholders (Table 1)

March 24, 2025

Name of institutional shareholder	Major shareholders of institutional shareholders
Ming Liang Investment Co., Ltd.	Wang, Yen-Chi 31.46%; Wang, Pei-Wen 29.05%; Huang, Mei-Chin 15.33%; Wang, Chih-Kao 24.16%
Bei Li Investment Co., Ltd.	Fu, Ling-Hsuan 31.09%; Fu, Yin-Chi 31.09%; Fu, Chiang-Sung 28.49%; Hsiao, Jui-Yuan 7.06%; Fuh, Jiang-Ching 2.27%

Information on directors and supervisors

1. Disclosure of information on directors' and supervisors' professional qualifications and the independence of independent directors:

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Director Fu, Chiang-Sung	Has a unique leadership style and experience in the electronic component distribution industry and market, expertise in business, law, finance, and accounting, and work experience required for the Company's business	(1) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (2) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (3) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (4) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0
Director Wang, Chih-Kao	Has a unique leadership style and experience in the electronics-related industries and markets, expertise in business, law, finance, and accounting, and work experience required for the Company's business	(1) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (2) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (3) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (4) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Director Wang, Chien-Chih (Note 1)	Has professional qualifications as an attorney, expertise in business and law, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership . (3) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2). (4) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (5) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (7) Not a spouse or relative within the second degree of kinship of any other director. (8) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (9) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	2

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Director Bei Li Investment Co., Ltd. Representative : Fuh, Jiang-Ching	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (5) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (8) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act.	0

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Director Ming Liang Investment Co., Ltd. Representative : Wang, Yen-Chi	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (5) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (7) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act.	0

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Independent director Chou, Chin-Piao	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Independent director Chiu, Jui-Li	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Independent director Chin, Chih-Hai	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Criteria Name	Professional qualifications and experience	Independence	public companies where the individual serves as an independent director
Independent director Chen, Chao-Sen	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Note 1: 2024/06/21 Resigned.

2. Board diversity and independence:

(1) Board diversity:

The 9th meeting of the 8th Board of Directors adopted the Corporate Governance Best Practice Principles on November 1, 2017, and a diversity policy is specified under Chapter 3 "Enhanced Functions of the Board of Directors" of the principles. We adopt a candidate nomination system for the nomination for and selection of board members as per the Company's Articles of Incorporation and nominate candidates for directors as per the Directors and Supervisors Election Regulations through rigorous selection procedures to ensure the diversity and independence of our directors. Our directors have extensive experience in industry and academia with a great personal reputation for ethical conduct and leadership. Directors' considerable knowledge, personal insight, and precise business judgment are conducive to the Company's operations.

On the premise that board diversity and independence of directors are ensured, we nominated candidates and elected directors as per the Directors and Supervisors Election Regulations through rigorous selection procedures and formulated the Board Self-Evaluation or Peer-Evaluation Regulations on May 8, 2019 to carry out performance evaluation on a regular basis to ensure board members' diverse backgrounds and suitability. In accordance with the "Key Points for the Establishment and Exercise of Powers of the Board of Directors of OTC Companies", the company will recruit female directors in 2025 to further enhance the diversity policy of board members. The 10th terms of directors' diverse backgrounds are specified below:

Diverse backgrounds	Board members
Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting.	Fu, Chiang-Sung, director Wang, Chih-Kao, director Wang, Yen-Chi, representative of the director, Ming Liang Investment Co., Ltd. Fuh, Jiang-Ching, representative of the director Bei Li Investment Co., Ltd.
Has experience in commercial law and an attorney license	Wang, Chien-Chih, director (Note 1)
Has years of experience in electronics distribution and relevant industries	Chou, Chin-Piao, independent director Chiu, Jui-Li, independent director Chin, Chih-Hai, independent director
Has expertise in financial accounting and years of practical experience in business and finance	Chen, Chao-Sen, independent director

Note 1: 2024/06/21 Resigned.

(2) Independence of the board:

The current term of the Board of Directors consists of nine directors, including five directors and four independent directors, and independent directors account for 44.44% of all board members. All our board members have extensive experience and expertise in the fields of finance, business, and management. The nomination and selection are handled in accordance with the Company's Articles of Incorporation. We adopt a candidate nomination system, evaluate each candidate's education, experience, and qualifications, refer to stakeholders' opinions, and comply with the Directors and Supervisors Election Regulations and the Corporate Governance Best Practice Principles to ensure directors' diversity and independence as well as compliance with Article 26-3, paragraphs 3 and 4 of the Securities and Exchange Act.

2.1.2. Information on the President, Vice Presidents, Assistant Vice Presidents, and the heads of various departments and branches as well as their shareholdings

March 24, 2025 Unit: Shares

Title	Nationality	Name	Gender	Date elected Date	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Current employment with other companies	Spouse or relatives within second degree of kinship who are other managers of the Company			Remarks
					Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding			Title	Name	Relations	
Chairman-cum-President	Taiwan	Fu, Chiang-Sung	Male	1999.07.01	8,915,265	12.36%	1,837,422	2.55%	—	—	- Education: Electrical Engineering Department, Lunghwa University of Science and Technology - Experience: 1. Assistant Manager of airysc Co., Ltd. 2. Engineer of ASEC International Corporation 3. Chairman-cum-President of Professional Computer Technology Limited (incumbent)	Other companies: 1. Director of Insyde Software Co., Ltd. 2. Director of Silicon Professional Technology Director 3. Director and President of Silicon Professional Technology Hong Kong Ltd. 4. Director of Excellence International Holding Corp. 5. President of Professional Computer Electronics (Shenzhen) Co., Ltd. 6. Director and President of APG Ltd.	None	None	None	(Note 1)
Chief Long-term Strategy Executive Officer	Taiwan	Wang, Chih-Kao	Male	2002.01.01	2,481,733	3.44%	1,496,722	2.07%	—	—	- Education: Department of Electronic Engineering, Fu Jen Catholic University - Experience: 1. President of airysc Co., Ltd. 2. President of the Business Department 4 of ASEC International Corporation 3. Chairman and CEO of Insyde Software Co., Ltd. (incumbent) 4. Honorary Chairman and Chief Long-term Strategy Executive Officer of Professional Computer Technology Limited (incumbent)	Other companies: 1. Chairman and CEO of Insyde Software Co., Ltd. 2. Director of Silicon Professional Technology Ltd. 3. Director of Silicon Professional Technology Hong Kong Ltd. 4. Director of Excellence International Holding Corp. 5. Director of APG Ltd. 6. Representative of Clean Slate Ltd., a corporate director of Insyde Software Inc.	President of the General Management Department	Huang, Mei-Chin	Spouse	
General Management Department President	Taiwan	Huang, Mei-Chin	Female	2000.10.01	1,496,722	2.07%	2,481,733	3.44%	—	—	- Education: Department of Japanese Language and Culture, Fu Jen Catholic University - Experience: Secretary to the President, Taipei Branch of ITOCHU Taiwan Corporation	Representative of the director, Insyde Software Co., Ltd.	Chief Long-term Strategy Executive Officer	Wang, Chih-Kao	Spouse	
General Management Department Vice President, Accounting	Taiwan	Liu, Li-Hua	Female	2000.07.01	59,630	0.08%	—	—	—	—	- Education: Department of Applied Business Studies, National Taipei University of Business - Experience: Chief accountant at Ming Hsiang	None	None	None	None	
General Management Department Assistant VP, Warehousing	Taiwan	Hsieh, Neng-Hsin	Male	2006.01.01	6,186	0.01%	—	—	—	—	- Education: Department of Information Management, Southern Taiwan University of Science and Technology - Experience: Chief of Logistics Section, Nextronics Engineering Corp.	None	None	None	None	

Title	Nationality	Name	Gender	Date elected Date	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Current employment with other companies	Spouse or relatives within second degree of kinship who are other managers of the Company			Remarks
					Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding			Title	Name	Relations	
General Management Department Assistant VP, Finance	Taiwan	Huang, Shu-Hua	Female	2018.07.03	52,788	0.07%	—	—	—	—	- Education: Department of International Trade, Chihlee University of Technology - Experience: Accountant of Yongxing Harbor Marine Engineering Co., Ltd.	None	None	None	None	
President's Office Assistant VP	Taiwan	Sung, Ching-Li	Female	2018.07.03	0	0	191	—	—	—	- Education: Department of English Language, Literature and Linguistics, Providence University - Experience: Salesperson of Lee Brothers Hat Corp.	None	None	None	None	
Business Department General manager	Taiwan	Wen, Teng-Chuan (Note 2)	Male	2002.09.16	50,794	0.07%	120,000	0.17%	—	—	- Education: EMBA, National Taiwan University of Science and Technology - Experience: Manager of Kecheng Co., Ltd.	Managing director, Silicon Professional Tech. (China) Ltd.	None	None	None	
Business Department Sales Department 1 Vice President	Taiwan	Chen, Yung-Cheng	Male	2004.02.15	456	0.00%	10,026	0.01%	—	—	- Education: Electronic Data Processing Department, China University of Technology - Experience: Salesperson of Prospect Technology Corp.	None	None	None	None	
Market Development Department Assistant VP	Taiwan	Yeh Chuang, Jen-Cheng (Note 2)	Male	2005.05.16	4,454	0.01%	—	—	—	—	- Education: Department of Electronics, Lee-Ming Institute of Technology - Experience: Assistant Vice President of Sales & Marketing, Yuquan Technology Co., Ltd.	Supervisor of Silicon Professional Tech. (China) Ltd.	None	None	None	
Market Development Department Assistant VP	Taiwan	Tsen, Sih-Tao	Male	2006.11.15	—	—	—	—	—	—	- Education: Department of Electrical Engineering, National Central University - Experience: Assistant Vice President, Synaptics	None	None	None	None	
Market Development Department Assistant VP	Taiwan	Chien, Li-Chuan	Female	2014.07.03	104	0.00%	—	—	—	—	- Education: Department of Integrated Business Studies, Yu Da High School of Commerce and Home Economics - Experience: Sales representative of Grand Advance Corp.	None	None	None	None	
Market Development Department Assistant VP	Taiwan	Tsai, Ming-Hung	Male	2014.07.03	—	—	—	—	—	—	- Education: Department of Mechanical Engineering, Asia Eastern University of Science and Technology - Experience: Sales representative of Helm Technology Inc.	None	None	None	None	
Market Development Department Assistant VP	Taiwan	Yeh, Tsai-Fu	Male	2016.09.01	—	—	—	—	—	—	- Education: Master's degree, Graduate Institute of Management, National Taiwan University of Science and Technology - Experience: Sales Supervisor of Yuquan Technology Co., Ltd.	None	None	None	None	
Information Management Department Assistant VP	Taiwan	Chiu, Kai-Pin	Male	2008.01.01	333	0.00%	—	—	—	—	- Education: Department of Business Administration, China University of Technology - Experience: MIS, Guanglong Business Management Consultancy	None	None	None	None	

Title	Nationality	Name	Gender	Date elected Date	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Current employment with other companies	Spouse or relatives within second degree of kinship who are other managers of the Company			Remarks
					Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding			Title	Name	Relations	
Applied Engineering Department Assistant VP	Taiwan	Chen, Shou-I	Male	2012.07.01	—	—	—	—	—	—	- Education: Department of Electronic Engineering, Asia Eastern University of Science and Technology - Experience: Yuquan Technology Co., Ltd. Senior Manager of Applied Engineering Department	None	None	None	None	
Audit Office Assistant VP	Taiwan	Li, Chih-Chiang	Male	2013.07.01	1,000	0.00%	745	—	—	—	- Education: Department of Business Administration, Fu Jen Catholic University - Experience: Section Chief of Ju-Hsun Technology Inc.	None	None	None	None	
Information Management Department Assistant VP	Taiwan	Tseng, Yu-Sung	Male	2013.07.01	145	0.00%	—	—	—	—	- Education: Department of Information Management, National Taiwan University of Science and Technology - Experience: Section Chief of Everspring Industry Co., Ltd.	None	None	None	None	
President's Office Assistant VP	Taiwan	Chen, Ming-Feng	Male	2024.01.08	—	—	—	—	—	—	- Education: Department of Forestry and Nature Conservation, Chinese Culture University - Experience: Investment planning of Manzi exhibition venue	None	None	None	None	

Note 1: As the Chairman has a unique leadership style and experience in the electronic component distribution industry and market and is familiarized with the Company's operations, he also serves as the President of the Company. We have worked to enhance corporate governance by having more than half of all directors who do not serve as employees or managers concurrently and elected four independent directors in 2022.

Note 2: On 2024/04/01, the position was adjusted to Special Assistant to the President's Office.

2.2. Remuneration paid to directors, the President, and Vice Presidents in the most recent year

(1) Remuneration to general directors and independent directors

Unit: NT\$ thousand

Title	Name	Remuneration to directors								Sum of A, B, C, and D as a % of the net income after tax		Remuneration received for serving as an employee concurrently								Sum of A, B, C, D, E, F, and G as a % of the net income after tax		Remuneration from investees other than subsidiaries or from the parent company
		Base remuneration (A)		Severance and pension (Note 1) (B)		Remuneration to directors (C)		Business execution expenses (D)				Remuneration, bonus, and allowance (E)		Severance and pension (Note 1) (F)		Employee remuneration (G)						
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
																Cash amount	Stock amount	Cash amount	Stock amount			
Chairman	Fu, Chiang-Sung	0	0	0	0	1,009	1,009	250	250	2.68%	2.68%	10,968	10,968	108	108	524	0	524	0	27.32%	27.32%	None
Director	Wang, Chih-Kao																					
Director	Wang, Chien-Chih (Note 2)																					
Director	Bei Li Investment Co., Ltd. (Representative: Fuh, Jiang-Ching)																					
Director	Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi)																					
Independent director	Chou, Chin-Piao	0	0	0	0	542	542	230	230	1.64%	1.64%	0	0	0	0	0	0	0	0	1.64%	1.64%	None
Independent director	Chiu, Jui-Li																					
Independent director	Chin, Chih-Hai																					
Independent director	Chen, Chao-Sen																					
1. Please specify the policy, system, standard, and structure of remuneration to independent directors, and the association between the amount of remuneration and the responsibilities and risks assumed, time spent, and other factors: As per the Articles of Incorporation, if the Company makes a profit for a year, the Board of Directors will resolve a decision to allocate no more than 3% as remuneration to directors and supervisors, and their annual attendance at board meetings and performance evaluation results will be adopted as the basis to decide the amount of their individual remuneration. 2. Except as disclosed in the above table, the remuneration received by the Company's directors for providing services to all companies in the financial statements (such as serving as a consultant in a non-employee capacity) in the most recent year: None.																						

Note 1: Employee pensions for directors who are serving as employees concurrently are expensed.

Note 2: 2024/06/21 Resigned.

Remuneration range table

Ranges 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 companies in the financial statements (H)	The Company	All companies in the financial statements (I)
Below NT\$1,000,000	General director: Fu, Chiang-Sung and Wang, Chih-Kao Wang, Chien-Chih, Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi), Bei Li Investment Co., Ltd. (Representative: Fuh, Jiang-Ching) Independent directors: Chou, Chin-Piao and Chiu, Jui-Li, Chin, Chih-Hai and Chen, Chao-Sen	General director: Fu, Chiang-Sung and Wang, Chih-Kao Wang, Chien-Chih, Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi), Bei Li Investment Co., Ltd. (Representative: Fuh, Jiang-Ching) Independent directors: Chou, Chin-Piao and Chiu, Jui-Li, Chin, Chih-Hai and Chen, Chao-Sen	General director: Wang, Chien-Chih, Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi), Bei Li Investment Co., Ltd. (Representative: Fuh, Jiang-Ching) Independent directors: Chou, Chin-Piao and Chiu, Jui-Li, Chin, Chih-Hai and Chen, Chao-Sen	General director: Wang, Chien-Chih, Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi), Bei Li Investment Co., Ltd. (Representative: Fuh, Jiang-Ching) Independent directors: Chou, Chin-Piao and Chiu, Jui-Li, Chin, Chih-Hai and Chen, Chao-Sen
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)				
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)				
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)			General director: Wang, Chih-Kao	General director: Wang, Chih-Kao
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)			General director: Fu, Chiang-Sung	General director: Fu, Chiang-Sung
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)				

(2) Remuneration to the President and Vice Presidents

Unit: NT\$ thousand

Title	Name	Salary (A)		Severance and pension (B) (Note 1)		Bonus and allowance (C)		Employee remuneration (D)				Sum of A, B, C, and D as a % of the net income after tax		Remuneration from investees other than subsidiaries or from the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
Chairman-cum-President	Fu, Chiang-Sung	14,231	14,231	519	519	5,661	5,661	844	0	844	0	45.16%	45.16%	None
Chief Long-term Strategy Executive Officer	Wang, Chih-Kao													
General Management Department President	Huang, Mei-Chin													
President, Business Department	Wen, Teng-Chuan (Note 2)													
Vice President	Chen, Yung-Cheng													
Vice President	Liu, Li-Hua													

Note 1: Pensions for the President and Vice Presidents are expensed.

Note 2: On 2024/04/01, the position was adjusted to Special Assistant to the President's Office.

Remuneration range table

Range of remuneration paid to the President and Vice Presidents of the Company	Name of President/Vice President	
	The Company	All companies in the financial statements (E)
Below NT\$1,000,000		
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	Chen, Yung-Cheng	Chen, Yung-Cheng
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	Huang, Mei-Chin and Wen, Teng- Chuan and Liu, Li-Hua	Huang, Mei-Chin and Wen, Teng- Chuan and Liu, Li-Hua
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	Wang, Chih-Kao	Wang, Chih-Kao
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	Fu, Chiang-Sung	Fu, Chiang-Sung

2.2.3. Name of the manager who receives employee remuneration and distribution

December 31, 2024

Unit: NT\$ Thousand

	Title	Name	Stock amount	Cash amount	Total	Total as a percentage of net income after tax
Manager	Chairman-cum-President	Fu, Chiang-Sung	0	1,655	1,655	3.52%
	Chief Long-term Strategy Executive Officer	Wang, Chih-Kao				
	President of the General Management Department	Huang, Mei-Chin				
	President, Business Department	Wen, Teng-Chuan (Note 1)				
	Vice President	Chen, Yung-Cheng				
	Assistant VP	Yeh Chuang, Jen-Cheng (Note 1)				
	Assistant VP	Hsieh, Neng-Hsin				
	Assistant VP	Tsen, Sih-Tao				
	Assistant VP	Chiu, Kai-Pin				
	Assistant VP	Li, Chih-Chiang				
	Assistant VP	Tseng, Yu-Sung				
	Assistant VP	Chen, Shou-I				
	Assistant VP	Chien, Li-Chuan				
	Assistant VP	Tsai, Ming-Hung				
	Assistant VP	Yeh, Tsai-Fu				
	Assistant VP	Sung, Ching-Li				
	Assistant VP	Chen, Ming-Feng				
	Assistant VP, Finance	Huang, Shu-Hua				
	Vice President, Accounting	Liu, Li-Hua				

Note 1: On 2024/04/01, the position was adjusted to Special Assistant to the President's Office.

2.2.4. An analysis of the total remuneration paid to the Company's directors, supervisors, the President, and Vice Presidents by the Company and all companies in the consolidated financial statements as a percentage of the net income after tax in the standalone financial report for the most recent two years, and a description of the remuneration policy, standard, and package, the procedure for determining the remuneration, and the association between business performance and future risks:

(A) The total remuneration paid to the Company's directors, supervisors, the President, and Vice Presidents by the Company as a percentage of the net income after tax in the standalone financial report for the most recent two years:

Year	The total remuneration paid to the Company's directors, supervisors, the President, and Vice Presidents by the Company as a percentage of the net income after tax in the standalone financial report
2023	33.14%
2024	49.48%

- (B) The remuneration to the directors and supervisors includes business execution expenses and directors' and supervisors' remuneration. Business execution expenses are paid based on the general standard in the market. The remuneration paid to directors and supervisors is proposed by the Remuneration Committee and paid after the resolution by the Board of Directors. In accordance with the Articles of Incorporation, the Company shall allocate no less than 6% of the profit, if any, for employee remuneration, which shall be paid out in stock or cash by the resolution of the Board of Directors. The recipients of the employee remuneration include not only the Company's employees but also the employees at subsidiaries, in which the Company, directly or indirectly, holds 50% or more of their shares. The Company may allocate no more than 3% of said profit for remuneration to directors and supervisors by the resolution of the Board of Directors and decide individual amounts as per their annual performance evaluation results in respect of (1) alignment with the Company's goals and mission; (2) awareness of responsibilities as a director; (3) degree of involvement in the Company's operations; (4) management and communication of internal relations; (5) directors' professional and continuing education; (6) internal control and individual attendance.
- (C) The reasonable remuneration to the Chairman, the President, and other managers, including salaries, bonuses, and employee remuneration, is paid in accordance with the Company's Salary Management Regulations and with reference to (1) target achievement rate, (2) profit rate, (3) individual performance, and (4) contribution after the percentages for individual remuneration are calculated.

2.3. Implementation of corporate governance

2.3.1 Information on the operations of the Board of Directors and relevant matters to be recorded

The Board of Directors held seven meetings during the most recent year (2024), and directors' attendance is as follows:

Title	Name	Attendance in person	Attendance by proxy	Attendance	Remarks
Chairman	Fu, Chiang-Sung	7	0	100%	
Director	Wang, Chih-Kao	7	0	100%	
Director	Wang, Chien-Chig	4	0	100%	2024/06/21 Resigned.
Director	Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi)	7	0	100%	
Director	Bei Li Investment Co., Ltd. (Representative: Fuh, Jiang-Ching)	7	0	100%	
Independent director	Chou, Chin-Piao	7	0	100%	
Independent director	Chiu, Jui-Li	7	0	100%	
Independent director	Chin, Chih-Hai	7	0	100%	
Independent director	Chen, Chao-Sen	7	0	100%	

Additional information:

- If the operations of the Board of Directors is under any of the circumstances below, the date of the board meeting, the session, the content of the proposal, all independent directors' opinions, and the Company's response to said opinions shall be specified:
 - Matters under Article 14-3 of the Securities and Exchange Act: There are some cases; see pages 72–76.
 - Except for the above matters, other matters resolved by the Board of Directors with objection or reservation made by any independent directors, with records or a written statement: None; see pages 72–76.
- In the event of directors' recusal from proposals, the name of director, the content of proposal, the reasons for recusal, and the participation in voting shall be specified:

Regarding the 2024 managers' remuneration proposal and the Chairman's/President's remuneration proposal at the board meeting on January 31, 2024, the chair (Chairman-cum-President) Mr. Fu, Chiang-Sung and director Mr. Wang, Chih-Kao and director Bei Li Investment Co., Ltd. representative Mr. Fuh, Jiang-Ching and director Ming Liang Investment Co., Ltd. representative Mr. Wang, Yen-Chi recused themselves from these proposals as their person interest was involved. Independent director Chou, Chin-Piao acted as an acting chair and passed these proposals as proposed after consulting all directors, who expressed no objection.

