

COMPLEX MICRO INTERCONNECTION CO., LTD.

2024 Annual Report

Printed on May 6, 2025

**This Annual Report is available at the following website:
<http://mops.twse.com.tw>**

Company Website: <https://www.cmi.com.tw/>

I. Name, Title, Telephone, and E-mail of Spokesperson and Deputy Spokesperson

	Spokesperson	Deputy Spokesperson
Name	Kuo, Ming-Feng	Tsao Hsin Wen
Title	Vice President	Chief Financial Officer
Telephone	(02) 2218-4523	(02) 2218-4523
E-mail	info@cmi.com.tw	info@cmi.com.tw

II. Address and Telephone Number of the Headquarters, Branch, and Factory:

Headquarters: Complex Micro Interconnection Co., Ltd.

Address: 4F, No. 4, Lane 130, Minquan Road, Xindian District, New Taipei City

Telephone: (02) 2218-4523

Subsidiaries:

Name: KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.

Address: No. 268, Hapu Road, Kushan Development District High Technology Industrial Park,
Jiangsu Province, People's Republic of China

Telephone: +86-512-57763788

Name: Yuan Yuh Electronics (Kunshan) Co., Ltd.

Address: No. 87, Qingyang North Road, Zhoushi Township, Kunshan City, Jiangsu Province,
People's Republic of China

Telephone: +86-512-57663788

Name: Cmi (Thailand) Co., Ltd.

Address: No.664/25 Pracharat Bamphen Rd, Sam Sen Nok Sub district, Huai Khwang district,
Bangkok Thailand

III. Name, Address, Website, and Telephone of the Stock Transfer Agency:

Name: Stock Registrar Department, Grand Fortune Securities Co., Ltd.

Address: 6F., No. 6, Section 1, Zhongxiao West Road, Zhongzheng District, Taipei City

Telephone: (02) 2383-6888

Website: <http://www.gfortune.com.tw>

IV. Name of the Independent Auditor, Accounting Firm's Name, Address, Website, and Telephone for the Financial Statements of the Most Recent Year:

Name of the Certified Public Accountant (CPA): CPA Yang, Shu-Chi, CPA Lin, Heng-Shen

Accounting Firm: KPMG Taiwan

Address: 68F., No. 7, Section 5, Xinyi Road, Xinyi District, Taipei City

Telephone: (02) 8101-6666

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

V. Name of the Stock Exchanges Listed for Trading of Overseas Securities, and Information on Inquiry of These Overseas Securities: None

VI. Company Website:

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

Table of Contents

One. Letter to Shareholders.....	1
Two. Corporate Governance Report	7
I. Information of Directors, Supervisors, President, Vice Presidents, Associate Vice Presidents, Managers of Departments and Branches	7
II. Remuneration Paid to Directors, Independent Directors, Supervisors, President and Vice Presidents in the Most Recent Fiscal Year	20
III. Corporate Governance Status	30
IV. Information of Independent Auditor's Fee	89
V. Information on Change of CPAs	90
VI. The Company's Chairman, president, or any managerial officer in charge of finance or accounting matters who has held a position at the accounting firm of the attesting CPAs or its affiliated companies in the most recent year.....	90
VII. Transfer or pledge of shares owned by directors, supervisors, managerial officers, shareholders with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the Annual Report.....	90
VIII. Information on shareholders in the top ten shareholding percentage, and for related parties or spouse and relatives within the second degree of kinship	92
IX. Number of shares held by the Company, the Company's directors, supervisors, managerial officers, and the number of shares invested in a single company which is held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories	95
Three. Financing Status.....	96
I. Capital and Shares	96
II. Issuance of Corporate Bonds (Including Overseas Corporate Bonds)	99
III. Issuance of Preferred Shares.....	101
IV. Participation in Issuance of Global Depository Receipts.....	101
V. Issuance of Employee Stock Options.....	101
VI. Issuance of New Restricted Employee Shares.	101
VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies.	101
VIII. Financing Plans and Implementation Status.....	101
Four. Operation Overview.....	102
1. Business Activities.....	102
II. Market and Production/Sales Overview	115
III. Number of Employees for the Most Recent Two Years	121
IV. Information on Environmental Protection Expenditure.....	122

V. Labor-Management Relations	123
VI. Cyber Security Management	126
VII. Important Contracts.....	128

Five. Review and Analysis on the Financial Position and Financial Performance and the Assessment on Risk Events..... 129

I. Financial Status	129
II. Financial Performance	130
III. Cash Flows	131
IV. Impact of Significant Capital Expenditures in the Most Recent Year on the Financial and Operating Conditions of the Company	131
V. Investment Policy for the Most Recent Year, Main Causes of Profits or Losses, Improvement Plans and Investment Plans for the Next Year	132
VI. Risk Management Analysis and Assessment Matters for the Most Recent Year and Up to the Printing Date of the Annual Report	133
VII. Other Important Matters.....	136

Six. Special Disclosures..... 137

I. Affiliated Enterprises Related Information	137
II. For private placement of securities for the most recent year and up to the printing date of the Annual Report, the approval date of the shareholders' meeting or Board meeting and amount, price determination basis and reasonableness, specific personnel selection method and reasons of necessity for execution of private placement, and fund utilization status and plan implementation status from the collection of share payments or amounts to completion of fund utilization plan shall be disclosed.	140
III. Other supplementary matters.....	141
IV. For the most recent year and up to the printing date of the Annual Report, occurrence of events having material impact on shareholders' rights and interests or securities prices according to Subparagraph 2 of Paragraph 3 of Article 36 of the Securities and Exchange Act.	141

Attachment 1: Statement of the Internal Control System

Attachment 2: Affiliated Enterprise Consolidated Financial Statement Declaration

One. Letter to Shareholders

Dear Shareholders,

We thank all shareholders for your support of Complex Micro Interconnection Co., Ltd. (referred to as “the Company”) and your participation in the 2025 Annual General Shareholders’ Meeting of the Company.

Looking back on 2024, the consolidated operating revenue was NT\$2,437,615 thousand, an increase of 10.89% from last year, the net income of the current period was NT\$268,652 thousand, and the earnings per share (EPS) were NT\$4.06. The 2024 business plan implementation outcomes and the business plan for the current year are described in the following:

I. 2024 Business Results

(I) Business Plan Implementation Outcome

In 2024, despite the ongoing challenges of inflation and post-pandemic inventory adjustment, etc., the Company also got many opportunities. The overall orders of the industry was in line with the expectation. In 2024, the shipment ratio of the main products is 88% for FPC and 12% for electronic cable and wire. In particular, the proportion of revenue from commercial laptops has increased, reaching 31.44% in 1H24 (previously accounting for <20% in 2022). The specification of commercial notebooks has been enhanced following the popularization of AI applications, which is expected to bring new growth opportunities for the Company.

It is planned that the back-end process of FPC and the production of wires will begin at the plant in Thailand in 2025 Q3; with the advantage of the location, the plant is able to serve the end-customers’ new production base in Southeast Asia. The orders of the customers of commercial notebooks are likely to increase as a result, and the benefits are expected to be gradually notable after the plant in Thailand is certified by the customers and starts mass production in 2025.

Due to wastewater control and labor shortage, it is impossible to expand the production lines for wet processing and back-end assembly at the Kunshan FPC plant. Thus, the Company has currently planned to expand the product lines of FPC back-end process at the Thai plant in the first phase, in the hope of effectively relieving the current capacity bottleneck of the Kunshan plant. The introduction of new generation of production equipment will also help improve production efficiency and further create higher profitability.

The 2024 operating income was NT\$2,437,615 thousand