3. Disclose information on the cycle, period, scope, method, and content of the Board of Directors' self-evaluation (peer evaluation) and fill out the implementation of the board evaluation in table (2): See page 28.
4. The objectives of reinforcement of the competency of the Board of Directors (such as establishing an audit committee or improving information transparency) in the current year and the most recent year and evaluation of the implementation:
The company will recruit female directors in 2025 to further enhance the diversity policy of board members.
5.
 - (1) The internal audit unit submits a copy of each audit report to the independent directors on a monthly basis according to law.
 - (2) If independent directors have any questions or instructions after reviewing the copy of the audit report, they will ask or request the chief internal auditor to act accordingly.
 - (3) Each audit report should contain the information on the follow-up on the defects in the internal control and the improvement thereto, and a follow-up report should be prepared on a quarterly basis and submitted to the independent directors.
 - (4) The chief internal auditor attends the board meetings quarterly to report on the audit business as per the regulations.
 - (5) The communication between the Company's chief internal auditor and independent directors is obstacle-free.
 - (6) At least once a year, a separate meeting or discussion shall be held between the independent directors, the internal audit supervisor and the certifying accountant (without the general directors and management present) to report the results of the financial statement audit or review, as well as other communication matters required by relevant laws and regulations.

Implementation of the board evaluation:

Cycle (Note 1)	Period (Note 2)	Scope (Note 3)	Method (Note 4)	Content (Note 5)
Once a year	January 1, 2024– December 31, 2024	The Board of Directors, individual board members', and functional committees' performance evaluation	Internal board self-evaluation and board members' self-evaluation	(1) The Board of Directors performance evaluation covers the degree of involvement in the Company's operations, the quality of the Board of Directors' decision-making, the composition and structure of the Board of Directors, the election of directors and their continuing education, and internal control. (2) Individual directors' performance evaluation covers alignment with the Company's goals and mission, awareness of responsibilities as a director, directors' awareness of responsibilities, degree of involvement in the Company's operations, internal relationship management and communication, management and communication of internal relations, and internal control. (3) Functional committees' performance evaluation covers the degree of involvement in the Company's operations, awareness of responsibilities as a functional committee member, the quality of the functional committee's decision-making, the composition and selection of members of the functional committees, and internal control.

Note 1: Fill in the cycle of the board evaluation, e.g., once a year.

Note 2: Fill in the period covered for the board evaluation, e.g. the performance of the Board of Directors from January 1, 2024 to December 31, 2024 is evaluated.

Note 3: The evaluation covers the Board of Directors, individual board members', and functional committees' performance.

Note 4: Evaluation methods include internal board self-evaluation, board members' self-evaluation, peer evaluation, evaluation by external professional organizations or experts, or other appropriate methods.

Note 5: The evaluation content includes at least the indicators below within the evaluation scope:

- (1) The Board of Directors performance evaluation covers at least the degree of involvement in the Company's operations, the quality of the Board of Directors' decision-making, the composition and structure of the Board of Directors, the election of directors and their continuing education, and internal control.
- (2) Individual directors' performance evaluation covers at least the alignment with the Company's goals and mission, awareness of responsibilities as a director, directors' awareness of responsibilities, degree of involvement in the Company's operations, internal relationship management and communication, management and communication of internal relations, and internal control.
- (3) Functional committees' performance evaluation covers the degree of involvement in the Company's operations, awareness of responsibilities as a functional committee member, the quality of the functional committee's decision-making, the composition and selection of members of the functional committees, and internal control.

2.3.2 The operations of the Audit Committee or the supervisors' participation in the operations of the Board of Directors

(1) The operations of the Audit Committee:

The Audit Committee held Five meetings in the most recent year (2024) (A), and the independent directors' attendance is as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance (%) (B/A)	Remarks
Independent director	Chou, Chin-Piao	5	0	100%	None
Independent director	Chiu, Jui-Li	5	0	100%	None
Independent director	Chin, Chih-Hai	5	0	100%	None
Independent director	Chen, Chao-Sen	5	0	100%	None

Additional information:

1. If the operations of the Audit Committee fall under any of the circumstances below, the date of the Audit Committee meeting, the session, the content of the proposal, any objection, reservation, or major suggestion made by independent directors, the results of resolutions by the Audit Committee, and the Company's response to the committee's opinions shall be specified.

(1) The matters under Article 14-5 of the Securities and Exchange Act: There are some cases; see pages 30–32.

(2) Other than those described above, any resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors: None, see pages 30–32.

2. In the event of independent directors' recusal from proposals, the name of independent director, the content of proposal, the reasons for recusal, and the participation in voting shall be specified: None.

3. Communication between independent directors and the chief internal auditor/CPAs (including material financial and business matters communicated and communication methods and results):

Date of meeting: November 7, 2024

Attending: Independent director Chou, Chin-Piao, Independent director Chiu, Jui-Li, Independent director Chin, Chih-Hai, Independent director Chen, Chao-Sen, CPA Liao, Fu-Ming

Attending: Audit Supervisor Li, Chih-Chiang

Communication: Annual audit plan

(1) Communication plan

(2) The responsibilities and roles of the host accountant

(3) Audit plan

(4) Preliminary observations on key audit matters

(5) The independence of accountants

Communication results: No major opinions.

(2) The summary of the important resolutions of the Audit Committee as of the publication of the Company's 2024 Annual Report and as of the date of publication is as follows:

Audit Commission	Contents of proposal and subsequent actions taken	Matters under Article 14-5 of the Securities and Exchange Act	Objection or reservation by independent directors
1th term 7th meeting 2024.03.06	1. The Company's 2023 financial statements were submitted for discussion.	V	
	2. The Company's 2023 Statement of Surplus Distribution was submitted for discussion.		
	3. The Company's Annual Certified Public Accountant Appointment and Independence Review is submitted for discussion.	V	
	4. The proposed pre-approved certified public accountant, its firm and its affiliates and alliance firms intend to provide non-assurance services to the Company and its subsidiaries for discussion.		
	5. Pass the statement of the company's 2023 internal control system for discussion.	V	
	6. The capital loan case between the company and its subsidiary Excellence International Holding Corp is proposed for discussion.	V	
	7. The proposal to sign a bank financing agreement was submitted for discussion.		
	8. Hua Nan Bank line renewal case, request for ratification.		
	9. Amendments to the “Rules of Procedure for Shareholders’ Meetings”.	V	
	10. The proposal to hold the general shareholders’ meeting on May 24, 2024, along with relevant matters, was submitted for discussion.		
	Independent directors’ opinions: None.		
	The Company's response to independent directors’ opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Audit Commission	Contents of proposal and subsequent actions taken	Matters under Article 14-5 of the Securities and Exchange Act	Objection or reservation by independent directors
1th term 8th meeting 2024.05.09	1. The Company's 2024 First Quarter Financial Report is submitted for discussion.	V	
	2. The proposal to sign a bank financing agreement was submitted for discussion.		
	3. Case on authorization of the custodian of endorsement guarantees seal and the signatory of guarantee letter, for discussion.	V	
	Independent directors’ opinions: None.		
	The Company's response to independent directors’ opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Audit Commission	Contents of proposal and subsequent actions taken	Matters under Article 14-5 of the Securities and Exchange Act	Objection or reservation by independent directors
1th term 9th meeting 2024.06.26	1. We plan to invest US\$2 million in Greenliant International Ltd. for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Audit Commission	Contents of proposal and subsequent actions taken	Matters under Article 14-5 of the Securities and Exchange Act	Objection or reservation by independent directors
1th term 10th meeting 2024.08.07	1. The Company's 2024 Second Quarter Financial Report is submitted for discussion.	V	
	2. The proposal to sign a bank financing agreement was submitted for discussion.		
	3. Amendments to some articles of the internal control system and internal audit system are submitted for discussion.	V	
	4. Yuanta Bank line renewal case, request for ratification.		
	5. The company's endorsement guarantee for Asia PCT Group Limited was terminated and submitted for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Audit Commission	Contents of proposal and subsequent actions taken	Matters under Article 14-5 of the Securities and Exchange Act	Objection or reservation by independent directors
1th term 11th meeting 2024.11.07	1. The Company's 2024 Third Quarter Financial Report is submitted for discussion.	V	
	2. Formulate the "Audit Committee Organization Charter" for discussion.	V	
	3. Revise the "Rules of Procedure for Board Meetings" for discussion.	V	
	4. Revise the "Operational Procedures for Preparation and Validation of Sustainability Reports" for discussion.	V	
	5. Revise the internal control system and internal audit system of "Sustainable Information Management" for discussion.	V	
	6. The 2025 audit plan was submitted for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Audit Commission	Contents of proposal and subsequent actions taken	Matters under Article 14-5 of the Securities and Exchange Act	Objection or reservation by independent directors
1th term 12th meeting 2025.03.05	1. The Company's 2024 financial statements were submitted for discussion.	V	
	2. The Company's 2024 Statement of Surplus Distribution was submitted for discussion.		
	3. The proposal of allocating cash from the company's capital reserve is submitted for discussion.		
	4. The annual review of the independence of our company's certified public accountants is submitted for discussion.	V	
	5. Cooperate with Visa Accounting Firm to adjust and replace accountants internally and bring this up for discussion.	V	
	6. Pass the statement of the company's 2024 internal control system for discussion.	V	
	7. The proposal to sign a bank financing agreement was submitted for discussion.		
	8. The proposed amendment to the company's corporate charter is submitted for discussion.	V	
	9. Proposals for amendments to some provisions of the internal control system and internal audit system are submitted for discussion.	V	
	10. The proposal to hold the general shareholders' meeting on May 22, 2025, along with relevant matters, was submitted for discussion.		
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

(3) Supervisors' participation in the operations of the Board of Directors:

On June 9, 2022, all supervisors were dismissed upon expiry of their term of office, and the company established an audit committee according to law.

2.3.3 The operations of corporate governance and the deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
1. Has the Company formulated and disclosed the Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has formulated the Corporate Governance Best Practice Principles and disclosed it on the official website. Please visit http://www.pct.com.tw/company/1	No difference.
2. The Company's shareholding structure and shareholders' equity				
(1) Has the Company formulated internal operating procedures for handling shareholders' suggestions or questions or disputes and litigation with them and complied with the procedures?	V		(1) The Company's spokesperson, acting spokesperson, and shareholder service personnel are responsible for handling such affairs.	No difference.
(2) Does the Company have a list of the major shareholders with ultimate control over the Company and a list of the ultimate controllers of the major shareholders?	V		(2) The General Management Department is responsible for handling such affairs.	
(3) Has the Company established and implemented a risk control and a firewall mechanism between itself and affiliates?	V		(3) We have formulated relevant internal control systems, the Procedures for Asset Acquisition and Disposal, the Long-term and Short-term Investment Regulations, and the Operating Guidelines for Transactions with Business Groups, Specific Companies, and Related Parties and implement them accordingly.	
(4) Has the Company formulated internal regulations to prohibit insiders from using information undisclosed in the market to buy and sell securities?	V		(4) We have formulated the Procedures for Handling Material Inside Information and Managing Insider Trading Prevention to prohibit insiders from using information undisclosed in the market to buy and sell securities.	

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor										
	Yes	No	Brief description											
3. Composition and responsibilities of the Board of Directors (1) Has the board of directors formulated a diversity policy for the board structure and implemented them accordingly?	V		(1) The 9th meeting of the 8th Board of Directors adopted the Corporate Governance Best Practice Principles on November 1, 2017, and a diversity policy is specified under Chapter 3 "Enhanced Functions of the Board of Directors" of the principles. On the premise that board diversity and independence of directors are ensured, we nominated candidates and elected directors as per the Directors and Supervisors Election Regulations through rigorous selection procedures and formulated the Board Self-Evaluation or Peer-Evaluation Regulations on May 8, 2019 to carry out performance evaluation on a regular basis to ensure board members’ diverse backgrounds and suitability, and to balance the list of members of the 10th term of the Board of Directors of the Company, the diverse backgrounds of the Board members are as follows: <table><tr><th>Diverse backgrounds</th><th>Board Member</th></tr><tr><td>Expertise in business management, leadership decision-making, industry knowledge, and financial accounting</td><td>Director: Fu, Chiang-Sung and Wang, Chih-Kao Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi) Bei Li Investment Co, Ltd. (Representative: Fuh, Jiang-Ching)</td></tr><tr><td>Possess commercial legal experience and legal qualifications</td><td>Director Wang, Chien-Chih (Note 1)</td></tr><tr><td>business experience in electronic distributors and related industries</td><td>Independent Director: Chou, Chin-Piao, Chiu, Jui-Li and Chin, Chih-Hai</td></tr><tr><td>Professional in financial accounting and many years of practical experience in commercial finance</td><td>Independent Director: Chen, Chao-Sen</td></tr></table> Note 1: 2024/06/21 Resigned.	Diverse backgrounds	Board Member	Expertise in business management, leadership decision-making, industry knowledge, and financial accounting	Director: Fu, Chiang-Sung and Wang, Chih-Kao Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi) Bei Li Investment Co, Ltd. (Representative: Fuh, Jiang-Ching)	Possess commercial legal experience and legal qualifications	Director Wang, Chien-Chih (Note 1)	business experience in electronic distributors and related industries	Independent Director: Chou, Chin-Piao, Chiu, Jui-Li and Chin, Chih-Hai	Professional in financial accounting and many years of practical experience in commercial finance	Independent Director: Chen, Chao-Sen	(1) No difference.
Diverse backgrounds	Board Member													
Expertise in business management, leadership decision-making, industry knowledge, and financial accounting	Director: Fu, Chiang-Sung and Wang, Chih-Kao Ming Liang Investment Co., Ltd. (Representative: Wang, Yen-Chi) Bei Li Investment Co, Ltd. (Representative: Fuh, Jiang-Ching)													
Possess commercial legal experience and legal qualifications	Director Wang, Chien-Chih (Note 1)													
business experience in electronic distributors and related industries	Independent Director: Chou, Chin-Piao, Chiu, Jui-Li and Chin, Chih-Hai													
Professional in financial accounting and many years of practical experience in commercial finance	Independent Director: Chen, Chao-Sen													

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(2) Has the Company voluntarily established other functional committees in addition to the remuneration and the audit committees established in accordance with the law?		V	(2) We have established Audit Committee and Remuneration Committee in accordance with the law.	(2) We will set up other functional committees depending on the needs in the future.
(3) Has the Company formulated board performance evaluation regulations and evaluation methods, conducted performance evaluations annually and regularly, reported the results of performance evaluations to the board of directors, and adopted such results as a reference for deciding the remuneration of and nominating candidates for individual directors?	V		(3) We passed the Rules of the Performance Evaluation of the Board of Directors on May 8, 2019 and carried out the 2024 board performance evaluation in January 2025; then, we submitted the performance evaluation results to the Board of Directors in March 2025 as a reference for the board to decide the remuneration of and nominate candidates for individual directors. Please reference https://www.pct.com.tw/company/11	(3) No difference.
(4) Does the Company regularly assess the independence of the CPAs?	V		(4) The Board conducts regular assessments of the appointment and independence of certified public accountants with reference to the Auditing Indicators (AQIs) evaluation indicators in the first quarter of each year. (See point 2.3.13 on page 78 for details.)	(4) No difference.
4. Has the Company has appointed an appropriate number of competent corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance affairs (including but not limited to providing directors and supervisors with the materials required for performance of their duties, assisting directors and supervisors with compliance, handling matters related to board meetings and the shareholders' meetings, and preparing minutes of board meetings and shareholders' meetings)?	V		The General Manager of the General Management Office is also the head of corporate governance, and is responsible for corporate governance related matters, and we have appointed an appropriate number of competent corporate governance personnel to be responsible for corporate governance affairs (including but not limited to providing directors with the materials required for performance of their duties, assisting directors with compliance, handling matters related to board meetings and the shareholders' meetings, and preparing minutes of board meetings and shareholders' meetings).	No difference.

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
5. Has the Company has established communication channels with stakeholders (including but not limited to shareholders, employees, clients, and suppliers) and set up a section dedicated to stakeholders on the Company's website to properly respond to stakeholders' major CSR issues of concern?	V		We have established communication channels with stakeholders (including but not limited to shareholders, employees, clients, and suppliers) and set up a section and an email dedicated to stakeholders and on the Company's website to properly respond to stakeholders' major CSR issues of concern. The web address is as follows: https://www.pct.com.tw/company/16	No difference.
6. Does the Company appoint a professional stock affairs agency to handle the affairs related to shareholders' meetings?	V		We have appointed KGI Securities Co., Ltd. to handle the affairs related to the shareholders' meeting.	No difference.
7. Information disclosures				
(1) Has the Company set up a website to disclose information on financial business and corporate governance?	V		(1) We have disclosed the Company's financial information on the official website (www.pct.com.tw) and linked it to the Market Observation Post System (MOPS), allowing shareholders and the public to access sufficient information.	(1) No difference.
(2) Does the Company adopt other methods to disclose information (such as setting up an English website, designating personnel to collect and disclose company information, implementing a spokesperson system, or placing the proceeding of investor conferences on the Company website)?	V		(2) We have appointed personnel responsible for collecting and disclosing company information and have established a spokesperson system to ensure that information that may affect shareholders' decisions made can be disclosed in a timely and appropriate manner.	(2) No difference.
(3) Does the Company announce and submit an annual financial report to the competent authority within two months after the end of each fiscal year and announce and submit the financial reports for the first, second, and third quarters and the operations of each month to the competent authority before a specified deadline?		V	(3) We disclose and file a report on the Company's annual financial data within three months after the end of each fiscal year as required.	(3) We disclose and file a report on the Company's annual financial data as required.

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
8. Does the Company have other important information that facilitates the understanding of the operations of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders' rights, directors' and supervisors' continuing education, the implementation of risk management policies and risk measurement standards, the implementation of client policies, and the Company's purchase of directors and supervisors liability insurance)?	V		(1) Employee rights and interest: We protect employees' legitimate rights and interest in accordance with the Labor Standards Act. (2) Employee care: The Company has formulated benefit measures and an employee education and training system to establish positive relations based on mutual trust and mutual dependence with employees. (3) Investor relations: The Company regularly announces financial information. (4) Supplier relationship: We have maintained an appropriate supply and demand relationship with our suppliers. (5) Stakeholders' rights: Stakeholders can provide opinions to and communicate with the Company as per laws and regulations, and we will adopt their views as a reference for the Company's future development where appropriate. (6) Directors' continuing education: The directors continue to receive training as per laws and regulations, and we disclose their training status on the MOPS. (7) Implementation of a risk management policy and the risk measurement standards: We have formulated an internal control system in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies and implemented it effectively, while regularly self-evaluating and revising it to reduce the Company's operational risks. (8) Implementation of a client policy: We have maintained an obstacle-free communication channel with clients and have personnel responsible for understanding and addressing their issues to improve their satisfaction.	No difference.

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			(9) We have purchased directors liability insurance and reported on the details of the insurance policy purchased (insurance company, insured amount, insurance period, coverage, and insurance premium) to directors and supervisors in the board meeting on March 5, 2025 and disclosed the information on the MOPS.	
9. Please specify any improvements made as per the results of the corporate governance evaluation announced by the Corporate Governance Center, Taiwan Stock Exchange Corporation, in the most recent year and put forth prioritized measures to improve those that have not yet improved: (1) The company will recruit female directors in 2025 to further enhance the diversity policy of board members.				
Note: Either “Yes” or “No” checked, the operation shall be specified in the Brief description column.				

2.3.4 If the Company has established a remuneration committee, the composition, responsibilities, and operations of the committee shall be disclosed:

(1) 1. Information on members of the Remuneration Committee

Title (Note 1)	Criteria	Professional qualifications and experience (Note 2)	Independence (Note 3)	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
	Name			
Independent director	Chou, Chin-Piao (Convener)	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Title (Note 1)	Criteria		Independence (Note 3)	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
	Name	Professional qualifications and experience (Note 2)		
Independent Director	Chiu, Jui-Li	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Title (Note 1)	Criteria		Independence (Note 3)	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
	Name	Professional qualifications and experience (Note 2)		
Independent Director	Chen, Chao-Sen	Has expertise in business administration, leadership, decision-making, industry knowledge, and financial accounting, and work experience required for the Company's business	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (3) Not a director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership. (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company in accordance with the Act or local laws and regulations). (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations. (10) Not a spouse or relative within the second degree of kinship of any other director. (11) Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. (12) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.	0

Note 1: Please specify in the form the years of professional service, professional qualifications and experience, and independence of the members of the Remuneration Committee. If they are independent directors, please refer to "Information on directors and supervisors (1)" in Appendix 1 on page 4-7. Please fill in "Independent director" or "Others" in the Title column (please indicate "Convener" if applicable).

Note 2: Professional qualifications and experience: Specify the professional qualifications and experience of individual members of the Remuneration Committee.

Note 3: Independence status: Specify if the members of the Remuneration Committee meet the criteria for independence, including but not limited to (1) whether the individual and spouse or relatives within the second degree of kinship thereof are serving as directors, supervisors, or employees of the Company or its affiliates; (2) the number of the Company's shares held by the individual or spouse or relatives within the second degree of kinship thereof (or by nominee arrangement) and percentage; (3) whether the individual is serving as a director, supervisor, or employee of a company with specific relations with the Company (refer to Article 6, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); (4) the amount of remuneration received for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years.

(2) Information on the operation of the Remuneration Committee

1. There are three members in the Remuneration Committee.
2. The term of office of the current term is from August 3, 2022 through June 8, 2025. During the most recent year (2024), the Remuneration Committee held two meetings (A), and the committee members' qualifications and attendance are as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance (%) (B / A)	Remarks
Chair	Independent director Chou, Chin-Piao	2	0	100%	
Committee member	Independent director Chiu, Jui-Li	2	0	100%	
Committee member	Independent director Chen, Chao-Sen	2	0	100%	

Additional information:

1. If the Board of Directors did not adopt or amend the Remuneration Committee's suggestions, the date of the board meeting, the session, the content of the proposal, the results of the resolutions by the Board of Directors, and the Company's response to said opinions shall be specified (if the remuneration approved by the Board of Directors is better than the Remuneration Committee's suggestions, the difference and the reasons therefor shall be specified): None.
2. For proposals resolved by the Remuneration Committee, if any members expressed objection or reservation with a record or written statement, the date of the Remuneration Committee meeting, the session, the content of the proposal, all members' opinions, and the response to the members' opinions shall be specified: None.

Note:

- (1) If a member of the Remuneration Committee resigns before the end of the year, the date of resignation shall be indicated in the Remarks column, and their attendance (%) shall be calculated with the number of meetings attended by the member divided by the number of committee meetings held during their term of office.
- (2) Before the end of the year, if there is an election of the committee members, the new and old members shall be entered, and the old, new, or re-elected status and the election date of each member shall be indicated in the Remarks column. The attendance (%) shall be calculated with the number of meetings attended by each member divided by the number of committee meetings held during their term of office.

(3) The summary of important resolutions adopted by the Remuneration Committee during 2024 and up to the publication date of this annual report is as follows:

Remuneration Committee	Contents of proposal and subsequent actions taken	Resolution results	The Company's response to the Remuneration Committee's opinions
5th term 3th meeting 2024.01.31	1. The Company's 2024 manager's remuneration proposal was submitted for discussion. 2. The Company's 2024 Chairman/President remuneration proposal was submitted for discussion.	Approved by all members of the committee.	Approved by all the directors present after submitted to the Board of Directors.
5th term 4th meeting 2024.03.06	1. The Company's 2023 employee remuneration and directors' and supervisors' remuneration distribution proposal was submitted for discussion.	Approved by all members of the committee.	Approved by all the directors present after submitted to the Board of Directors.
5th term 5th meeting 2025.01.15	1. The Company's 2025 manager's remuneration proposal was submitted for discussion. 2. The Company's 2025 Chairman/President remuneration proposal was submitted for discussion.	Approved by all members of the committee.	Approved by all the directors present after submitted to the Board of Directors.
5th term 6th meeting 2025.03.05	1. The Company's 2024 employee remuneration and directors' and supervisors' remuneration distribution proposal was submitted for discussion.	Approved by all members of the committee.	Approved by all the directors present after submitted to the Board of Directors.

2.3.5 The promotion of sustainable development and the deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
1. Has the Company established a governance structure to promote sustainable development and set up a dedicated (concurrent) unit to promote sustainable development, governed by the senior management as authorized by the board of directors, which supervises the implementation?	✓		At present, the General Management Department is concurrently responsible for formulating and reviewing sustainable development policies, systems, and management guidelines as the top-level sustainable development decision-making center. The President of the General Management Department and a number of managers in different fields jointly implement the Company's sustainable development plan. The General Management Department serves as an inter-departmental communication platform integrating units top-down and horizontally and is responsible for identifying stakeholders' sustainability issues of concern related to our operations, formulating corresponding strategies and guidelines, preparing sustainable development budgets, and planning and implementing annual plans, while following up on the implementation results to ensure that the sustainable development strategies are thoroughly implemented in the Company's daily operations. The implementation results and future work plans are reported to the board of directors in the first quarter of each year, and greenhouse gas inventory and verification schedule planning reports are conducted	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			every quarter. The board of directors supervises the relevant work plans and schedule progress after listening to the reports of the management team, and in Push the operating team to make adjustments when needed.	
2. Does the Company conduct risk assessments of environmental, social, and corporate governance issues related to company operations as per the principle of materiality? Has the Company formulated relevant risk management policies or strategies?	✓		The company conducts risk assessment on issues such as environment, society and corporate governance in light of the characteristics of the industry and the principle of materiality. For relevant risk management policies, please refer to the company website: https://www.pct.com.tw/company/23	No difference.
3. Environmental issues (1) Has the Company set up an appropriate environmental management system as per its industrial characteristics?	✓		The Company is a professional electronic component distributor, dose not engage in manufacturing activities, and is not in a major energy-intensive industry. Although we are not required by law to apply for a pollution facility installation permit or a pollution discharge permit, or pay pollution prevention and control fees, or set up a dedicated unit for environmental protection, we attach great importance to environmental protection, sustainable use of resources, and issues of the ecological system. The Management Department strives to establish and implement an environmental management system.	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(2) Is the Company committed to improving energy efficiency and adopting recycled materials with low environmental impact?	✓		We committed to improving the resource use efficiency and adopting recycled materials with low impact on the environment. The specific measures are as follows: (1) Launched a paperless campaign to reduce the consumption of paper and printer paper. (2) Replaced written documents with electronic documents by launching a digital sign-off process. (3) Reused paper. (4) Reduced the use of paper cups by encouraging employees to use their personal cups to reduce paper cup waste. (5) Left only the aisle lights on during the lunch time to respond to the energy conservation and carbon reduction campaigns. (6) Gradually replaced traditional lamps in the office with LED ones to save energy. (7) Recycled waste batteries and CDs to reduce environmental pollution. Donated waste paper and PET bottles to the Tzu Chi Foundation for resource recycling. (8) We manage to reduce the amount of product packaging materials used and try to use the original packaging materials when delivering products to clients (that is, reuse all the original packaging materials) without using additional packaging materials, while reusing cushioning materials from employees' homes.	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Brief description	
(3) Has the Company assessed its current and future potential risks and opportunities of climate change and taken countermeasures against climate-related issues?	✓		The impact of climate change on the Company now and in the future is not only an environmental issue but also a national development and economic issue. With severe climate change, there may be potential risks of natural disasters, such as strong typhoons and earthquakes, extreme climate events, and high temperatures. All economic activities and energy supply will be subject to varying degrees of impact. Thus, we strive to protect the earth and cherish resources. In the face of climate-related issues, we have taken appropriate countermeasures, including purchase of appropriate property insurance policies and remote backup of electronic data, to transfer and diversify risks, while taking specific energy conservation and carbon reduction actions listed in item (2) of this table to mitigate the impact of climate change.	No difference.
(4) Has the Company counted the greenhouse gas emissions, water consumption, and total weight of waste over the past two years and formulated policies on greenhouse gas reduction, water consumption reduction, or other waste management?	✓		• Reporting period and frequency: The report covers the period from January 1, 2024 to December 31, 2024. All financial data are sourced from the public financial statements of Bewin for 2024 that have been audited and certified by accountants in accordance with international financial reporting standards, with New Taiwan dollars as the unit of calculation; other data are the results of self-investigation and statistics. • Report Boundary and Scope: The report boundary is based on the operating activities	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			of the Taipei head office of the Bevi Group as the core disclosure. (Scope 1): The company's main energy consumption comes from purchased electricity, and there are no emergency generators or official vehicles. In the past two years, the main emission source is purchased electricity, which accounts for more than 98% of the total emissions. Since there is no production process, there is no process emission source. Although water consumption or total waste weight information is not significant to the company, under the global trend of net-zero emissions, the company still actively faces relevant carbon emissions, quantifies them, establishes historical data, and actively strives to implement carbon reduction plans. , do your part for a net-zero planet. (Scope 2): The company has calculated the greenhouse gas emissions from purchased electricity in the most recent year as follows: 2023 full year: 56.113 metric tons CO2e, Intensity: 0.0167 metric tons CO2e/million yuan 2024 full year: 52.274 metric tons CO2e, Intensity: 0.0198 metric tons CO2e/million yuan (Scope 3): Scope 3 covers a wide range of areas. The company gradually expands the scope of investigation along the value chain and identifies all relevant sources of	

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			greenhouse gas emissions. Identifying greenhouse gas emission sources from a value chain perspective can provide a more comprehensive view of the various business connections that may exist upstream and downstream of a company's current operations, as well as the potential opportunities to produce significant greenhouse gas reductions. In 2024, we have begun to establish a consensus with downstream distribution and transportation operators on the statistics of greenhouse gas emissions, hoping to jointly complete the greenhouse gas inventory of Scope 3. Among the many Scope 3 projects, the company has currently completed the following projects: • Business travel - business travel with employee-owned vehicles In 2024, the total mileage of employees driving their own vehicles for business purposes was 220,136 km. After calculating the average vehicle energy consumption, the carbon emissions were converted through the Ministry of Environment's Climate Change Administration-Business Greenhouse Gas Emissions Information Platform as follows: CO2 49,820.61 metric tons CO2e/year CH4 539.184 metric tons CO2e/year N2O 1,524.09 metric tons CO2e/year The Company's greenhouse gas reduction target: We plan to reduce greenhouse gas emissions by 1%–2% per year	

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Brief description	
			compared with the prior year. (2) Water consumption: The Company is a professional electronic component distributor, and the overall business activities generally consume domestic water, so there is no need to apply for a business water meter. The water cost is calculated by the office building management committee, and the public water cost is shared by all building tenants and is accounted for under the repair and maintenance expenses. Based on the total water consumption of the office building in the water bills converted, the most recent annual water consumption is as follows: 2023 full year: 1,668 cubic meters 2024 full year: 1,480 cubic meters (carbon emissions: 250Kg) We actively cooperate with various water-saving measures of the office building, including rinsing mouth with water in a cup, turning off the faucet when necessary, adjusting the water flow from the faucets, wiping off personal tableware before washing it, and repairing leakages of the water tank in the shortest time, with the aim of achieving the target of reducing water consumption by 1%–2% compared with the prior year. Green energy-saving equipment update: In 2024, we will cooperate with the Management Committee to carry out toilet renovation projects,	

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			eliminate water-intensive toilets that have been used for more than 20 years, and replace them with toilets that have been awarded the Gold Water-Saving Label by the Water Resources Administration of the Ministry of Economic Affairs. This will achieve the goal of saving water without affecting the original water use habits. At the same time, we will replace the induction spray water-saving faucets to cherish water resources while reducing contact infection, further safeguarding the health of our colleagues. (3) Total weight of waste: The company is an electronic component distributor, not a manufacturing industry, the nature of operation does not include the manufacture and production of products, product subcontracting and distribution are streamlined and environmentally friendly packaging, and timely use of recycled packaging materials, waste to non-hazardous waste generated by daily office, so it is not listed as a major issue of the company, and the treatment method is handled in accordance with the provisions of the factory building. Approximate statistics of the cleaning of non-hazardous waste on the company's floors: 2023: 7.9 metric tons 2024: 6.5 metric tons The company promotes various environmental	

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Brief description	
			protection concepts from time to time, advocates a green office environment, and is committed to reducing waste carbon emissions generated in office services.	
4. Social issues (1) Does the Company formulate relevant management policies and procedures in accordance with applicable laws and the International Bill of Human Rights?	✓		The Company honors the principles disclosed in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the International Labor Organization, and other international human rights conventions and respects internationally recognized basic human rights, including freedom of association, care for the disadvantaged, no child labor, termination of all forms of forced labor, and termination of employment discrimination, while complying with the local labor-related laws and regulations where the Company is based. We have formulated the work rules in accordance with the Labor Standards Act and raise each employee's awareness of the rules through emails or various important occasions. Please refer to the Company's website: https://www.pct.com.tw/company/22 and (see 4.5.1 (A) on page 110 for more details)	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(2) Has the Company formulated and implemented reasonable employee benefit measures (including remuneration, leave, and other benefits) and reflected business performance or achievements in employee remuneration appropriately?	✓		1. We have formulated and implemented reasonable employee benefit measures in accordance with the Labor Standards Act, The Committee organizes various activities from time to time to connect with employees and their families to enhance their centripetal force towards the company. (see 4.5.1 on page 110 for more details). 2. The Company's Articles of Incorporation clearly stipulate that if the Company makes a profit for a year, it shall allocate no less than 6% for employee remuneration and reflect its operating performance or achievements in employee salaries appropriately.	No difference.
(3) Does the Company provide employees with a safe and healthy work environment and offer safety and health education to employees regularly?	✓		1. The company is committed to protecting the safety of employees and establishing a friendly office environment. In addition to a safe and comfortable work environment, we organize regular health examinations and fire exercises for employees and remind them to pay attention to their personal safety before an typhoon strikes, while advocating for no smoking in the work environment. Safety and health education and training are conducted at monthly meetings. (see 4.5.1 on page 110 for more details)	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			2. No occupational accident occurred to our employees during the most recent year. 3. No fire or other related incidents occurred in 2024.	
(4) Has the Company established an effective career development training program for employees?	✓		1. The Company offers a series of education and training to new employees, ranging from the work rules, administrative management to courses related to individuals' jobs, to help them adapt to their work. 2. We arrange internal or external on-the-job training courses to employees in different jobs, while actively arranging for them to participate in various technical courses offered by the original manufacturers. We train employees' professional knowledge and enhance their career skills through external and internal training sessions.	No difference.
(5) Does the Company comply with applicable laws and international standards regarding issues, such as customer health and safety, customer privacy, as well as marketing and labelling of products and services? Has it formulated relevant policies and complaint procedures to protect consumers' or customers' rights and interest?	✓		As our sales targets are not end consumers, the part regarding consumers' rights and interest does not apply to the Company. However, we have maintained an obstacle-free communication channel with clients and have personnel responsible for understanding and addressing their issues to improve their satisfaction.	No difference.
(6) Has the Company formulated a supplier management policy, required suppliers to follow applicable regulations on issues, such as	✓		Our suppliers are all well-known suppliers in the electronics-related industry, and we have assessed their qualifications in respect of issues of environmental	No difference.

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Brief description	
environmental protection, occupational safety and health, or labor rights? The implementation thereof?			protection, occupational safety and health, and labor rights.	
5. Has the Company referred to the internationally accepted reporting standards or guidelines to prepare reports, such as ESG reports that discloses the Company's non-financial information? Has a third-party verification entity provided assurance or assurance opinion for said report?		✓	The company has not yet ESG report, but the company is still actively fulfilling its corporate responsibility on related issues by planning and organizing various public welfare activities.	The company will complete the ESG report in August 2025 in accordance with the "Operational Rules for the Preparation and Submission of Perpetual Reports by OTC Companies".
6. Where the Company has formulated its own sustainable development code in accordance with the Sustainable Development Best Practice Principles, please specified the differences between the implementation and the principles: The company will complete the ESG report in August 2025 in accordance with the "Operational Rules for the Preparation and Submission of Perpetual Reports by OTC Companies".				
7. Other important information that facilitates the understanding of the promotion of sustainable development: (1) Our company is located in Xizhi District, New Taipei City. While in Zhongyuan Pudu, we lovingly donated a batch of food and supplies to the local community's "Taiwan Children and Family Support Foundation Xizhi Center" to care for cold families through the operation of the family support center. , making the traditional folk custom month more warm and loving. (2) On the eve of the Mid-Autumn Festival, our colleagues participated in the Love Landing event initiated by the Xihaner Foundation, with a total donation of NT\$50,000. Each love lunch box will be made by Xihaner Meals and then delivered to disadvantaged students in remote rural areas. This will not only bring stable and continuous work to the children, but also bring these love lunch boxes to remote rural communities across the country. We sincerely hope that the children in remote rural communities will grow up healthily during the semester and that the children can study with peace of mind. We hope that this small gift can support and encourage the courage to persevere in the face of life setbacks!				

Item	Implementation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(3)			In cooperation with the ASUS Educational Foundation to implement the "Recycled Computer Hope Project" that combines environmental protection and social welfare, we hope to establish a "circular society" of resource recycling and reuse. In 2024, a total of 15 desktop computers, 3 LCD screens, 3 laptops, 3 keyboards, 2 mice, 9 hard drives, 5 mobile phones, 1 tablet, 8 power banks, 1 projector, 3 camcorders, and 2 cameras will be recycled. Through the professional technology of the ASUS Educational Foundation, refurbished and recycled computers are donated to NGOs and disadvantaged groups in need across the country to promote digital learning, shorten the digital gap, and cherish our planet.	
(4)			In response to the "Old Shoes Save Life Step 30" campaign, we collected a total of 6 boxes of recyclable materials such as second-hand backpacks, old clothes, and old shoes from our colleagues' homes, and worked with the "Old Shoes Save Life International Christian Care Association" to spread love across borders and regions to the forgotten corners of the local communities in Africa.	
(5)			The waste dry batteries will be centralized and handed over to professional resource recycling units. A total of 5kg of waste batteries will be recycled in 2024.	

Climate-related information of listed companies
(1) Implementation of climate-related information

project	Execution
1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.	At present, the company's general management office is responsible for formulating and reviewing sustainable development policies, systems and related management guidelines, which is the company's highest-level sustainable development decision-making center, and the general manager of the general management office and a number of directors in different fields jointly promote the company's sustainable development plan. The General Management Office serves as a cross-departmental communication platform that integrates up and down and connects horizontally, identifies sustainability issues that are relevant to the company's operations and stakeholders, formulates corresponding strategies and work guidelines, prepares budgets related to sustainable development, plans and implements annual plans, and tracks the effectiveness of implementation to ensure that the sustainable development strategy is fully implemented in the company's daily operations. In the first quarter of each year, the Board of Directors reports on the implementation results and future work plans, conducts quarterly greenhouse gas inventory and verification schedule planning reports, and supervises the relevant work plans and schedule progress after listening to the reports of the management team, and urges the management team to make adjustments when necessary.

project	Execution			
2. Describe how the identified climate risks and opportunities will affect the business, strategy and finances (short, medium and long term).	Risk factors	Financial and business shocks	duration	Countermeasures
	Increased severity and frequency of extreme weather events (typhoons, heavy rains, droughts, etc.).	• Reduced asset value • Reduced asset life • Disruption of supply chains and operations due to storage equipment, dampness of goods, disruption of information network system services or casualties	short term	Short-term: Grasp meteorological information in real time, and plan corresponding prevention and response actions for different natural disasters. Medium-term: Diversify risks by taking out relevant property insurance, continuously assess the locations of important configurations (computer rooms, warehouses), and confirm that they are located in areas and floors that are less affected by extreme weather events. Long-term: If there is a choice to add/reset important configuration sites, the assessment project will incorporate climate change factors.
	Risk of rising global temperatures	• In order to maintain the temperature of offices and warehouses, the demand for air-conditioning operation has increased, and operating expenses have increased.	medium term	Short-term procurement or investment in equipment, technologies and systems those are conducive to energy conservation, energy efficiency improvement or carbon reduction, while continuing to promote energy conservation and promote various activities, and integrate concepts into the habits of all colleagues, with a view to reducing energy dependence. Medium-term: Continue to review whether the replacement plan is in line with the latest

project	Execution			
		• Facing power rationing, resulting in operational losses		trends; ensure that the energy efficiency of the relevant equipment used meets expectations, and purchase green electricity. Long-term: Establish a stable energy supply strategy, including the search for alternative energy sources and the development of regeneration.
	Sea level rises	• Inundation of operational bases and locations with important configurations, resulting in financial losses and operational disruptions	long-term	If there is a choice to add/reset important configuration sites, the assessment project will incorporate climate change factors.
	Chance factor	Financial and business implications	period	
	Develop and increase low-carbon products or services	Increased demand for products Led to an increase in revenue	medium term	Short-term: Define and analyze low-carbon product application categories. Medium-term: Continue to communicate with the original factory about the application and support capabilities of low-carbon products. Long-term: Actively develop relevant solutions with customers through Application

project	Execution			
				Engineers (FAEs) to increase operational efficiency.
	Participate in the new low-carbon economy market	Increased demand for products Led to an increase in revenue	long-term	The global net-zero policy is expected to drive the low-carbon new economy market and the demand and business opportunities for low-carbon and energy-saving electronic components will continue to increase, cutting into green electricity or other green markets to generate revenue.

project	Execution		
3. Describe the financial impact of extreme weather events and transition actions.	Transition Risk Factors	Potential financial impact	period
	Carbon tax, carbon fee	Due to the global trend of net-zero carbon reduction, carbon pricing has become an important way for countries around the world to control environmental emissions and promote carbon reduction. Therefore, if the government imposes a micro-carbon tax or carbon fee, it will lead to an increase in operating costs and the transfer of logistics and distribution costs.	medium term
	A low-carbon new economy market	The global net-zero policy is expected to drive a low-carbon new economic market, create new economic species, and bring new business models. Therefore, whether an enterprise has the ability to transform relevant products and service mechanisms is more important to the maintenance and strengthening of competitiveness.	medium term
	Energy markets	The energy transition has led to an increase in electricity prices, an increase in operating costs, and an increase in the cost of low-carbon, high-efficiency technology improvement and innovation, or the transformation of transportation and distribution modes.	medium term
	goodwill	If climate litigation is not possible due to improper management or poor implementation of climate change responses, it will not only increase the cost of related litigation, but also adversely affect the company's goodwill.	medium term
4. Describe how the process of identifying, assessing and managing climate risks is integrated into the overall risk management system.	The identification and assessment of climate risks will be carried out by the General Management Office and the senior managers of relevant units with reference to the TCFD guidelines, through the discussion and assessment of climate-related issues, the identification and risk management of risk factors, and the relevant risk assessment will be conducted at the meeting, and countermeasures and reviews will be formulated. ● Inventory of risk items:		

project	Execution
	Refer to TCFD recommendations, relevant domestic and foreign regulations, and external stakeholder expectations to identify possible risks and opportunities. The impact period of climate risk is divided into short-term (1~3 years), medium-term (3~10 years), and long-term (more than 10 years). ● Key Risk Analysis: Conduct key risk analysis and identification according to the time interval of risk occurrence, the probability of risk occurrence, the location where the risk may occur, and the degree of risk impact. The results of the analysis are quantitatively ranked, and the top three risk and opportunity items are selected as the key risks. ● Risk & Opportunity Financial Impact Assessment: Consider the likelihood of risks/opportunities occurring, the extent of impact on operations, and assess the possible financial impact items and extent. ● Response to programme planning and reporting: Consider the degree of financial impact for key risks and opportunities, evaluate response strategies (mitigation, control, transfer, endurance) and plan response plans.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and key financial impacts used should be described.	As of the date of publication of the annual report, the Company has not used scenario analysis to assess its resilience to climate change risks, and if it does use such analysis in the future, it will be disclosed in the annual report.
6. If there is a transition plan to address and manage climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical and transition risks.	As of the date of publication of the annual report, the Company has not yet had a transition plan to manage climate-related risks, and if there is a relevant transition plan in the future, it will be disclosed in the annual report.

project	Execution
7. If internal carbon pricing is used as a planning tool, the basis for pricing should be stated.	The company expects to complete the greenhouse gas emissions of the company and the group organization in 2026, and then grasp the emission sources according to the carbon inventory, and introduce the emission source reduction and emission reduction mechanism, including workflow improvement, equipment renewal, digital energy saving, and the use of green electricity.
8. If climate-related targets are set, information such as the activities covered, the scope of greenhouse gas emissions, the planning timeline, and the progress of achieving them each year should be stated, and if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits or renewable energy certificates (RECs) to be offset should be stated.	As of the date of publication of the annual report, the Company has not set climate-related targets, and if there are climate-related targets in the future, they will be disclosed in the annual report.
9. Greenhouse gas inventory and assurance situation and reduction targets, strategies and specific action plans (fill in 1-1 and 1-2 separately).	(See pages 64-66, 1-1 and 1-2)

1-1 Greenhouse gas inventory and confirmation status of the company in the last two years.

1-1-1 Greenhouse Gas Inventory Information:

State the greenhouse gas emissions (tonnes CO₂e), intensity (tonnes CO₂e/million dollars) and data coverage for the most recent two years.

- Reporting period and frequency:

The report covers the period from January 1, 2024 to December 31, 2024. All financial data are sourced from the public financial statements of Bewin for 2024 that have been audited and certified by accountants in accordance with international financial reporting standards, with New Taiwan dollars as the unit of calculation; other data are the results of self-investigation and statistics.

- Report Boundaries and Scope:

The reporting boundary is based on the operating activities of the Taipei head office of the Bevi Group as the core disclosure.

(Scope 1): The company's main energy consumption comes from purchased electricity, and there are no emergency generators or official vehicles.

In the past two years, the main emission source is purchased electricity, which accounts for more than 98% of the total emissions. Since there is no production process, there is no process emission source.

Although information on water consumption or total weight of waste is not material to the Company, under the global trend of net-zero emissions, the Company is still actively facing the relevant carbon emissions, quantifying them, establishing historical data, and actively working to implement carbon reduction plans to do its part for a net-zero emissions planet.

(Scope 2): The Company has calculated the greenhouse gas emissions from purchased electricity (Scope 2) in the most recent years as follows:

2023 full year: 56.113 metric tons CO₂e, density: 0.0167 metric tons CO₂e/million yuan

2024 full year: 52.274 metric tons CO₂e, density: 0.0198 metric tons CO₂e/million yuan

(Scope 3) : Scope 3 covers a wide range of areas. The company gradually expands the scope of investigation along the value chain and identifies all relevant sources of greenhouse gas emissions. Identifying greenhouse gas emission sources from a value chain perspective can provide a more comprehensive view of the various business connections that may exist upstream and downstream of a company's current operations, as well as the potential opportunities to produce significant greenhouse gas reductions. In 2024, we have begun to establish a consensus with downstream distribution and transportation operators on the statistics of greenhouse gas emissions, hoping to

jointly complete the greenhouse gas inventory of Scope 3. Among the many Scope 3 projects, the company has currently completed the following projects:

- Business travel - business travel with employee-owned vehicles

In 2024, the total mileage of employees driving their own vehicles for business purposes was 220,136 km. After calculating the average vehicle energy consumption, the carbon emissions were converted through the Ministry of Environment's Climate Change Administration-Business Greenhouse Gas Emissions Information Platform as follows:

CO₂ 49,820.61 metric tons CO₂e/year

CH₄ 539.184 metric tons CO₂e/year

N₂O 1,524.09 metric tons CO₂e/year

Note 1: 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 import of electricity, heat or steam) and other indirect emissions (Scope 3, i.e., emissions generated by the company's activities, which are not energy indirect emissions but come from emission sources owned or controlled by other companies).

Note 2: The coverage of direct emissions and energy indirect emissions data shall be handled in accordance with the schedule specified in the order stipulated in Article 10, Paragraph 2 of these Regulations. Other indirect emissions information may be disclosed on a voluntary basis.

Note 3: Greenhouse gas inventory standard: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least the data calculated based on turnover (NT\$ million) should be stated.

1-1-2 Greenhouse Gas Confirmation Information:

A statement of 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.

As of the publication date of the annual report, the company has not yet completed the greenhouse gas assurance and will complete and disclose the greenhouse gas assurance status according to the schedule prescribed by laws and regulations.

Note 1: The Company shall follow the schedule specified in the order of Article 10, Paragraph 2 of these Regulations. If the company has not obtained a complete greenhouse gas assurance opinion by the date of publication of the annual report, it shall indicate "complete assurance information will be disclosed in the sustainability report". If the company has not prepared a sustainability report, it shall indicate "complete assurance information will be disclosed at the public information observation station" and disclose the complete assurance information in the annual report of the following year.

Note 2: The assurance institution shall comply with the relevant provisions of the sustainability report assurance institution stipulated by the TPEx.

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

1-2 Greenhouse gas reduction targets, strategies and specific action plans:

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies and specific action plans, and the status of achievement of the reduction targets.
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Our greenhouse gas reduction target is to reduce greenhouse gas emissions by 1-2% each year compared to the previous year. For strategies and specific actions, please refer to page 44, item 2.3.5.
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Note 1: This should be done in accordance with the schedule specified in the order pursuant to Article 10, Paragraph 2 of these Regulations.

Note 2: The base year should be the year in which the audit is completed based on the consolidated financial report boundary. For example, according to the provisions of Article 10, paragraph 2 of this Standard, companies with a capital of more than NT\$10 billion should complete the audit of the 2024 consolidated financial report in 2025, so the base year is 2024. If the company has completed the audit of the consolidated financial report in advance, the earlier year can be used as the base year. The data of the base year can be calculated based on a single year or the average of several years.

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

2.3.6 The Company's implementation of ethical management and any deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons therefor:

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
1. Formulation of ethical management policies and plans (1) Has the Company formulated an ethical management policy approved by the board of directors and disclosed the policy and practice of ethical management in its regulations and public documents? Are the board of directors and the senior management committed to actively implementing the policy?	✓		(1) We implement the Ethical Corporate Management Best Practice Principles formulated by the Board of Directors and comply with the Company Act, the Securities and Exchange Act, the regulations on listing on Taiwan Stock Exchange and Taipei Exchange, or other applicable laws and regulations as the basic principles for implementing ethical management. We explicitly disclose ethical management policies and approaches in the regulations and external documents; the Board of Directors and the senior management actively honor the commitment to implementing ethical management and complying with Company Act, the Securities and Exchange Act, the regulations on listing on Taiwan Stock Exchange and Taipei Exchange, or other applicable laws and regulations as the basic principles for implementing ethical management.	No difference.
(2) Has the Company established an assessment mechanism for the risk of unethical conduct to regularly analyze and evaluate the business activities with a higher risk of unethical conduct within the business scope and formulated a prevention plan accordingly, at least covering the prevention measures for the acts under each subparagraph under Article 7, paragraph 2 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	✓		(2) Our Ethical Corporate Management Best Practice Principles cover the preventive measures for the conduct specified in each subparagraph under Article 7, paragraph 2 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. We have also established a mechanism to assess the risk of unethical conduct, and we regularly analyze and evaluate the business activities with a higher risk of unethical conduct within the business scope.	

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(3) Has the Company clearly specified operating procedures, guidelines for conduct, and a violation punishment and complaint system in the unethical conduct prevention plan and duly implemented them? Does the Company regularly review and revise said plan?	✓		(3) The Company's unethical conduct prevention plan clearly defines the operating procedures, guidelines for conduct, a punishment and grievance system for violations, and we implement the plan accordingly. The Company's internal audit unit should formulate an audit plan based on the unethical conduct risk assessment results, covering the auditees, scope, indicators, and frequency and audit the compliance with the prevention plan accordingly. We may appoint a CPA to perform the audit and may appoint professionals for additional assistance if necessary. The unit should report on the audit results as mentioned in the preceding paragraph to the senior management and the units dedicated to ethical management and prepare and submit an audit report to the Board of Directors as a basis for regularly reviewing and modifying the plan.	
2. Implementation of ethical management				
(1) Does the Company evaluate each counterparty's records for ethics? Has the Company specified the terms of ethical conduct in each contract signed with each counterparty?	✓		(1) We first evaluate the legitimacy of our transaction counterparties to see if they have a record of unethical conduct to ensure that their business operations are fair and transparent and that they will not request, provide, or accept bribes.	No difference.
(2) Has the Company established a dedicated (concurrent) unit under the board of directors to conduct ethical corporate management, regularly (at least once a year) report to the board of directors on its ethical management policies and prevention plans for unethical conduct, and supervise the implementation?	✓		(2) The Company's General Management Department implements the Corporate Governance Best Practice Principles concurrently and is responsible for assisting the Board of Directors and the management team in formulating and supervising the implementation of the ethical management policy and prevention plan, thereby ensuring the implementation of the Corporate Governance Best	

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(3) Has the Company formulated policies to prevent conflicts of interest, provided appropriate methods for stating one's conflicts of interest, and implemented them appropriately?	✓		Practice Principles. The department regularly reports on the annual implementation to the Board of Directors per year. For the implementation of the integrity management policy of the company on 2024, please refer to https://www.pct.com.tw/company/18 (3) We have formulated the Ethical Corporate Management Best Practice Principles to require director to be highly self-disciplined. Those who have personal interest or the interest of the juridical person they represent involved in the proposals on the agenda of the board meetings, which may be detrimental to the Company's interest, may state their opinions and answer questions and should recuse themselves from the discussion and voting on a given proposal.	
(4) Has the Company has established an effective accounting system and an internal control system for the implementation of ethical management and assigned the internal audit unit to formulate relevant audit plans based on the assessment results of the risk of unethical conduct and audit the compliance with the unethical conduct prevention plan accordingly or commissioned a CPA to perform such audits?	✓		(4) We have established an accounting system, an internal control system, and relevant management regulations as per law. The Company's internal audit unit formulates an audit plan based on the unethical conduct risk assessment results, covering the auditees, scope, indicators, and frequency and audits the compliance with the prevention plan accordingly. We may appoint a CPA to perform the audit and may appoint professionals for additional assistance if necessary. The unit should report on the audit results as mentioned in the preceding	

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(5) Does the Company regularly hold internal and external education and training on ethical management?	✓		paragraph to the senior management and the units dedicated to ethical management and prepare and submit an audit report to the Board of Directors. (5) We have formulated the Ethical Corporate Management Best Practice Principles to specifically specify the matters that employees should pay attention to at work. We raise employee awareness of this issue per quarter at the Company's monthly meeting.	
3. Implementation of the Company's whistleblowing system (1) Has the Company formulated a specific whistleblowing and reward system, established a convenient whistleblowing method, and assigned appropriate personnel to handle the party accused? (2) Has the Company formulated standard operating procedures for investigation of reported cases, the follow-up measures to be taken after the investigation is completed, and a confidentiality mechanism? (3) Does the Company take measures to protect whistleblowers from being mistreated due to their whistleblowing behavior?	✓ ✓ ✓		(1) The company has a "reporting system" which is disclosed on the company website. (2) The company has established standard operating procedures for investigations, follow-up measures to be taken after the investigation is completed, and related confidentiality mechanisms in the "whistleblowing system". (3) We keep whistleblowers' identity and the contents of their reports strictly confidential. If a violation of the ethical management regulations is proven true, we will impose disciplinary actions depending on the seriousness of the circumstances and reward the whistleblower. Whistleblowing email: public@pct.com.tw Whistleblowing hotline: 02-26980098 ext. 220.	No difference.

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
4. Enhanced information disclosure Has the Company disclosed the content of its Corporate Governance Best Practice Principles and the effectiveness of the implementation of the principles on its website and the MOPS?	✓		The Company has disclosed information on ethical management on the MOPS and the Corporate Governance section on the official website.	No difference.
5. If the Company has formulated its own Corporate Governance Best Practice Principles as per the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, please specify the difference between its operation and the principles: We have formulated the Ethical Corporate Management Best Practice Principles to specifically specify the matters that employees should pay attention to at work; there is no difference between the operation and the principles.				
6. Other important information that facilitates the understanding of the Company's ethical management (e.g., reviewing and amending the Company's corporate governance best practice principles): None.				

2.3.7 Other important information that may facilitate the understanding of the operation of corporate governance: <https://www.pct.com.tw/company>

2.3.8 Implementation of the internal control system

- (1) Statement of Internal Control: <https://mopsov.twse.com.tw/mops/web/t06sg20>
- (2) For those who appointed a CPA to review the internal control system, the CPA's review report shall be disclosed: None.

2.3.9 Important resolutions by the shareholders' meeting and the Board of Directors in the most recent year and up to the publication date of the annual report:

- (1) Important resolutions by the 2024 general shareholders' meeting and implementation:

(1.1) Ratifications:

- (1.1.1) The 2023 financial statements.
- (1.1.2) The 2023 Statement of Earnings Distribution.

(1.2) Discussions:

- (1.2.1) Proposal to amend the Company's "Rules of Procedure for Shareholders' Meetings".

Implementation:

- (1.1.2) We set July 10, 2024 as the distribution record date and July 26, 2024 as the payout date.

(Cash dividend of NT\$1.0 per share).

- (1.2.1) Proposal to amend the Company's "Rules of Procedure for Shareholders' Meetings": The shareholders' meeting passed the resolution and the proposal was implemented accordingly.

(2) Board of Directors

The summary of important resolutions adopted by the Board of Directors during 2024 and up to the publication date of this annual report is as follows:

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 9th meeting 2024.01.31	1. The Company's 2024 business plan was submitted for discussion.		
	2. The Company's 2024 manager's remuneration proposal was submitted for discussion.		
	3. The Company's 2024 Chairman/President remuneration proposal was submitted for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 10th meeting 2024.03.06	1. The Company's 2023 employee remuneration and directors' and supervisors' remuneration distribution proposal was submitted for discussion.	V	
	2. The Company's 2023 financial statements were submitted for discussion.	V	
	3. The Company's 2023 Statement of Surplus Distribution was submitted for discussion.		
	4. The Company's Annual Certified Public Accountant Appointment and Independence Review is submitted for discussion.	V	
	5. The proposed pre-approved certified public accountant, its firm and its affiliates and alliance firms intend to provide non-assurance services to the Company and its subsidiaries for discussion.		
	6. Pass the statement of the company's 2023 internal control system for discussion.	V	
	7. The capital loan case between the company and its subsidiary Excellence International Holding Corp is proposed for discussion.	V	
	8. The proposal to sign a bank financing agreement was submitted for discussion.		
	9. Hua Nan Bank line renewal case, request for ratification.		
	10. Amendments to the "Rules of Procedure for Shareholders' Meetings".	V	
	11. The proposal to hold the general shareholders' meeting on May 24, 2024, along with relevant matters, was submitted for discussion.		
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 11th meeting 2024.05.09	1. The Company's 2024 First Quarter Financial Report is submitted for discussion.	V	
	2. The proposal to sign a bank financing agreement was submitted for discussion.		
	3. Case on authorization of the custodian of endorsement guarantees seal and the signatory of guarantee letter, for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 12th meeting 2024.05.24	1. Draft a schedule for the company's dividend distribution and submit it for discussion.		
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 13th meeting 2024.06.26	1. We plan to invest US\$2 million in Greenliant International Ltd. for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 14th meeting 2024.08.07	1. The Company's 2024 Second Quarter Financial Report is submitted for discussion.	V	
	2. The proposal to sign a bank financing agreement was submitted for discussion.		
	3. Amendments to some articles of the internal control system and internal audit system are submitted for discussion.	V	
	4. Yunta Bank line renewal case, request for ratification.		
	5. The company's endorsement guarantee for Asia PCT Group Limited was terminated and submitted for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 15th meeting 2024.11.07	1. The Company's 2024 third Quarter Financial Report is submitted for discussion.	V	
	2. Formulate the "Audit Committee Organization Charter" for discussion.	V	
	3. Revise the "Rules of Procedure for Board Meetings" for discussion.	V	
	4. Revise the "Operational Procedures for Preparation and Validation of Sustainability Reports" for discussion.	V	
	5. Revise the internal control system and internal audit system of "Sustainable Information Management" for discussion.	V	
	6. The 2025 audit plan was submitted for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 16th meeting 2025.01.15	1. The Company's 2025 business plan was submitted for discussion.		
	2. The Company's 2025 manager's remuneration proposal was submitted for discussion.		
	3. The Company's 2025 Chairman/President remuneration proposal was submitted for discussion.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 17th meeting 2025.03.05	1. The Company's 2024 employee remuneration and directors' and supervisors' remuneration distribution proposal was submitted for discussion.	V	
	2. The Company's 2024 financial statements were submitted for discussion.	V	
	3. The Company's 2024 Statement of Surplus Distribution was submitted for discussion.		
	4. The proposal of allocating cash from the company's capital reserve is submitted for discussion.		
	5. The annual review of the independence of our company's certified public accountants is submitted for discussion.	V	

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
	6. Cooperate with Visa Accounting Firm to adjust and replace accountants internally and bring this up for discussion.	V	
	7. Pass the statement of the company's 2024 internal control system for discussion.	V	
	8. The proposal to sign a bank financing agreement was submitted for discussion.		
	9. The proposed amendment to the company's corporate charter is submitted for discussion.	V	
	10. Proposals for amendments to some provisions of the internal control system and internal audit system are submitted for discussion.	V	
	11. Review the scope of grassroots employees and submit it for discussion.		
	12. The proposal to hold the general shareholders' meeting on May 22, 2025, along with relevant matters, was submitted for discussion.		
	13. The company's 2025 manager remuneration proposal is submitted for ratification.		
	14. The Company's 2025 Chairman/General Manager Remuneration Proposal is submitted for ratification.	V	
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

Board of Directors	Contents of proposal and subsequent actions taken	Matters under Article 14-3 of the Securities and Exchange Act	Objection or reservation by independent directors
10th term 18th meeting 2025.04.02	1. The re-election of directors at the 2025 shareholders' meeting and the review of the qualifications of director candidates are submitted for discussion.		
	2. It is proposed to lift the prohibition on competing activities for new directors and bring it up for discussion.		
	Independent directors' opinions: None.		
	The Company's response to independent directors' opinions: None.		
	Resolution result: All directors present agreed to pass all these proposals.		

2.3.10 During the most recent year and up to the date publication of this annual report, if the directors or supervisors had different opinions on important resolutions approved by the Board of Directors with records or written statements, the main content of the opinions: None.

2.3.11 Personnel involved in financial information transparency who have obtained the licenses designated by competent authorities:

Name of officer	Course title	Training hours	Certificate issuing entity	Date of certificate issuance
Head of Corporate Governance Huang, Mei-Chin	Corporate Governance and Business Sustainability Workshop	3	Taiwan Institute of Financial Research	2024.04.10
Head of Corporate Governance Huang, Mei-Chin	2024 Cathay Pacific Sustainable Finance and Climate Change Summit	6	Taiwan Stock Exchange	2024.07.03
Head of Corporate Governance Huang, Mei-Chin	Intelligent leadership: creating a new pattern of AI governance	3	Taiwan Institute of Directors	2024.09.30
Chief Accounting Officer Liu, Li-Hua	Continuing Education Course for Chief Accounting Officers at Issuers, Securities Firms, and Stock Exchanges	12	Accounting Research and Development Foundation	2024.09.27
Information Security Supervisor Chiu, Kai-Pin	E-Course Guidelines for Information Security Control of Listed Companies	1.5	Taiwan Institute of Financial Research	2024.12.04
Information Security Supervisor Chiu, Kai-Pin	Information Security Incident Description and Preventive Measures E-Course	2.5	Taiwan Institute of Financial Research	2024.12.03
Information Security Supervisor Chiu, Kai-Pin	Information Security Awareness, Essential Knowledge and Responsibilities E-Course	2	Taiwan Institute of Financial Research	2024.12.03

2.3.12 Directors who have obtained certificates and licenses designated by competent authorities:

<https://mopsov.twse.com.tw/mops/web/t100sb07>

2.3.13 The Company's regular assessment of the independence and suitability of the CPAs:

The Company's Audit Committee evaluates the independence and suitability of its certified public accountants every year. In addition to requiring the certified public accountants to provide a "Statement of Independence" and extracts from the "Audit Quality Index (AQIs)", some of the evaluation indicators are as follows. It has been confirmed that the accountant has no other financial interests or business relationships with the Company except for the fees for visas and tax cases, and the accountant's family members do not violate the independence requirements. The results of the most recent year's assessment have been discussed and approved by the Audit Committee on March 5, 2024, and submitted to the Board of Directors for approval on March 5, 2024 to assess the independence and suitability of the accountants.

During the most recent year (2024) and as of the publication date of this annual report, the Company reference to audit indicators (AQIs) some of the evaluation indicators are excerpted as follows, and we have obtained the CPAs' signed statement of independence. The appointment and independence of CPAs is evaluated and discussed in board meetings.

Item	Content
1	Whether the CPA avoids undertaking the task with a direct or significant indirect personal interest involved.
2	Whether the independence is affected by the CPA's personal interest and whether the CPA obtains financial gain from clients through audits or has a conflict of interest with clients due to other gains.
3	Whether the independence is affected by the self-assessment is the report issued or the judgment made by the CPA in the delivery of a non-audit service, which is an important basis for drawing an audit conclusion during an audit or review of financial data; or any member of the audit team has served as a director or supervisor of any client or held a position with a direct and significant impact on any audit case.
4	Whether the independence is affected by defense, i.e., when a member of the audit team has become a defender for any client's position or opinion, causing their objectivity to be questioned.
5	Whether the independence is affected by familiarity, i.e. the CPA or any member of the audit team pays excessive attention to or sympathize with clients' interest through the close relationship with clients or their directors, supervisors, or managers.
6	Whether any member of the audit team is or feels intimidated by any client, so it is impossible for them to maintain objectivity and clarify professional doubts.
7	Whether any member of the audit team or their family members have direct financial interest or significant indirect financial interest with any client in an audit case.
8	Whether other CPAs who work with the CPA or their family members have direct financial interest or significant indirect financial interest with the firm's clients.
Other indicators are omitted due to too much information.	

2.4. Information on the Company's audit fees

Unit: NT\$ thousand

Name of accounting firm	Name of CPA	Audit period	Audit fees	Non-audit fees	Total	Remarks
PwC Taiwan	Chen, Chin-Chang	From 2024.01.01	2,290	1,230	3,520	NT\$600,000 for tax compliance audit+
	Liao, Fu-Ming	through 2024.12.31				NT\$ 80,000 for audit of the annual report+ NT\$550,000 for TP

2.4.1 Where the non-audit fees paid to the CPAs, the CPA firm at which the CPAs work, and the CPA firm's affiliates account for 25% or more of the audit fees, the amount of audit and non-audit fees and the content of non-audit services shall be disclosed: N/A.

2.4.2 If the CPA firm is replaced and the audit fees paid during the year in which the replacement occurs are less than those paid in the prior year, the amount of the decrease in the audit fees and the reason thereof shall be disclosed: N/A.

2.4.3 When the audit fees paid for the current year are lower than those paid for the prior year by 10% or more, the amount and percentage of the decrease and thereof shall be disclosed: N/A.

2.5. Replacement of CPAs

2.5.1 Information on the former CPAs: N/A.

2.5.2 Information on new CPAs: N/A.

2.5.3 Reply from the former CPAs to the matters under Article 10, subparagraph 6, items 1 and 2- of the Regulations: N/A.

2.6 Where the Chairman, President, chief financial officer, or chief accounting officer has been employed by the accounting firm or its affiliates in the most recent year, the name, title, and period of employment at the firm where the CPAs work or its affiliate shall be disclosed: N/A.

2.7 The changes in the transfer or pledge of equity shares by directors, managers, or shareholders holding more than 10% of the shares issued by the Company in the most recent year and up to the publication date of this annual report: <https://mopsov.twse.com.tw/mops/web/stapap1>

(1) Movements in shareholdings of directors, managers, and major shareholders:

<https://mopsov.twse.com.tw/mops/web/stapap1>

(2) Equity transfer information: No counterparty of the equity transfer is a related party.

(3) Information on equity pledged: No counterparty to whom the equity is pledged is a related party.

2.8 Information about the top ten shareholders with shareholding ratio, and their relationship with each other or their spouses or relatives within the second degree of kinship:

Date: March 24, 2025

Name	Shareholding of the individual		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		Information on the relations among the top 10 shareholders if anyone is a related party, a spouse, or a relative within second degree of kinship of another and their names		Remarks
	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Title (Name)	Relations	
Fu, Chiang-Sung	8,915,265	12.36%	1,837,422	2.55%	-	-	Hsiao, Jui-Yuan Bei Li Investment Co., Ltd. Fu, Ling-Hsuan Fu, Yin-Chi	Spouse His spouse is the chairperson of the Company Relative within the first degree of kinship Relative within the first degree of kinship	
Ming Liang Investment Co., Ltd.	2,933,815	4.07%	-	-	-	-	-	-	
Representative: Wang, Yen-Chi	1,384,962	1.92%	-	-	-	-	Wang, Chih-Kao Huang, Mei-Chin Wang, Pei-Wen	Relative within the first degree of kinship Relative within the first degree of kinship Relative within the second degree of kinship	
Wang, Chih-Kao	2,481,733	3.44%	1,496,722	2.07%	-	-	Huang, Mei-Chin Ming Liang Investment Co., Ltd. Wang, Yen-Chi Wang, Pei-Wen	Spouse His relative within the first degree of kinship is the chairperson of the Company Relative within the first degree of kinship Relative within the first degree of kinship	
Fu, Ling-Hsuan	1,919,304	2.66%	-	-	-	-	Fu, Chiang-Sung Hsiao, Jui-Yuan Bei Li Investment Co., Ltd. Fu, Yin-Chi	Relative within the first degree of kinship Relative within the first degree of kinship His relative within the first degree of kinship is the chairperson of the Company Relative within the second	

Name	Shareholding of the individual		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		Information on the relations among the top 10 shareholders if anyone is a related party, a spouse, or a relative within second degree of kinship of another and their names		Remarks
	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Title (Name)	Relations	
								degree of kinship	
Hsiao, Jui-Yuan	1,837,422	2.55%	8,915,265	12.36%	-	-	Fu, Chiang-Sung Fu, Ling-Hsuan Fu, Yin-Chi	Spouse Relative within the first degree of kinship Relative within the first degree of kinship	
Fu, Yin-Chi	1,818,063	2.52%	-	-	-	-	Fu, Chiang-Sung Hsiao, Jui-Yuan Bei Li Investment Co., Ltd. Fu, Ling-Hsuan	Relative within the first degree of kinship Relative within the first degree of kinship His relative within the first degree of kinship is the chairperson of the Company Relative within the second degree of kinship	
Bei Li Investment Co., Ltd.	1,783,437	2.47%	-	-	-	-	-	-	
Representative: Hsiao, Jui-Yuan	1,837,422	2.55%	8,915,265	12.36%	-	-	Fu, Chiang-Sung Fu, Ling-Hsuan Fu, Yin-Chi	Spouse Relative within the first degree of kinship Relative within the first degree of kinship	
Wang, Pei-Wen	1,738,278	2.41%	-	-	-	-	Wang, Chih-Kao Huang, Mei-Chin Ming Liang Investment Co., Ltd. Wang, Yen-Chi	Relative within the first degree of kinship Relative within the first degree of kinship Her relative within the second degree of kinship is the chairperson of the Company Relative within the second degree of kinship	
Huang, Mei-Chin	1,496,722	2.07%	2,481,733	3.44%	-	-	Wang, Chih-Kao Ming Liang Investment	Spouse Her relative within the first	

Name	Shareholding of the individual		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		Information on the relations among the top 10 shareholders if anyone is a related party, a spouse, or a relative within second degree of kinship of another and their names		Remarks
	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Title (Name)	Relations	
							Co., Ltd. Wang, Yen-Chi Wang, Pei-Wen	degree of kinship is the chairperson of the Company Relative within the first degree of kinship Relative within the first degree of kinship	
Wang, Yen-Chi	1,384,962	1.92%	-	-	-	-	Wang, Chih-Kao Huang, Mei-Chin Wang, Pei-Wen	Relative within the first degree of kinship Relative within the first degree of kinship Relative within the second degree of kinship	

2.9. The total number of shares held and the consolidated shareholdings in any single investee by the Company, its directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company:

Date: December 31, 2024

Investee (Note 1)	Investment by the Company		Investment by directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company		Combined investment	
	Number of shares (in thousands)	Shareholding	Number of shares (in thousands)	Shareholding	Number of shares (in thousands)	Shareholding
Excellence International Holding Corporation	10	100.00%	-	-	10	100.00%
Silicon Professional Technology Ltd. (SPT-BVI)	-	-	11	100.00%	11	100.00%
Silicon Professional Technology Hong Kong Ltd.	-	-	78,023	100.00%	78,023	100.00%
Silicon Professional Tech. (China) Ltd.	-	-	-	100.00%	-	100.00%
Asia PCT Group Limited	500	100.00%	-	-	500	100.00%

Note 1: It is a long-term investment made by the Company using the equity method.

3. Fundraising Status

3.1 Capital and shares

3.1.1 Source of share capital

(1) The formation of share capital

Unit: NT\$/Share

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	amount	Number of shares	amount	Source of share capital	Capital increased by assets other than cash	Others
2002.06	10	53,600,000	536,000,000	33,921,653	339,216,530	Capitalization of earnings to increase the capital by NT\$69,716,530	None	Per Letter (2002)-Tai-Cai-Zeng-(I) No. 111829 dated 2002.3.26
						Cash capital increase by NT\$11,200,000	None	Per Letter (2002)-Tai-Cai-Zeng-(I) No. 111829 dated 2002.3.26
2003.06	10	53,600,000	536,000,000	39,491,501	394,915,010	Capitalization of earnings to increase the capital by NT\$55,698,480	None	Per Letter Tai-Cai-Zeng-I No. 0920123758 dated 2003.5.29
2004.04	60.5	53,600,000	536,000,000	39,600,945	396,009,450	ECB converted to ordinary shares in the amount of NT\$1,094,440	None	-
2004.07	10	79,266,100	792,661,000	46,158,270	461,582,700	Capitalization of earnings to increase the capital by NT\$65,573,250	None	Per Letter Tai-Cai-Zeng-I No. 0930128481 dated 2004.06.28
2004.10	51.1	79,266,100	792,661,000	46,352,635	463,526,350	ECB converted to ordinary shares in the amount of NT\$1,943,650	None	-
2005.08	10	79,266,100	792,661,000	51,702,614	517,026,140	Capitalization of earnings to increase the capital by NT\$53,499,790	None	Per Letter Jin-Guan-Zheng-I No. 0940125944 dated 2005.06.28
2005.10	30.5 11.5 11.2 42.8 36.8	99,637,152	996,371,520	61,401,160	614,011,600	Cash capital increase by NT\$75,000,000 Employee stock warrants in the amount of NT\$7,225,000 ECB converted to ordinary shares in the amount of NT\$6,961,730 CB converted to ordinary shares in the amount of NT\$7,798,730	None	Per Letter Jin-Guan-Zheng-I No. 0940111048 dated 2005.04.14

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	amount	Number of shares	amount	Source of share capital	Capital increased by assets other than cash	Others
2005.12	11.2 42.8 36.8	99,637,152	996,371,520	63,536,713	635,367,130	Employee stock warrants in the amount of NT\$80,000 ECB converted to ordinary shares in the amount of NT\$18,177,780 CB converted to ordinary shares in the amount of NT\$3,097,750	None	-
2006.03	36.8 38.9	99,637,152	996,371,520	64,585,496	645,854,960	CB converted to ordinary shares in the amount of NT\$7,934,620 ECB converted to ordinary shares in the amount of NT\$2,553,210	None	-
2006.08	10	99,637,152	996,371,520	68,322,682	683,226,820	Capitalization of earnings to increase the capital by NT\$37,371,860	None	Per Letter Jin-Guan-Zheng-I No. 0950127431 dated 2006.06.29
2006.09	11.2 8.2	99,637,152	996,371,520	68,679,182	686,791,820	Employee stock warrants in the amount of NT\$2,627,500 Employee stock warrants in the amount of NT\$937,500	None	-
2006.12	8.2	99,637,152	996,371,520	68,729,932	687,299,320	Employee stock warrants in the amount of NT\$507,500	None	-
2007.03	32.8	99,637,152	996,371,520	68,760,418	687,604,180	CB converted to ordinary shares in the amount of NT\$304,860	None	-
2007.07	32.8	99,637,152	996,371,520	68,812,246	688,122,460	CB converted to ordinary shares in the amount of NT\$518,280	None	-

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	amount	Number of shares	amount	Source of share capital	Capital increased by assets other than cash	Others
2007.08	10	99,637,152	996,371,520	83,990,899	839,908,990	Capitalization of earnings to increase the capital by NT\$76,559,920 CB converted to ordinary shares in the amount of NT\$17,377,720 ECB converted to ordinary shares in the amount of NT\$55,113,890 Employee stock warrants in the amount of NT\$2,342,500 Employee stock warrants in the amount of NT\$337,500 Employee stock warrants in the amount of NT\$55,000	None	-
	29.5							
	30.99							
	5.8							
	32.4							
	34.2							
2007.11	29.5	99,637,152	996,371,520	86,339,426	863,394,260	CB converted to ordinary shares in the amount of NT\$6,576,090 ECB converted to ordinary shares in the amount of NT\$14,101,680 Employee stock warrants in the amount of NT\$920,000 Employee stock warrants in the amount of NT\$30,000 Employee stock warrants in the amount of NT\$22,500 Employee stock warrants in the amount of NT\$1,835,000	None	-
	30.99							
	5.8							
	32.4							
	34.2							
	32.2							

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	amount	Number of shares	amount	Source of share capital	Capital increased by assets other than cash	Others
2008.04	29.5 30.99 5.8	99,637,152	996,371,520	87,954,381	879,543,810	CB converted to ordinary shares in the amount of NT\$2,271,160 ECB converted to ordinary shares in the amount of NT\$13,033,390 Employee stock warrants in the amount of NT\$845,000	None	-
2008.05	5.8	99,637,152	996,371,520	87,980,631	879,806,310	Employee stock warrants in the amount of NT\$262,500	None	-
2008.09	10	150,000,000	1,500,000,000	92,959,328	929,593,280	Capitalization of earnings to increase the capital by NT\$49,786,970	None	Per Letter Jin-Guan-Zheng-I No. 0970035942 dated 2008.07.16
2008.11	10	150,000,000	1,500,000,000	88,383,328	883,833,280	Treasury shares cancelled in the amount of NT\$45,760,000	None	-
2009.02	3.6	150,000,000	1,500,000,000	88,399,078	883,990,780	Employee stock warrants in the amount of NT\$157,500	None	-
2009.04	10	150,000,000	1,500,000,000	87,570,078	875,700,780	Treasury shares cancelled in the amount of NT\$8,290,000	None	-
2009.06	10	150,000,000	1,500,000,000	87,606,078	876,060,780	Employee stock warrants in the amount of NT\$360,000	None	-
2009.08	10	150,000,000	1,500,000,000	74,470,567	744,705,670	Capital returned due to capital reduction in the amount of NT\$131,355,110	None	-
2010.04	10	150,000,000	1,500,000,000	74,688,096	746,880,960	CB converted to ordinary shares in the amount of NT\$2,145,290 Employee stock warrants in the amount of NT\$30,000	None	-

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	amount	Number of shares	amount	Source of share capital	Capital increased by assets other than cash	Others
2010.07	10	150,000,000	1,500,000,000	75,151,759	751,517,590	CB converted to ordinary shares in the amount of NT\$4,636,630	None	-
2012.11	10	150,000,000	1,500,000,000	73,690,759	736,907,590	Treasury shares cancelled in the amount of NT\$14,610,000	None	Per Letter Jing-Shou-Shang No. 10101238660 dated 2012.11.19
2015.11	10	150,000,000	1,500,000,000	72,145,759	721,457,590	Treasury shares cancelled in the amount of NT\$15,450,000	None	Per Letter Jing-Shou-Shang No. 10401247920 dated 2015.11.25

(2). Share type

March 24, 2025

Share type	Authorized capital			Remarks
	Number of shares issued	Number of shares unissued	Total	
Registered ordinary shares	72,145,759	77,854,241	150,000,000	—

(3). Information on shelf registration: N/A.

3.1.2 List of major shareholders (shareholders whose shareholdings rank in the top ten)

March 24, 2025

Major shareholder	Share	Number of shares currently held (share)	Shareholding
Fu, Chiang-Sung		8,915,265	12.36%
Ming Liang Investment Co., Ltd.		2,933,815	4.07%
Wang, Chih-Kao		2,481,733	3.44%
Fu, Ling-Hsuan		1,919,304	2.66%
Hsiao, Jui-Yuan		1,837,422	2.55%
Fu, Yin-Chi		1,818,063	2.52%
Bei Li Investment Co., Ltd.		1,783,437	2.47%
Wang, Pei-Wen		1,738,278	2.41%
Huang, Mei-Chin		1,496,722	2.07%
Wang, Yen-Chi		1,384,962	1.92%

3.1.3 Dividend policy and implementation

The dividend policy stipulated in the Articles of Incorporation

(1) Article 24 of the Articles of Incorporation:

If the Company makes a profit for a year, it shall allocate no less than 6% as employee remuneration, and the Board of Directors shall resolve a decision to pay out the remuneration in stock or cash. The remuneration recipients include the Company's employees, the employees of subsidiaries, in which 50% or more of their shares are directly or indirectly held by the Company. The Company may allocate no more than 3% of the said profit as the remuneration to directors and supervisors by the resolution of the Board of Directors. Employee remuneration and directors' and supervisors' remuneration distribution proposals shall be reported to the shareholders' meeting. However, when the Company still has a cumulative deficit, it shall reserve an amount to compensate the deficit in advance and then allocate the employee remuneration and directors' and supervisors' remuneration at the percentage specified in the preceding paragraph.

The profit mentioned in paragraph 1 refers to the income before tax before the employee remuneration and the directors' and supervisors' remuneration are deducted for the year.

Article 24-1 of the Articles of Incorporation:

Where the Company makes a profit for a fiscal year, the profit shall be first used for paying the profit-seeking enterprise income tax in accordance with the laws and regulations, offsetting the cumulative deficit, setting aside 10% of the remaining profit as a legal reserve, setting aside an amount for or reversing a special reserve in accordance with the laws and regulations. Then, after the dividends are paid out, if there are any remaining earnings, the shareholders' meeting shall resolve a decision to pay out dividends to shareholders. The Board of Directors shall draw up an earnings distribution proposal in accordance with the Company's Articles of Incorporation, and the earnings shall be paid out depending on the Company's share capital, financial structure, operating conditions, and earnings in the form of capitalization of earnings or cash dividends after the resolution of the shareholders' meeting, to achieve a balanced and stable dividend policy. The cash dividends shall not be less than 10% of the dividends to be paid out to the Company's shareholders.

In accordance with the provisions of Article 241 of the Company Law, the Company authorizes the Board of Directors to distribute dividends and bonuses with more than two-thirds of the directors present and a resolution passed by more than half of the directors present, or as provided in Article 241 of the Company Law. All or part of the statutory surplus reserve and capital reserve shall be disbursed in cash and reported to the shareholders' meeting. The provisions of the preceding paragraph that must be resolved by the shareholders' meeting shall not apply.

(2) Principled dividend policy and dividend implementation status

(2.1) In order to continue to expand the scale and increase profitability, in line with the company's long-term financial planning, and taking into account relevant laws and regulations, the principle of dividend distribution is to pay taxes on the annual final account surplus in accordance with regulations, make up for losses in previous years, and allocate statutory surplus reserves

and special surplus reserves. The distributable earnings after accumulation, director's remuneration and employee remuneration are based on the principle of hoping that the profit results can be shared with shareholders. Cash dividends are given priority. Cash dividends should not be less than 40% of the distributable earnings for the year.

(2.2) The Company's net income after tax for 2024 was NT\$47,063,205. After an amount of NT\$4,706,321 was set aside for the legal reserve, the remaining amount, plus the undistributed earnings after adjustment for NT\$18,841,419, making the distributable earnings to reach NT\$61,198,303. The Company proposes to allocate a shareholder dividend of NT\$43,287,455 from the 2024 undistributed earnings and allot NT\$600 per 1,000 shares in cash based on the number of the shares held as recorded in the shareholder register on the ex-dividend record date. It has been approved by the Board of Directors on March 5, 2025 and the relevant surplus distribution of cash dividends will be reported at the 2025 Annual Meeting of Shareholders.

(2.3) The Company intends to use the capital reserve of NT\$28,858,304, which is the premium received from the issuance of shares in excess of par value, to distribute NT\$400 per 1,000 shares in cash held according to the shareholder register on the base date for the distribution of cash from the capital reserve. This was approved by the Board of Directors on March 5, 2025 and will be reported to the 2025 Shareholders' Meeting.

(2.4) As per the Company's Articles of Incorporation, it is proposed to distribute NT\$4,137,835 for employee and NT\$1,551,688 for directors remuneration. This proposal was approved by the Board of Directors on March 5, 2025 and will be reported to the 2025 shareholders' meeting.

3.1.4 The influence of the stock dividend proposed at the shareholders' meeting on the Company's operating performance and earnings per share

Company's operating performance and earnings per share			2025 (estimated)
Year			
Paid-in capital (in NT\$ thousand)			721,458
Stock or cash dividend for this year	Cash dividend per share (NT\$)		\$1.0 (Notes 1 and 2)
	Number of shares allotted per share for capitalization of earnings		-
	Number of shares allotted per share for capitalization of capital surplus		-
Changes in operating performance	Operating income (in NT\$ thousand)		(Note 3)
	Increase (decrease) in operating income YoY		
	Net profit after tax (in NT\$ thousand)		
	Increase (decrease) in net profit after tax YoY		
	Earnings per share (NT\$)		
	Increase (decrease) in earnings per share YoY		
	Annual average return on investment (annual average earning yield)		
Pro forma earnings per share and price-earnings ratio	If the capitalization of earnings is replaced with payout of cash dividends	Pro forma earnings per share (NT\$)	
		Pro forma annual average return on investment	

	If the capitalization of capital surplus is not conducted	Pro forma earnings per share (NT\$)	
		Pro forma annual average return on investment	
	If the capitalization of capital surplus is not conducted and the capitalization of earnings is replaced with payout of cash dividends	Pro forma earnings per share (NT\$)	
		Pro forma annual average return on investment	

Note 1: The dividend to be distributed for this year is temporarily calculated based on the current paid-in share capital. If the payout ratio is affected by the conversion of convertible corporate bonds or other convertible certificates into ordinary shares, the dividend will be paid out in proportion to the number of shares held by each shareholder as listed in the shareholder register on the ex-dividend record date.

Note 2: The Board of Directors approved the payout of a shareholder dividend of NT\$43,287,455 from the undistributed earnings, which will be paid out in proportion to the number of shares held as recorded in the shareholder register on the ex-dividend record date (NT\$0.6 per share in cash).

The board of directors approved the proposal to distribute the capital reserve of NT\$28,858,304, which is the premium received from the issuance of shares in excess of the par value, according to the number of shares held by shareholders on the date of the capital reserve cash distribution (NT\$0.4 per share in cash).

Note 3: As the Company did not disclose the financial forecast for 2025, we did not need to disclose the information on the forecast for this year.

3.1.5 Employee remuneration and directors' and supervisors' remuneration

- (1) The percentage of the profit for or scope of employee remuneration and directors' remuneration as stated in the Company's Articles of Incorporation:

If the Company makes a profit for a year, it shall allocate no less than 6% as employee remuneration, and the Board of Directors shall resolve a decision to pay out the remuneration in stock or cash. The remuneration recipients include the Company's employees, the employees of subsidiaries, in which 50% or more of their shares are directly or indirectly held by the Company. The Company may allocate no more than 3% of the said profit as the remuneration to directors and supervisors by the resolution of the Board of Directors. Employee remuneration and directors' and supervisors' remuneration distribution proposals shall be reported to the shareholders' meeting. However, when the Company still has a cumulative deficit, it shall reserve an amount to compensate the deficit in advance and then allocate the employee remuneration and directors' and supervisors' remuneration at the percentage specified in the preceding paragraph.

The profit mentioned in paragraph 1 refers to the income before tax before the employee remuneration and the directors' and supervisors' remuneration are deducted for the year.

- (2) Basis for estimation of employee remuneration and directors' and supervisors' remuneration in this period, basis for the calculation of the number of shares for stock dividends to employees, and accounting treatment if the amount paid out is different from the estimated amount:

- (2.1) The employee remuneration and directors' and supervisors' remuneration in this period is estimated at 8% and 3% of the Company's profit (pre-tax net income for this period before employee remuneration and directors' remuneration are deducted), respectively.
- (2.2) The basis for calculating the number of shares for employee remuneration paid out in stock: The employee remuneration proposal submitted by the Board of Directors to the shareholders' meeting at this time does not contain stock dividends.
- (2.3) Accounting treatment when the amount paid out is different from the estimated amount: When a difference occurs, it is regarded as a change in accounting estimates and is recognized in profit or loss for the following year.
- (3) The distribution of remuneration approved by the Board of Directors:
- A. Amount of employee remuneration and directors' and supervisors' remuneration distributed in cash or stock:

	Distribution for 2024 (NT\$)
Employee remuneration in cash	4,137,835
Employee remuneration in stock	0
Directors' remuneration	1,551,688

Where there is a difference with the estimated amount for the year, in which the expenses are recognized, the amount of difference, reason, and accounting treatment shall be disclosed: No difference.

- B. The amount of employee remuneration in stock and the amount as a percentage of the sum of net income after tax as in the standalone financial statement for this period and the total employee dividends for this period: The Company did not distribute employee remuneration in stock for this period, so it is not applicable.
- (4) Where there is a difference between the employee remuneration and directors' and supervisors' remuneration paid out and the estimated amounts for the prior year (including the number of shares distributed, amount, and stock price), the amount of the difference, reason, and accounting treatment shall also be specified:

Distribution	2023			
	Amount to be paid out by the resolution of the shareholders' meeting	Amount approved by the Board of Directors	Amount of difference	Reason for difference
1. Employee remuneration in cash	7,019,496	7,019,496	0	-
2. Employee remuneration in stock	0	0	-	-
3. Directors' and supervisors' remuneration	2,632,311	2,632,311	0	-

The amounts of employee remuneration and directors' and supervisors' remuneration for 2023 to be paid out were the same as those approved by the Board of Directors.

3.1.6 The repurchase of the Company's shares:

March 24, 2025

Session of repurchase	1st repurchase	2nd repurchase	3rd repurchase	4th repurchase	5th term	6th meeting
Purpose of repurchase	To safeguard the Company's credit and shareholders' rights	To safeguard the Company's credit and shareholders' rights	To safeguard the Company's credit and shareholders' rights	To safeguard the Company's credit and shareholders' rights	To safeguard the Company's credit and shareholders' rights	To safeguard the Company's credit and shareholders' rights
Repurchase period	2008.06.17–2008.07.18	2008.07.29–2008.08.26	2008.09.01–2008.10.28	2008.11.24–2009.01.15	2012.07.31–2012.09.26	2015.08.07–2015.10.05
Range of repurchase price	23.3~28.7	22.2~25.3	14.3~22.45	10.75~12.4	12.90~13.90	8.00~16.00
Type and quantity of shares repurchased	1,512,000 ordinary shares	626,000 ordinary shares	2,438,000 ordinary shares	829,000 ordinary shares	1,461,000 ordinary shares	1,545,000 ordinary shares
Amount of shares repurchased	NT\$38,191,365	NT\$14,958,272	NT\$43,884,384	NT\$9,812,433	NT\$19,750,622	NT\$16,285,312
The number of the shares repurchased as a percentage of the number scheduled to be repurchased (%)	50.40%	52.17%	81.27%	17.63%	29.22%	51.50%
Number of shares cancelled and transferred	1,512,000 ordinary shares	626,000 ordinary shares	2,438,000 ordinary shares	829,000 ordinary shares	1,461,000 ordinary shares	1,545,000 ordinary shares
Cumulative number of the Company's shares held	0	0	0	0	0	0
Cumulative number of the Company's shares held as a percentage of the Company's total issued shares	0	0	0	0	0	0

Note: All the shares repurchased by the Company have been cancelled.

3.2 Issuance of corporate bonds:

The first domestic unsecured convertible corporate bonds issued by the Company were all due on May 25, 2010.

3.3 Issuance of preference shares, depository receipts, employee stock warrants, restricted stock awards, or new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies:

3.3.1 Issuance of preference shares: None.

3.3.2 Issuance of depository receipts: None.

3.3.3 Issuance of employee stock warrants:

- (1) The status of the Company's employee stock warrants that have not yet been due and its impact on shareholders' rights and interest shall be disclosed up to the date of publication of this annual report:
The Company's employee stock warrants have all been due on August 23, 2011, so there is no employee stock warrant that has not yet been due.
- (2) Names of managers who have obtained employee stock warrants and the top ten employees with the most employee stock warrants up to the publication date of this annual report as well as their acquisition and subscription: None.

3.3.4 Issuance of restricted stock awards: None.

3.3.5 Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies:

3.4 Execution of the fund application plan: None.

4. Overview of Operations

4.1. Information on business

4.1.1 Scope of business and proportion

The Company acts as an agent for the products of well-known manufacturers of semiconductor or electronic components and firmware service companies at home and abroad. Our main product lines include Microchip's full range of products, such as MCU, MPU, mixed signal, power supply, network, USB hub, NOR Flash, and EEPROM; Sonix's SoC for image processing, such as NB Cam, IP Cam, and RF image control; Airoha provides GPS chips and Bluetooth audio chips; Insyde's BIOS for applications of notebooks, industrial computers, and servers; GigaDevice's series of high- and low-capacity NOR Flash, NAND Flash, MCU, and other products; In addition, Greenliant's, Amicom's, Chronitel's, Innodisk's, LB Link's, Galaxycore's network, industrial computers, video surveillance, and consumer electronic products. Our main clients are electronics manufacturers in Greater China. About 95% of our business is the sales of electronic products as an agent, and the remaining 5% is the provision of software services.

■ The products (services) provided by the Company

- Microprocessors (MPUs) and microcontrollers (MCUs)
- Basic input/output system (BIOS)
- Image signal processing/conversion chips
- Flash memory and modules
- Memory and memory storage devices.
- Wireless network communication modules and communication amplifiers (front-end modules (FEM) and power amplifiers (PA))
- Bluetooth audio chips and Bluetooth low-energy (BLE) chips
- Power and PA chips, motor control ICs, and mixed-signal ICs
- OLED, STN, TFT driver ICs, and touch chips
- Micro-electro mechanical microphone and sensors
- GPS Chips
- Others

■ New products (services) planned to be developed

(1) Computers and peripherals

- Wireless network applications
- Memory and multimedia storage devices
- Video signal conversion
- Various transmission interface control applications

(2) Networking & communication

- IoT gateway / Home Automation / Home Security/AP Router/XDSL/STB
- High-speed Ethernet chips
- Wireless network chips
- Bluetooth audio and pass-through and networking devices

(3) Consumer products

- Power supply and motor control applications for electric assisted bicycles
- Communication equipment and optical communication modules
- Bluetooth module transmission applications

- (4) Portable electronic products
 - Personal handheld high-efficiency low-power power systems
 - GPS receiver chips
 - Wireless or Bluetooth pass-through control devices
 - Video signal converters
 - Detection device applied to wearable products
- (5) Design services and programming to improve the added value of the products on the whole
 - MCU/FLASH/EEPROM programming service for clients
 - NRE design service and software and firmware support services for clients

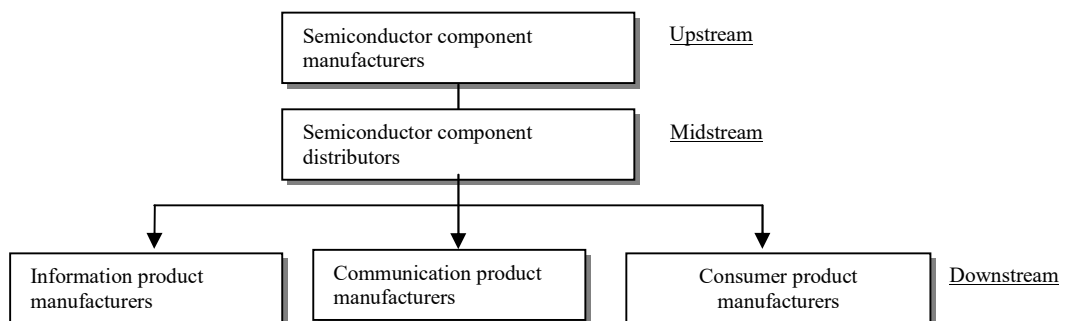
4.1.2 Overview of the industry

■ Current status and development of the industry

Taiwan's manufacturing layout in the technology industries in Taiwan, China, Southeast Asian countries, and even India has led to competitive electronic component distributors who are able to provide complete and timely supply and support. Over the past 30 years, the distributors have been growing with the development of motherboards, notebooks, servers, display computers, and the network and communication industry. The distributors provide downstream clients with professional technical support, complete component integration solutions, and efficient component supply and logistics services, making electronic component distributors play an indispensable role in the entire industry chain.

As distributors are more mobile in terms of regional services compared with original manufacturers, when most semiconductor manufacturers at home or abroad plan to engage in domestic distribution activities, they must rely on distributors to seek sources of clients and serve them. Distributors have also been transformed from the traditional role of introducing products, providing quotes, and taking orders to the role of launching marketing campaigns, providing technical support, and diversifying supply. They have extensive industrial experience because of the industrial transformation, and their acuity to the market has also increased; thus, they play a multi-functional role in the semiconductor industry, making considerable contributions to promoting our country's industrial development. To optimize our foundation, the Company has proactively represented industrial, consumer, and network applications and other products and provided them to the industrial computer, network, automotive electronics, security surveillance, and clean energy industries, thereby expanding the scope of the application of products to different groups of clients.

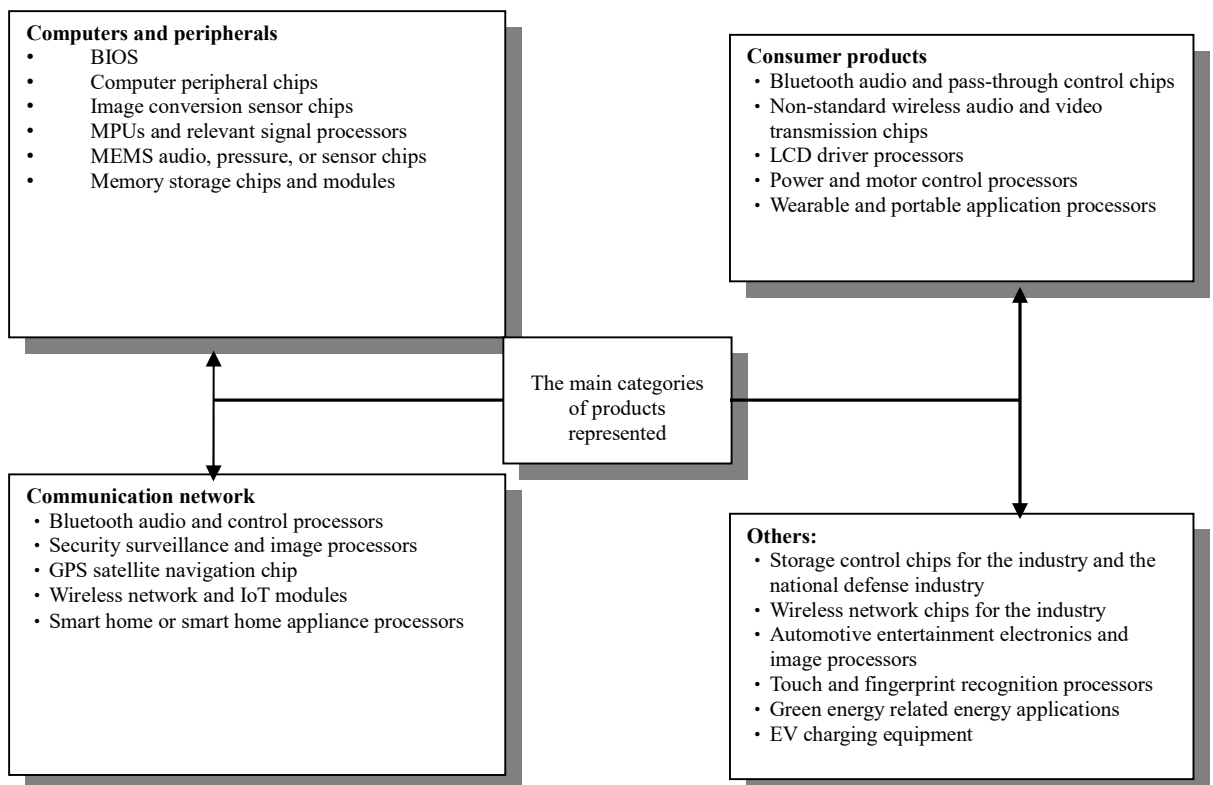
■ The relations between the up-, mid-, and downstream industries



The Company engages in the trading of semiconductor components. Our upstream suppliers are various component manufacturers at home and abroad, including Microchip, and Sonix, while our downstream clients are manufacturers of information, communication, and consumer electronic products at home or abroad, including Hon Hai, Cheng Uei, Flex, Lite-On, Compal, Inventec, TPV, Great China, Christie, Hikvision, and Skyworth. Upstream component manufacturers can expand the market stably through distributors' complete marketing network, thereby reducing management and sales costs; for downstream product manufacturers, distributors can provide the components they need as soon as possible to ensure the supply of materials, and the manufacturers can also reduce the costs of safety stock and new product design through distributors' flexible inventory management and application engineering capabilities, thereby reducing operational risks. Therefore, professional distributors are at the hub of the entire industry and serve as a bridge between upstream, midstream, and downstream businesses, thereby improving the operational efficiency and competitiveness of the industry.

Product development trend

With our professional core capabilities, we represent products with potential and create products that are competitiveness around the world for clients, mainly in the four categories of computers, communication networks, consumer products, and others. The main categories of products we represent are as follows:



The main products represented are specified below:

A. Flash Memory and EEPROM

Flash memory is a kind of non-volatile memory, featuring repeated reading and writing function and high capacity, and is better than DRAM and SRAM in terms of data storage, and its repeated reading and writing function is better than EPROM, making it become one of the main products in the memory market.

Flash can be divided into NOR and NAND by structure. The former is mainly used to store code, i.e. code flash, and can directly perform computing with the CPU without the need for DRAM at a faster access speed; the latter is used to store data, i.e., data flash, with the function similar to storage media, such as hard disk drives and optical discs.

Electrically-erasable programmable read-only memory (EEPROM) is a semiconductor storage device that can be erased and reprogrammed repeatedly in-circuit by applying an electrical voltage.

Microchip's SST flash memory and its Atmel's EEPROM, as well as GigaDevice's NOR/NAND flash have been adopted by most clients in the market.

B. BIOS software

The BIOS of personal computers has long been important software of the Wintel architecture. Insyde's products we represent are system software and R&D tools for internet application and notebook manufacturers. Insyde is a global company with advanced UEFI and Legacy BIOS software and is a global system firmware R&D company that provides software engineering consultation services. Its products are applied to the fields of notebooks, desktop computers, server systems, industrial computers, storage systems, and 5G communications.

C. MPUs and MCUs

The MPUs and MCUs represented by the Company are designed and produced by Microchip and its subsidiary, Atmel. Microchip provides 8-bit and 16-bit PIC/AVR/SAM microcontroller chips to provide clients with products depending on the pin count of their interfaces. In terms of 32-bit chips, it provides MIPS4000 core as well as Cortex ARM M0+, M3, M4, and M7 cores for clients to choose from flexibly. Microchip also provides ARM926- and Cortex-A5 based MPUs to enable clients to complete the development of communications, digital consumer, networking control, or computer peripheral products. In addition, another production line, GigaDevice, provides a series of ARM Cortex M0+, M3, or M4based MCUs.

D. USB image control ICs and CMOS sensors

Sonix was founded in July 1996, and then it launched the first voice controller in early 1997. Today, it has provided a variety of leading and innovative product lines in many application fields, including USB image control ICs. Its products currently represented by the Company are USB image control ICs. Sonix adopts its own USB1.1/2.0 technology to launch a series of USB control ICs for a variety of computer and digital media products in today's daily life. Such products include 2-channel/5.1-channel acoustic devices with a USB interface and digital imaging devices (USB flash drive, multi-card readers, digital cameras, video cameras, and mobile phones). In addition, it has launched a wireless RF module that integrates audio/video input and output to increase the sales in the markets of security surveillance systems and video transmission.

Galaxycore provides CMOS image sensor chips, which can collect optical images and convert them into digital image output signals, and they are widely adopted in mobile phones, tablets, notebooks, and other products.

E. NANDrive / SSD

With over 20 years of expertise in solid state storage designs, Greenliant is committed to developing energy-efficient, highly reliable, and secure storage solutions for embedded systems, data centers, and mobile network applications. Its current main

products are storage devices, such as NANDrive, NAND controllers, and M.2 SATA / PCIe.

F. Multi-media display chips

Chrontel's products include TV encoders, TV decoders, DVI encoders, and LVDS encoders. At present, such products are adopted by many famous notebook manufacturers, including Dell, HP, Lenovo, and Acer.

G. Wireless network communication chips and modules

Amicom/LB Link and other products include three major product lines: wireless data transmission, mobile communications, and satellite communications. Its applications are as follows:

- PC applications, such as wireless mice, keyboards, RF remote controls, and wireless USB.
- Industrial applications, such as automatic meter readers, Zigbee, smart building, and factory automation control applications.
- Consumer electronics applications, such as GPS, Bluetooth, PS/XBox wireless game controllers, and wireless walkie-talkies.
- Automotive electronic applications, such as vehicle remote control, vehicle warning systems, and wireless reversing camera systems.
- Special wireless applications, such as satellite communication receivers, smart fitness equipment, and wireless medical equipment.
- LB Link's products provide a series of wireless network communication modules, allowing clients to quickly complete the manufacturing of wireless connection products with different foot printers and interfaces.

H. Mobile device display control chips

Solomon Systech launched a new liquid crystal display (LCD) driver to support full HD a-Si and IGZO panel technologies and provides ePaper driver ICs for e-paper readers and e-tags.

I. GPS and Bluetooth audio chip

Airoha provides customers with products such as global navigation satellite system chips and wireless Bluetooth audio, allowing customers to seamlessly connect smart devices, individuals, families, and institutions with various wireless/wired connections.

Competition

With the increasingly intensified competition and the rapid decline in gross profit caused by the business environment, the semiconductor distribution industry has begun to think about the nature of profitability rather than expanding the business scale. We position ourselves as a professional semiconductor parts distributor and consider whether a product has potential for future development when selecting products to represent. Therefore, our product strategy is different from that of other semiconductor parts distributors, and the products we represent are unique in their own ways. Moreover, we provide professional firmware support and can provide clients with technical support to design products for each product we represent with the aim of increasing the Company's added value and satisfying both the original manufacturers and clients. Furthermore, we provide logistics support and assist the original manufacturers in setting up distribution centers, to meet clients' needs for raw material needs and provide after-sales service on behalf of original

manufacturers, thereby building closer ties among the three parties. Regarding our product mix, we have gradually extended industrial computer applications, smart home, non-standard wireless, consumer electronic products, security surveillance, and automotive applications in recent years, to be less affected by the fluctuations in the business environment in a single industry.

4.1.3 Technology and R&D

(1) Technological capabilities and overview of R&D:

The R&D Department's technological capabilities rely on our engineers' extensive experience and the original manufacturers' support. The component integration planning relies on a manufacturer's technological capabilities and a professional distributors' expertise in various components and their application products. We assist clients with product development with professional technical support, from the initial product design stage to the completion of sample testing, during which we not only provide them with value-added services of total solutions but strengthen our own technological capabilities through multiple planning and designs with clients. In addition, we have the Market Development Department in place to be responsible for market trend analysis and development and promotion of new product lines represented and potential products. We have a Product Application Department in place under the department. The personnel of the Product Application Department receive education and training on new products at the original manufacturers from time to time to familiarize themselves with the technical skills related to such products to provide product application consultation service at any time. Meanwhile, we provide clients' feedback on the products to the original manufacturers to further enhance the added value of the products we represent.

(2) Regarding the technology or products that have been successfully developed, we have successfully represented products with great potential for development, including:

Name of supplier	Purchase	Scope of application
Microchip	Flash、Bluetooth chip、MCU、OP、Power IC、EEPROM、MPU、USB hub、LAN chip、Mixed Signal	Personal computers, industrial computers, broadband equipment, mobile phones, network equipment, information appliances, portable medical devices, and Bluetooth audio devices
Insyde	NB BIOS、DESKTOP BIOS、SERVER BIOS、EMBEDDED BIOS、Android Solution	Personal computers, industrial computers, information appliances, network equipment, and servers
Sonix	USB image control ICs	Digital video equipment (PC CAM, IP CAM, and USB CAM)
Greenliant	NANDrive/SSD	Embedded systems, industrial computers, and data centers
Amiccom	RF IC、BLE	Wireless and network communication chips
AlcorLink	USB control ICs, USB hub, card readers, and smart card readers	I/O devices and storage device control ICs
Solomon Systech	Image display driver ICs and MIPI conversion chips	Handheld/Wearable device displays

Name of supplier	Purchase	Scope of application
Giga Device	NOR Flash 、 NAND Flash 、 DRAM 、 MCU	Personal computers, industrial computers, monitors, computer peripherals, and network communications
Innodisk	DRAM module 、 SSD	Industrial computers, video surveillance, and network communication
Genesys	USB Hub & PD Controller	Monitors, computer peripherals, consumer electronics
Airoha	GPS 、 BT Audio	Wearable and Bluetooth speakers

4.1.4 Long-term and short-term business development plans:

(1). Short-term development plan

A. Master product production and design capabilities

After we obtain the agency for a product, our team of engineers will master the relevant production and design and development capabilities for the product.

B. Enhance the development of information systems

We have witnessed some achievements in the implementation of the ERP system at this stage. In the future, we will enhance the management of various branches and back-end support, to keep abreast of information timely.

C. Strengthen the Company's foundation

We have established an internal control system and an internal audit system to reinforce internal control and financial stability, strengthen operational management capabilities, and continue to train and recruit outstanding talents, thereby improving the Company's operating performance.

(2). Mid- and long-term development plans

A. Product market pioneer

We plan to adopt control processors as the core of our business in the future and establish a product and engineering team to develop platform products ahead of the curve, making the Company an indispensable interface between the original manufacturers and clients. This model aims to keep abreast of supply and demand in the market and consolidate our own competitive advantages, thereby creating better profits from products.

B. Enhance marketing to establish a complete marketing network in Greater China

Greater China has been a hub of production of information, communication, and consumer electronic products. To provide clients with more real-time services, we will establish bases in second- and third-tier cities in China depending on clients' development in the future, to serve them nearby and increase our market share.

C. Product development and technical marketing strategy

We keep abreast of the critical technology development trends and clients' needs, integrate products, adopt well-planned marketing plans, flexibly adjust our product mix, and tap into engineering personnel's technical support, to increase the added value of our agency and distribution business. In addition, to respond to the future technology-oriented professional market, we will continue to cultivate technical professionals and increase our marketing channels by enhancing our technological capabilities, which will facilitate the implementation of our technology-oriented marketing strategies.

4.2. Overview of the market and production and sales

4.2.1 Market analysis

(1) Regions where the Company's main products are sold:

Unit: NT\$ thousand

Year		2022		2023		2024	
Region		Sales amount	Ratio	Sales amount	Ratio	Sales amount	Ratio
Export	Asia-Pacific	2,336,414	51%	2,297,683	69%	1,580,789	60%
	Others	1,607,161	35%	252,226	8%	140,041	5%
	Subtotal	3,943,575	86%	2,549,909	77%	1,720,830	65%
Domestic sales		628,382	14%	769,166	23%	920,515	35%
Total net sales revenue		4,571,957	100%	3,319,075	100%	2,641,345	100%

Note 1: Does not include service income

Note 2: The above data are consolidated financial figures.

(2). Market share

The Company is a semiconductor component distributor, and we mainly sell products to clients in China and Taiwan. The product lines we represent include Microchip's, Greenliant's, Chrontel's, products in the U.S.; Sonix, Airoha, Amicom, Genesys, and Innodisk in Taiwan; Solomon Systech in HongKang. We have also increased the production lines we represent, including Memsensing Microsystems, Gigadevice Semiconductor, B-Link, and GalaxyCore in China. These products now occupy a considerable share in their respective application markets and fields. In the future, we will also seek appropriate product lines in alignment with the future application trends, which will further contribute to our market share.

(3). Supply and demand and growth potential of the market in the future

Supply

The global semiconductor market showed a strong recovery in 2024, mainly driven by the surge in demand for artificial intelligence (AI). According to a report by market research firm Gartner, global semiconductor revenue reached US\$626 billion, an increase of 18.1% year-on-year. Data center semiconductor revenue reached US\$112 billion, surpassing smartphones for the first time to become the second largest market in the semiconductor industry.

According to the World Semiconductor Trade Statistics (WSTS), the global semiconductor market will grow by 11.2% in 2025 to reach US\$696.1 billion, mainly driven by demand for AI accelerators.

2024十大全球半導體公司排名

2024 排名	2023 排名	廠商	2024 年營收	2024 市佔率	2023 年營收	2023 年營收成長率
1	2	三星電子	665億美元	10.6%	409億美元	62.5%
2	1	英特爾	491億美元	7.9%	491億美元	0.1%
3	5	輝達	459億美元	7.3%	250億美元	83.6%
4	6	SK海力士	428億美元	6.8%	230億美元	86.0%
5	3	高通	323億美元	5.2%	292億美元	10.7%
6	12	美光	278億美元	4.4%	161億美元	72.7%
7	4	博通	276億美元	4.4%	256億美元	7.9%
8	7	超微	239億美元	3.8%	223億美元	7.4%
9	8	蘋果	188億美元	3.0%	180億美元	4.6%
10	9	英飛凌	160億美元	2.6%	170億美元	-6.0%
		其他(前十大以外)	2747億美元	43.9%	2634億美元	4.3%
		總市場	6259億美元	100.0%	5299億美元	18.1%

資料來源：Gartner

Demand

- A. Taiwan's information industry is growing steadily, with the demand continuing to rise. At present, our country's information industry is completely structured. The technical design capabilities developed over the years and the integration of the supply chain of the upstream, mid-stream, and downstream industries have laid a solid foundation for the competitiveness of the information and electronics industry after more than 20 years of development. With the global trend of professional division of labor, major international companies have been seeking Taiwan's OEMs, which has increased the percentage of OEMs and ODMs in Taiwan, to manufacture personal computers, servers, network storage devices, wireless communication products, and handheld personal electronic devices, applications, and peripherals. Overall, with the steady growth of Taiwan's electronic product industry and automotive electronics-related applications, such as AI, IOT, and electric vehicles, the demand for semiconductor components is estimated to grow further.
- B. The demand for a variety of electronic products will grow significantly
The IoT development trend is taking various application fields by storm and facilitating the rapid growth of semiconductor output values. Among them, consumer electronics, automotive and industrial markets are the three major sources of the demand for semiconductor components. In terms of component types, processing, sensor, and communication components, in particular, have witnessed an alarming growth rate. This also shows that semiconductors play an increasingly important role in different aspects of people's daily life. In fact, the early stage of the development of semiconductor was dominated by personal computers, so in 1987, more than 100 billion units were shipped out for the first time. In the following 19 years, with the decline and slow growth of personal computers, it was not until 2006 that 500 billion units of semiconductors had been shipped out. In 2007, due to the rapid development of the industry, the number of units of semiconductors shipped out increased rapidly by 100 billion in a year, and 600 billion units of semiconductors had been shipped out.

Between 2008 and 2020, mainly driven by the explosive growth of the consumer electronics market and the markets of smart phones, tablets, smart wearable devices, and game consoles, semiconductors had grown steadily by 5% per year. Big data, open computing, IoT development, and high-performance server computing, such as cloud storage computing, will continue to grow stably.

C. Uncertainties about the China-US trade war, Russia-Ukraine war and high inflation

The world will return to normal life in 2024, but the impact of high inflation caused by the Russia-Ukraine war cannot be eliminated in the short term. Although the United States continued to cut interest rates in 2024, market uncertainties have made demand less optimistic.

(4). Competitive niche

A. Diversified and forward-looking product distribution channels

In the selection of products to be represented, we do not consider the popular or well-developed technologies; instead, we focus on whether a product bears potential for future development and whether the manufacturers selected have unique technologies or development advantage in their respective fields. The products represented by the Company are diverse with total solutions, and we will continue to develop a complete distribution system in Greater China to meet clients' needs.

B. Technology platforms with core software and hardware

Distributors engage in a wide range of electronic components. If we can provide technical support timely when clients are in the stage of product development and planning, it will help shorten the time they need to develop or change the design of components, which will become one of the competitive niches for distributors. We market firmware and hardware and provide total solutions on our core software and hardware technology platform in clients' product planning stage so that clients will not change their product design or specifications easily, thereby deepening their reliance on the Company. Therefore, we provide clients with technical and product support in a timely manner. In the process of customization, we meet their needs flexibly, which also enhances the added value of the products we represent.

C. Support for clients' product development

If we can provide clients with software and hardware support, assist with their application development, and provide after-sales consultation service, clients will be satisfied with the products we represent, which can effectively expand the scope of application of suppliers' products and enhance semiconductor components distributors' competitiveness. We have an Engineering Department and a number of experienced sales personnel in place. We train talents through internal education and training and also send them to participate in original manufacturers' product education and training from time to time to enhance engineers' professionalism. We provide clients with a core software and hardware technology platform; our sales personnel provide after-sales consultation services; application engineers assist clients in troubleshooting product design or application issues, to assist clients with design-in; we also provide a full range of services, including total solutions. As we step in in clients' early stage of design, we can help to troubleshoot application issues immediately, so that clients will be satisfied with the products we represent, which can effectively expand the scope of application of suppliers' products, while enhancing our competitiveness and technological strengths.

D. Professional, real-time, and efficient distribution and marketing capabilities

Professional semiconductor component distributors should be able to arrange for products flexibly, so that clients can avoid the risk of supply interruption due to long waiting times, thereby effectively reducing the pressure on their inventories and improving their production efficiency. The Company fully leverages the function of logistic support and supplies products flexibly, allowing clients to avoid the risk of supply interruption due to a long delivery time when they purchase products directly from overseas original manufacturers. This just-in-time-service also allows them to reduce pressure on their inventories effectively, thereby improving their production efficiency. In addition, we provide overseas technical support services to help clients solve technical problems related to production at their overseas factories to facilitate their mass production, thereby shortening the time they need to communicate with manufacturers. On the whole, the Company works with upstream suppliers closely to form a complete supply chain and provides comprehensive services, so that clients do not have to worry about supply, inventory, and technical support, while we have established a professional service image. Moreover, almost all the products represented by the Company are licensed by the original manufacturers and can be legally marketed in the three regions across the Taiwan Strait, and we have marketing sites in Beijing, Shanghai, Hefei, Hangzhou, Qingdao, Shunde, Shenzhen, and Hong Kong, and our services are well-received by local clients.

E. High-quality client structure

Since the Company was established, we have been focused on the semiconductor component distribution business. With the efforts of developing the market for a long time, as well as our professional and immediate technical support and flexible and real-time supply capabilities, we have won over the domestic well-known manufacturers, including Hon Hai, Compal, Lite-On, Inventec, Flex, TPV, and other clients. The competitive advantage of their world-class brands is complemented by the Company's products, which can facilitate the adoption of new products in the future and the collaboration with new clients.

F. Excellent operational ability and financial structure

With the rapid replacement of electronic products and the drastic changes in market supply and demand, the management team's operations strategy has a critical impact on the development of semiconductor components distribution. The capital movement, logistics management, and a robust financial structure will also affect the overall performance. The Company's strong and experienced management team consists of middle and top-level managers with more than ten years of experience in relevant industries. They have long been dedicated to the semiconductor distribution business and are constantly thinking about future operations strategies, thereby creating a competitive niche for the Company, while our employees are professional and experienced, allowing us to continue to innovate and make breakthroughs, giving us an absolute advantage in the future in terms of response to changes in the industrial environment and representing new products. The person in charge of each product line observes the market trend at any time and uses the ERP system to control the inventory of various products, as a reference for making purchase or inventory decisions, to ensure the suitability and liquidity of the inventory, while effectively improving the efficiency of purchases and sales and cutting relevant management costs. We strictly review clients' credit, so bad debts rarely occur, and our turnover of accounts receivable is better than most of our competitors. In conclusion, excellent operational ability and a robust financial structure are the critical foundation for us to enhance our competitiveness.

(5).The favorable and unfavorable factors for future development and countermeasures

■ Favorable factors

A. The thriving development of technology products with room for demand to grow further

The integration of technology products (computers, communications, consumer electronics) has become a trend in the information electronics industry. In the future, products need to be constantly innovated to meet the market needs. Taiwan is a production hub for information products in Taiwan and the rest of the world. With the development of electronic products, IoT, and automotive electronic products, the demand for semiconductor components will increase accordingly. We represent a wide range of applications and products, including a variety of application products, with great market. The further growth can be anticipated.

B. Professional and technical marketing

Distributors engage in a wide range of electronic components. If we can provide technical support timely when clients are in the stage of product development and planning, it will help shorten the time they need to develop or change the design of components, which will become one of the competitive niches for distributors. We have assigned the components with different functions to different business departments and send technical personnel to engage in exchanges with the original manufacturers from time to time to strengthen engineers' professional abilities. We assist clients with design- in and also provide a full range of services, including total solutions. As we step in in clients' early stage of design, we can help to troubleshoot application issues immediately. Such a technical marketing capability not only deepens clients' trust in us but also serves as an important foundation for the Company to compete in the market.

C. Complete and forward-looking product lines

Although there are many domestic semiconductor component distributors, the Company's marketing and application technology development teams are experienced, have insight into future development trends, and strictly select the rising stars in the industry. As such, we can actively represent new product lines in the right direction. In addition to PC applications, we plan represent smart phones, digital home appliances, as well as medical care, automotive electronic, portable navigation devices, leisure outdoor, and security surveillance products and applications. We have a package of components and products for each field, so that our sales personnel can maximize the efficiency of product promotion.

D. Stability of agency

Whether semiconductor distributors have the ability to manage customer relationships and their performance are indicators for upstream manufacturers to decide whether to continue the partnerships. We have more than ten years of extensive experience in the electronic parts distribution market. We have long spared no effort to promote various product lines we represent. We have thus been recognized by the original manufacturers with outstanding supplier awards and also established great reputation for the original manufacturers and the Company. We have also maintained excellent customer relationship with many large information and communication manufacturers. With the long-term partnerships with the main original manufacturers, we, under the

trend of professional division of labor, have become an indispensable partner for them to expand markets. Thus, the Company's value as a distributor is highly recognized, and the stability of agency is a favorable factor for our future development.

■ Unfavorable factors

A. Impact of US tariff policy and trade disputes on the IC distribution industry

The tariff policy implemented by the United States to reduce the trade deficit and the trade disputes with major trading partners have brought significant uncertainties and challenges to the global electronics industry and IC distribution industry. The tariff war may lead to adjustments in the IC supply chain, geopolitical tensions, and potential suppression of demand for downstream end products, all of which may have an indirect but significant impact on the company's operations, specifically in the following aspects:

- Supply chain adjustments and cost fluctuations: Tariff policies may prompt IC manufacturers to adjust their production bases and supply chain layout, thereby affecting the company's existing supply channels and procurement costs. Indirect costs of some IC products may increase due to changes in the supply chain.
- Uncertainty in terminal demand: The tariff war may affect the production costs and market competitiveness of downstream electronic product manufacturers, which in turn may cause fluctuations in their demand for IC components, bringing uncertainty to the company's sales.
- Increased inventory management risks: The instability of the global trade environment may make it more difficult to forecast customer orders, which may expose the Company to higher risks in inventory management and may result in inventory backlogs or shortages.

Countermeasures:

In the face of the uncertainties brought about by the US tariff policy and the ongoing trade disputes, the Company has actively taken the following countermeasures and will continue to pay attention to the development of the situation and adjust its strategy in a timely manner:

- (1). Cost shifting and flexible pricing strategy: The Company will carefully evaluate the impact of increased tariffs on product costs, and communicate closely with upstream suppliers and downstream customers to take measures to partially or fully shift the tariff costs within a reasonable range. At the same time, we will maintain the flexibility of our pricing strategy to respond to market changes and maintain competitiveness.
- (2). Strengthen order and inventory management: In order to reduce the impact of tariff changes on customers' purchasing willingness and order authenticity, the company will communicate more closely and forecast demand with customers and strengthen the order review mechanism. At the same time, we will accurately manage inventory levels to avoid excessive inventory risks due to fluctuations in customer orders or changes in tariff policies.
- (3). Optimize the purchase, sales and inventory management system: The company will make full use of the existing ERP system to strengthen the systematic management and monitoring of upstream suppliers and downstream customers. Through real-time report analysis, we can more effectively grasp abnormal

situations, eliminate potential risks in a timely manner, and continuously optimize overall operational efficiency.

B. Exchange rate fluctuation risk

As most of the products we represent are from foreign manufacturers and mostly quoted in USD dollars, exchange rate movement will have a certain degree of impact on the Company's profits.

Countermeasures:

The Finance Department has maintained close interaction with the correspondent banks, collects relevant information to predict future interest rate and exchange rate trends, and regularly evaluates the economic development of Taiwan, the U.S., Japan, South Korea, and China and the changes in NTD, USD, JPY, KRW, and CNY. If the USD appreciates, it will purchase forward exchange agreements or take out loans in NTD to purchase goods and retain cash in USD, as well as require clients with USD income to pay in USD to reduce the position of net liabilities in USD. In addition, we adopt the method of natural offsetting, that is, we provide quotes in USD, pay in USD for imported goods, and make deposits in foreign currencies or repay loans early to cope with the influence of exchange rate fluctuations where appropriate.

4.2.2 Important functions and production processes of main products

(1). Important functions of products: See pages 96–98 of this annual report.

(2). Production processes of main products:

The Company is a professional component distributor, and the products we represent are manufactured by the original manufacturers.

4.2.3 Supply of main raw materials

The Company is a professional distributor of semiconductor components and application software. Overall, the major suppliers we work with have great reputation for their good quality in their respective industries. The supply of major goods is stable. As we have maintained excellent long-term partnership with major suppliers, and the supply is in good condition, there have been no major unusual changes in major suppliers except for the addition and termination of product lines we represent business in the most recent three years.

4.2.4 The names of clients/suppliers with purchases (sales) accounting for at least 10% of the total in any of the last two years, the amount and percentage of the purchases (sales), and reason for increase/decrease:

Suppliers accounting for at least 10% of the total purchases in the most recent two years

Unit: NT\$ Thousand

Item	2023				2024			
	Title	amount	As a percentage of the annual net purchase (%)	Relations with the issuer	Title	amount	As a percentage of the annual net purchase (%)	Relations with the issuer
1	Sonix	559,299	16%	-	Sonix	301,766	17%	-
2	MCHP	986,460	28%	-	MCHP	157,101	9%	-
3	Airoha	389,992	11%	-	Airoha	434,960	24%	-
4	Others	1,572,334	45%	-	Others	909,682	50%	-
	Net purchase	3,508,085	100%	-	Net purchase	1,803,509	100%	-

Note: The above data are consolidated financial figures.

The major suppliers that have accounted for 10% of the total purchases in the past two years have not changed much. The company maintains good and stable cooperative relationships with existing product line suppliers, and there should be no shortage of supply. With a professional management team and marketing and sales personnel, we provide after-sales service and technical support in real time, keep abreast of the marketing channels of semiconductor components, and introduce the new products we represent to the market quickly to expand the market share of the products. Therefore, we have repeatedly won the highest revenue distributor awards and outstanding contribution awards from the original manufacturers, and our advantages in keeping abreast of the distribution channels and technical marketing have been deeply recognized by the original manufacturers.

Clients accounting for at least 10% of net sales in the most recent two years

Unit: NT\$ Thousand

Item	2023				2024			
	Title	amount	As a percentage of the annual net sale (%)	Relations with the issuer	Title	amount	As a percentage of the annual net sale (%)	Relations with the issuer
1	Client A	257,391	8%	-	Client A	247,266	10%	-
2	Client B	256,988	8%	-	Client B	493,697	19%	-
3	Client D	215,596	6%	-	Client C	93,154	4%	-
4	Others	2,589,100	78%	-	Others	1,767,557	67%	-
	Net sale	3,319,075	100%	-	Net sale	2,601,674	100%	-

Note 1: Does not include service income.

Note 2: The above data are consolidated financial figures.

The Company is a professional semiconductor component distributor. Over the past two years, we mainly sold components, such as flash memory. As the scope of flash memory applications covers personal computers, notebooks, smart phones, as well as communication and consumer electronic products, the client base is extremely extensive, so the risk of client concentration is not high.

4.3. The number, average years of service, average age, and distribution of education attainment of in-service employees during the most recent two years

March 31, 2025

Year		2023	2024	2025 up to the publication date of this annual report
Number of employees	Business marketing	62	63	56
	Administrative management	37	36	35
	Engineering R&D	20	20	20
	Total	119	119	111
Average age		45.38	46.09	46.69
Average years of service		14.15	14.5	15.21
Distribution of education attainment	Master's degree or above	5.26%	6.42%	6.6%
	College/University	87.72%	86.24%	85.85%
	Below college/university	7.02%	7.34%	7.55%
	Total	100%	100%	100%

4.4. Information on environmental protection expenditure

- (1) For companies that should apply for a pollution facility installation permit or a pollution discharge permit, or pay pollution prevention and control fees, or set up a dedicated unit for environmental protection, as required by law, specify the circumstances of such application, payment, or establishment: The Company is a professional electronic component distributor, does not engage in manufacturing activities, and is not in a major energy-intensive industry, so we are not required by law to apply for a pollution facility installation permit or a pollution discharge permit, or pay pollution prevention and control fees, or set up a dedicated unit for environmental protection. We attach great importance to environmental protection, sustainable use of resources, and issues of the ecological system. Therefore, there is no risk to be assumed as required by law.
- (2) Investment in major equipment for environmental pollution prevention and control, the functions, and potential benefits: None.
- (3) The Company's process of improving environmental pollution in the most recent two years and up to the publication date of this annual report shall be specified: The Company has not caused any environmental pollution.
- (4) Any losses (damages) incurred due to environmental pollution, the total amount of penalties and future countermeasures, and potential expenses in the most recent two years and up to the publication date of this annual report
 1. Any losses and penalties due to environmental pollution in the most recent two years: None.
 2. Future countermeasures and potential expenses: N/A.
- (5) The impact of the current pollution, the influence of the improvement on the Company's earnings, competitiveness, and capital expenditures, and the major environmental capital expenditures in the following two years: None.
- (6) Information on the response to the EU Restriction of Hazardous Substances (RoHs) Directive: The Company is a distributor and does not engage in manufacturing activities. The products we represent are mainly lead-free ones, and we have obtained each original manufacturer's RoHs compliance certificate, so there is no significant impact on the Company.

4.5 Labor-management relations

4.5.1 The Company's various employee benefit measures, continuing education, training, pension system, and implementation thereof, as well as labor-management agreements and various employee rights protection measures:

(1) Benefit measures

We have stuck to a win-win strategy for labor and management since the Company was established. We attach importance to each employee's basic rights and interest and regard them as the Company's precious assets, thus maintaining harmonious labor-management relations.

We have an Employee Welfare Committee in place. The chair is elected by employees openly. It provides funds for welfare funds. The committee organizes and implements various benefit measures, including domestic and overseas travel, birthday one-day tour, family days, cultural and recreational activities, and gift-giving activities on New Year and holidays. It plans different types of activities every year to enhance the relationship among employees to improve their morale.

(2) Employee training aims to enhance their competitiveness and unleash their potential to the fullest.

(3) Work environment and employee personal safety protection measures

Item	Content
High-quality work environment	The Company is situated in the Far Eastern Telecom Park in Xizhi City, near the National Highway No. 2. interchange exit on Xintai 5th Rd in Xizhi. There is a 3,000-ping green atrium in the park. There are post offices, banks, preschools, plazas, and restaurants in the park, with the Farglory U-town next to it, so it is convenient in daily life and transportation tools are accessible. The entrances and exits of the park are safeguarded by guards, who patrol each floor from time to time every day to ensure employees' safety.
Access security	We have implemented a strict access control monitoring system, with a system connected with the police in place. The surveillance system records videos 24/7. Only our employees can swipe their cards to enter or exit the gate. All visitors should be led by employees before entering a specific area.
A smoke-free campaign	In alignment with the government's Tobacco Hazards Prevention Act, we strictly prohibit employees from smoking inside the building to provide a smoke-free work environment.
Equipment maintenance and inspection	The Company is a distributor without dangerous machinery in the workplace, nor do we generate waste or pollutants, which will cause pollution to the environment. We regularly inspect machinery and equipment required for work to protect employees' health and safety.

Item	Content
Insurance and medical condolence money	To protect employees from unexpected situations in unfamiliar environments when on business trips, we purchase travel insurance for employees on business trips, plus international health insurance or medical insurance. We also provide additional benefits, such as group insurance, to employees and invite the insurance company to provide insurance-related consultation service and advice on site on a monthly basis.
Physiological health	In alignment with the government's pandemic prevention, we take employees' temperature per day and raise their awareness of wearing a mask and washing their hands frequently. We regularly organize health check-ups. After the check-ups, we arrange for doctors to explain the results on site. We assist those who need further check-ups or follow-up with referral or medical services.
Firefighting knowledge and emergency evacuation exercises	In alignment with the park management committee's two fire safety inspections per year, we inspect public safety every two years, while inviting relevant units from time to time to raise people's awareness of disaster prevention and first aid knowledge in the park and organize emergency evacuation exercises.

(4) A retirement system and implementation

- Pension contributions:

In compliance with laws and regulations, we have made a monthly contribution equal to 6% of the monthly salaries to the individual pension accounts with the Bureau of Labor Insurance since July 1, 2005 for new employees and existing employees who elect to adopt the new scheme under the Labor Pension Act, while retaining the existing employees' years of service under the old scheme. In addition to reporting to the government on the establishment of the Supervisory Committee of Labor Retirement Reserve, we make an appropriate contribution to the retirement reserves monthly to the pension account with the Trust Department, Bank of Taiwan. The account is managed by the Supervisory Committee of Labor Retirement Reserve. All employees of the company who meet the old system seniority under the Labor Standards Act have paid off their old system seniority in September 2024 in accordance with the law. For the pensions of overseas subsidiaries, various types of social security funds such as pensions are paid monthly in accordance with local government regulations, so that employees have no worries.

- Application for retirement:

Eligibility: In accordance with the Labor Standards Act

Application: File a written application to the Company one month before retirement

Base point calculation: In accordance with the Labor Standards Act

- Operation of the Supervisory Committee of Labor Retirement Reserve:

1. Matters concerning the audit of the amounts contributed to the labor retirement reserve.
2. Matters concerning the audit of the labor retirement reserve deposited and used.
3. Matters concerning the audit of the amounts paid from the labor retirement reserve.
4. Matters concerning the deliberation of the suspension of the contribution to the labor retirement reserve.
5. Other matters concerning the supervision of the labor retirement reserve.

(5) Employee Code of Ethical Conduct

To establish a system and improve the organization, we have formulated the work rules in accordance with the Labor Standards Act and applicable laws and regulations. After filing a report to the Labor Affairs Department, New Taipei City Government, we announced it on the Company's intranet. The Company and our employees should abide by the work rules and applicable laws and regulations at work and obey the reasonable instructions given by managers at all levels. Employees should work hard, cherish public property, reduce waste, improve quality, and increase production inside the Company and keep trade secrets confidential and do not leak them to the public. If there is any doubt about the above provisions, it should be discussed by the labor-management meeting.

(6) Labor-management agreement

We regularly hold labor-management meetings. During the meetings, we discuss various measures, including employees' daily-life or work issues, to enhance the communication and understanding on both sides, and the discussions can serve as a reference for the management team. Also, since the Company was established, we have not had any major labor dispute occurring. In the future, we will strengthen communication and establish an open and honest labor-management communication and grievance channel.

(7) Disclosure of social responsibility fulfilled

The Company's action to fulfill social responsibility is specified below:

To fulfill our corporate social responsibility and protect all employees', clients', and stakeholders' basic human rights, we honor the principles disclosed in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the International Labor Organization, and other international human rights conventions and respects internationally recognized basic human rights, including freedom of association, care for the disadvantaged, no child labor, termination of all forms of forced labor, and termination of employment discrimination, while complying with the local labor-related laws and regulations where the Company is based. The approaches and measures adopted to protect human rights and employee rights are as follows:

A. Diversity, inclusion, and equal opportunity

- We do not discriminate against employees in terms of verbal language, attitude, or behavior due to gender, race, socioeconomic status, age, marital status, family background, language, religion, political affiliation, nationality, appearance, facial features, physical or psychological disabilities.
- We ensure non-discriminatory treatment in employment policies, implement fair and impartial employment, remuneration and benefit, training, and evaluation mechanisms and promotion opportunities, and provide an effective and appropriate grievance mechanism to avoid and respond to situations that are

detrimental to employees' rights and interests, while striving to ensure equal employment and create a work environment free from discrimination and harassment.

- We regularly follow up on the implementation of diversity, inclusion, and equal opportunities.

- B. Reasonable working hours: To eliminate the risk of excessive working hours, we have specified the rules for working hours and extended working hours and check and manage employees' attendance regularly.
- C. Healthy and safe workplace: To avoid potential health and safety risks caused by work, we regularly inspect employees' health and safety risks and make improvement plans based on the results.
- D. Labor-management negotiation: We have established an obstacle-free communication channel and regularly hold labor-management meetings to ensure both parties' rights and interest.
- E. Privacy protection: To fully protect clients' and all stakeholders' privacy rights, we have established a sound information security management mechanism and follow rigorous control regulations and protective measures.
- F. We actively implement corporate governance to protect shareholders' rights and enhance corporate information transparency. The Company participated in the corporate governance evaluation in 2009 and passed the 5th Corporate Governance Evaluation.

4.5.2 Specify the losses incurred due to labor disputes (including the violation of the Labor Standards Act identified in labor inspections, the date of the penalty, the penalty document number, the law violated, the content of the law violated, and the content of the penalty), potential losses, and countermeasures in the most recent year and up to the publication date of this annual report. If the amount cannot be reasonably estimated, please specify the fact that it cannot be reasonably estimated:

In the most recent 2 years and up to the publication date of this annual report, the Company has not suffered any losses due to labor disputes, and there are no potential factors for labor disputes. It is estimated that if we continue to actively implements various employee benefit measures in the future, there should be no losses caused by labor disputes.

4.6 Cyber security management

4.6.1 Cyber security risk management framework, policy, specific management plans, and resources put in cyber security management:

- The Company has established the Information and Communications Security Department under the Information Department, which has an Information Security Supervisor and an Information Security Officer, who are responsible for formulating information and communications security operating procedures, including core business and its importance, information and communications system inventory and risk assessment, information and communications system development and maintenance security, information and communications security protection and control measures, management measures for outsourcing of information and communications systems or information and communications services, information and communications security incident reporting and

response and intelligence assessment response, continuous improvement of information and communications security and performance management mechanisms, etc. The Information Security Supervisor convenes cross-departmental meetings every six months to discuss and communicate on the company's current information and communications security protection and related issues.

- ICT security management plan and resources invested in ICT security management

The Information and Communications Security Department is a member of the Taiwan CERT/CSIRT Alliance. We engage in exchanges with professional information security companies regarding the emerging information security issues, such as ransomware, Trojan horse virus, social engineering attacks, or fake websites, every year. Through collaboration projects, we regularly pay attention to information security issues and draw up response plans, to detect and block such risks in the first place, and we regularly report on the information security governance information to the Board of Directors. The Company's countermeasures adopted are as follows:

1. Before using a computer, network, and system, the Company's personnel should apply to the Information and Communications Security Department for an account and a password.
2. The information system (operating system and application software) owned by the entire Company is managed by the Information and Communications Security Department in a centralized manner, and a department using it should not modify it at will nor add a new operating model.
3. All programs that do not belong to the operating system (Windows or DOS) must not be installed and set without permission.
4. Computers, printers, hubs, network paths, and other peripherals in the Company's administrative network are managed by the Information and Communications Security Department. If a department using it needs to move it, turn off power, or has other needs, it should notify the Information and Communications Security Department for it to decide whether such needs can be carried out.
5. The Company's personnel using the network system should not store illegal program data or program data not approved by the Information and Communications Security Department (text files and drivers can be stored).
6. Folders on the Company's internal server should be set open by the Information and Communications Security Department.
7. The personal exclusive folder open for use on the server is for personal backup purposes, and personal data and files shall not be stored in such a folder. The Information and Communications Security Department inspects and cleans such folders weekly and limits the space for use. If there is any illegal data or digital files that infringe on copyright, the Information and Communications Security Department can delete it by itself once they are discovered and confirmed to be illegal.
8. The access to and use of programs or files are managed by the Information and Communications Security Department on the server in accordance with the relevant access permissions.
9. Political labels, smoking, beverages, and food are prohibited on/around each computer and its peripherals.
10. Firewall management inspection: Firewall should be set to only allow standard communication between the intranet and outside the intranet, website visits, and email sending and receiving. The external network cannot access the server, database, and other network systems on the intranet, preventing external hackers from entering the Company's intranet; and two firewalls are adopted for backup to ensure network information security.

4.6.2 Any losses incurred due to major cyber security incidents, potential impacts, and countermeasures in the most recent year and up to the publication date of this annual report. If the amount cannot be reasonably estimated, please specify the fact that it cannot be reasonably estimated: None.

4.7. Important contracts:

Nature of contracts	Parties involved	Start and end dates	Main contents	Restrictive covenants
Distribution contract	Microchip	2010/11/01~ Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Insyde	2007/04/24~Auto Renew	Sales distribution of software	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Sonix	2007/07/27~ Auto Renew	Sales distribution of consumer ICs	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Greenliant	2010/05/21~ Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	SST	2010/11/01~ Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Alcor	2011/08/01~Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Licensing contract	SST	2010/08/09~Auto Renew	Licensing of manufacturing of semiconductor components	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Memsensing	2025/01/01~2025/12/31	Sales distribution of consumer ICs	The regions for sales need to be approved by the original manufacturers.
Distribution contract	GigaDevice	2024/02/01~2028/01/31	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Fibocom	2025/01/01~2025/12/31	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Airoha	2023/07/22~2025/07/21	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Galaxycore	2023/01/01~2025/12/31	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.

Nature of contracts	Parties involved	Start and end dates	Main contents	Restrictive covenants
Distribution contract	Genesys	2023/12/01~2025/12/31	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Egis	2023/05/17~Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	Giantec	2024/04/10~Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.
Distribution contract	GoWin	2024/07/01~Auto Renew	Sales distribution of semiconductor parts	The regions for sales need to be approved by the original manufacturers.

5. Financial Position and Financial Performance Review Analysis and Risk Management

5.1 Financial position

Unit: NT\$ Thousand

Item \ Year	2023	2024	Difference	
			amount	%
Current asset	2,202,516	2,153,456	(49,060)	(2%)
Funds and long-term investments	1,276,769	2,344,235	1,067,466	84%
Intangible assets	-	-	-	-
Fixed asset	69,494	66,930	(2,564)	(4%)
Other assets	17,821	11,438	(6,383)	(36%)
Total assets	3,566,600	4,576,059	1,009,459	28%
Current liabilities	1,205,592	1,172,795	(32,797)	(3%)
Other liabilities	5,265	2,005	(3,260)	(62%)
Total liabilities	1,210,857	1,174,800	(36,057)	(3%)
Share capital	721,458	721,458	-	-
Additional paid-in capital	361,381	361,381	-	-
Retained earnings	213,049	187,999	(25,050)	(12%)
Unrealized gains or losses on financial instruments	1,133,997	2,136,223	1,002,226	88%
Cumulative translation adjustment	(74,142)	(5,802)	68,340	(92%)
Total shareholders' equity	2,355,743	3,401,259	1,045,516	44%

Note: The above data are consolidated financial figures.

- (1) If the percentage of increase or decrease does not reach 20% and the amount of increase or decrease does not reach NT\$10 million, no explanation will be given.
- (2) The increase in funds and long-term investments was mainly due to rising domestic stock prices.
- (3) Other assets decreased, an overseas branch office in mainland China closed down, and right-of-use assets decreased.
- (4) Other liabilities decreased, an overseas branch office in mainland China closed down, reducing lease liabilities.
- (5) Cumulative conversion adjustment losses are reduced, and the appreciation of the US dollar in 2024 will increase exchange rate benefits.
- (6) The increase in unrealized gains and losses on financial products was mainly due to the increase in unrealized gains and losses on investments in domestic stocks with rising share prices.

5.2. Financial performance

5.2.1 Financial performance analysis table

Unit: NT\$ Thousand

annual project	2023	2024	Increase (decrease) amount	Percentage of change (%)
Operating revenue	3,354,361	2,641,345	(713,016)	(21%)
Operating cost	(3,120,540)	(2,413,170)	(707,370)	(23%)
Gross profit	233,821	228,175	(5,646)	(2%)
Operating expenses	(207,393)	(220,961)	13,568	7%
Operating profit or loss	26,428	7,214	(19,214)	(73%)
Non-operating income and expenses	51,816	43,220	(8,596)	(17%)
Net profit before tax	78,244	50,434	(27,810)	(36%)
Income tax expense	(9,546)	(3,371)	(6,175)	(65%)
Net income (loss) for the period	68,698	47,063	(21,635)	(31%)
Explanation of the change in the increase and decrease ratio: Analysis and explanation of the change in the increase and decrease ratio in the last two years (if the increase or decrease change rate does not reach 20%, the analysis and explanation are not provided): (1) Operating income, costs and gross profit all decreased due to the termination of one of the top five agency lines. (2) Increased operating expenses, layoffs at overseas subsidiaries and increased performance bonuses, etc. (3) Income tax expense decreased due to RD tax credit in 2024.				

5.2.2 Estimated sales volume and basis: Please refer to page 2 of this annual report.

5.3. Cash flows

5.3.1 Cash flow analysis in the most recent two years

Year Item	2023	2024	Increase (decrease) (%)
Cash flow ratio (%)	-6.05	57.86	1,056%
Cash flow adequacy ratio (%)	-4.89	43.31	986%
Cash reinvestment ratio (%)	-9.42	17.67	288%
Analysis and explanation of the percentages of increase or decrease (unless the percentage of increase/decrease is less than 20%) 1. Cash flow ratio: high inventory turnover in 2024, generating net cash inflow. 2. Cash flow adequacy ratio: In 2024, due to high inventory turnover, net cash inflow will be generated. 3. Cash reinvestment ratio: The value of domestic stocks invested in 2024 will increase and net cash inflow from operating activities will be high.			

5.3.2 Analysis of cash flows in the coming year:

Unit: NT\$ Thousand

Opening balance of cash (Note)	Estimated annual net cash flow from operating activities	Estimated cash outflows	Cash flow surplus (deficit) amount	Remedial measures for cash flow deficit	
				Investment plan	Financing plan
1,163,596	66,000	(72,000)	1,157,596	-	0
1. Analysis of changes in cash flows in the coming year: (1) Net cash flow from operating activities in the future: Profits increased, net cash inflow from operating activities expected. (2) Annual cash flow: Dividend payment, resulting in cash outflow. Note: Including time deposits accounted for under "Financial assets at amortized cost - current".					

5.4. Influence of major capital expenditures on financial business in the most recent year: None.

5.5. Investment policy for the most recent year, the main reasons for profit or loss, improvement plan, and investment plan for the following year:

Investee	Principal business	Initial investment	Policy	Main reason for profit or loss	Improvement plan	Other future investment plans
Silicon Professional Tech. (China) Ltd.	Trading of general electronic components	US\$6,000,000	As the Company's major clients moved their operations to China, we set up a third-tier subsidiary in Shenzhen to serve our clients.	Due to the poor economic conditions in mainland China, losses occurred.	We will actively expand the client base and improve performance to increase profits.	None

5.6. Risk events

5.6.1 The impact of interest rate, exchange rate changes, and inflation on the Company's profit or loss and future countermeasures:

(1) Changes in interest rates:

The company's capital cost and position management are affected by the interest rate policies of the U.S. Federal Reserve and the Central Bank. The company pays close attention to changes in the financial and interest rate markets and grasps the daily supply and demand of funds, adjusts the financing amount and period, and improves the efficiency of fund utilization to minimize. Minimize capital costs and increase the rate of return on cash positions to control interest rate risks within a reasonable range.

(2) Changes in exchange rates:

The company's foreign exchange positions are mostly in US dollars. The company operates the net positions of natural offsets on a conservative basis. The exchange rate fluctuations in the past two years have not caused the company to suffer huge exchange losses. The Company has always adhered to the conservative principle of maintaining net positions at an acceptable level in order to reduce the impact of exchange rate fluctuations on the Company's profits and losses.

(3) Inflation:

According to the announcement of the Accounting and Accounting Office of the Executive Yuan, the annual growth rate of Taiwan's consumer price index in 2024 was 2.18%. Inflation storms hit the world. Most countries have accelerated interest rate hikes to suppress high inflation. The company's related costs are also subject to relative fluctuations. The products purchased by the company are mainly semiconductor components, and the characteristics of the product prices are mostly determined by the competitive advantages of product technology and market supply and demand. The company will continue to strive to improve the service for upstream and downstream manufacturers in the industrial chain, and through efficient management, Reduce the impact of inflation on the company's operations.

5.6.2 The policy on engagement in high-risk and highly leveraged investment, loans to others, endorsements/guarantees provided, and derivatives trading, the main reason for profit or loss, and countermeasures:

The Company does not engage in high-risk and highly leveraged investment. The short-term idle funds are mainly deposited as time deposits, and the long-term funds are mainly used for industry-related strategic investments. In principle, the Company does not provide loans or endorsements/guarantees to entities outside the Group and only provides such instruments to our subsidiaries. If it is necessary to provide such instruments to entities outside the Group due to business needs, we follow the Operating Procedures for Loaning of Funds to Others and the Operating Procedures for Endorsements and Guarantees formulated by the Company. In principle, the Company does not engage in derivative trading except for hedging risks. If it is necessary to engage in derivative trading due to business needs, we follow the Company's Procedures for Asset Acquisition and Disposal. The Company's hedging strategy is to against most exchange rate risks. Derivatives are held for non-trading purposes.

5.6.3 Future R&D plan and estimated R&D expenses:

The Company currently represents Microchip's, Sonix's, and GigaDevice's products. In the future, we will target industrial computers, computer peripherals,

as well as medical care, automotive electronic, portable consumer, outdoor leisure and security surveillance, and clean energy applications and products, to improve the layout of applications in the market and customer mix. As such, we can enjoy better profits and gradually optimize the Company's foundation. We estimate to invest NT\$34,700,000 in the R&D of the above products this year.

5.6.4 The influence of the changes in important policies and regulatory environment at home or abroad on the Company's financial business, and countermeasures:

We have complied with the applicable laws and regulations at home and abroad and paid close attention to the policies and laws that may affect the Company's operations to ensure normal business operation. When necessary, we consult attorneys, accountants, and other professional entities or appoint them to carry out evaluations, provide suggestions, or draw up countermeasures to comply with the law and alleviate the adverse impact on our financial business.

5.6.5 The influence of changes in technology (including cyber security risks) and the industry on the Company's financial business and countermeasures:

To keep up with the industry growth and market demand, we continue to invest in product and process R&D to provide clients with comprehensive integrated circuit manufacturing services, while responding to the needs and changes caused by technological changes at all times, to reduce market risks and pursue long-term stable development of the Company's financial business. In respect of cyber security risk management, we communicate with professional information security suppliers every year regarding the current emerging trends in information security, such as ransomware, Trojan horse virus, social engineering attacks, or fake websites. Through collaboration projects, we regularly pay attention to information security issues and draw up response plans, to detect and block such risks in the first place.

5.6.6 The influence of a change in corporate image on corporate crisis management and countermeasures:

We focus on our core business and are committed to enhancing our overall competitiveness and pursuing the sustainable development in alignment with the business philosophy based on the integrity principle and a high degree of professional ethics. Any conduct in violation of the Company's ethical management principles or corporate core values is strictly prohibited. We regularly inspect the external environment, the Company's business model, and management system and carry out scenario simulations and put forth countermeasures against any emergencies that may affect the Company's reputation, to minimize the uncertainties that may be faced during business operations and the potential impact of various disasters, thereby maintaining the normal business operation and safeguarding all shareholders', clients', and employees' rights and interest. The Company has been committed to corporate governance and has obtained the universal version of corporate governance evaluation certification. In addition, we have focused on our core business since the Company was established, with excellent operating performance and reputation. There is no report in the market detrimental to the Company's image, so there is no issue of change in our corporate image. So far, there has been no impact of change in corporate image on our corporate crisis management.

5.6.7 Estimated benefits and potential risks of M&A and countermeasures: None.

In the most recent year and up to the publication date of this annual report, we did not have any plan to carry out an M&A. However, if there is such a plan in the future, we will uphold a prudent attitude to assess whether the M&A can

bring specific synergy to the Company, to protect our shareholders' rights and interest.

5.6.8 Estimated benefits, potential risks of plant expansion, and countermeasures:

As the Company is a professional distributor and the office space we use is sufficient for now, there is no plan to expand the plant or office for the time being.

5.6.9 Risks of supplier or client concentration and countermeasures:

(1). Supplier concentration:

In recent years, the Company has improved the issue of concentration of our purchases from a single product line. We have maintained proper proportions of our major product lines, including Microchip, Sonix, and GigaDevice.

(2). Client concentration:

The Company is an MCU and interface peripheral component distributor. In recent years, we have mainly sold MCU, Bluetooth audio transparent pass-through, flash memory, image conversion, and video applications. The above products are applied to personal computers, monitors, computer peripherals, network communications, and security surveillance applications, so the client base is extensive, so there is no risk of client concentration.

5.6.10 The influence of massive transfer or replacement of shares by the directors, supervisors, or shareholders each holding more than 10 % of the shares issued by the Company, the risk thereof, and countermeasures:

The Company's directors held roughly 22.34% of the Company's equity as of March 24, 2025, and there is no massive transfer of equity at present. The Company's directors are all positive about the Company's long-term prospect, but each shareholder has different views about the Company's investment and financial plans. To safeguard the Company's interest and bolster the confidence of the public, if the directors have a need for massive equity transfer, we will select an appropriate time and method for the transfer after sufficient communication with the Board of Directors and the management team, so such an impact on the Company is limited.

5.6.11 The influence of change in the Company's management right, the risk thereof, and countermeasures:

The Company has issued 72,145,759 ordinary shares. As of the book closure date for the shareholders' meeting, all directors held 16,114,250 shares as recorded in the shareholder register, and all our directors' shareholding accounted for roughly 22.34% of the total issued shares. All our directors are committed to running the Company, so we have maintained excellent operating performance in recent years. In the future, we will create great operating performance and profits in alignment with our business philosophy of stable operations and management ethics to enable all our shareholders to identify with our management team's approach.

5.6.12 In the case of a court case or a non-contentious case, specify the names of the directors, supervisors, the President, the de facto responsible person, shareholders each holding more than 10% of company shares, and subsidiaries with final ruling made or still in major legal proceedings, non-contentious matters, or administrative disputes, and where the result thereof may significantly affect shareholders' equity or stock price, disclose the fact of the contentions, the amount involved, the commencement date of the proceedings, the major litigants in the proceedings, and the status as of the publication date of this report: None.

5.6.13 Other important risks and countermeasures: None.

- (1) Excessive price competition in the same industry will affect the Company's gross profit

In recent years, due to the increasing number of competitors, the competition among businesses is intense. To survive the fierce competition, competitors have lowered their gross profits to win more orders. If this competition continues to exacerbate in the future, we will increase the added value of our projects in response, while lowering our gross profit to maintain our competitiveness, which will cause a negative impact on the Company's profitability.

- (2) Major natural disasters and serious infectious diseases may have a material adverse impact on the Company's operations. Taiwan has experienced large earthquakes and severe typhoon disasters, as well as serious outbreaks of infectious diseases. Either natural disasters or infectious diseases have caused great damage to Taiwan's macro economic environment. If a large earthquake or other natural disasters strike again in Taiwan in the future, as we have established a remote backup system, we can flexibly adjust the shipping location to reduce potential impacts.

5.7. Other important matters: None.

6. Special Matters

6.1. Relevant information on affiliates:

https://mopsov.twse.com.tw/mops/web/t57sb01_q10

6.2. Private placement of securities in the most recent year up to the publication date of this annual report: None.

6.3. Other necessary supplementary information: None.

7. Any event as specified in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act with a material impact on shareholders' rights and interest or securities prices occurred to the Company during the most recent year and up to the publication date of this annual report: None.

Professional Computer Technology Limited.

Chairman: Fu, Chiang-Sung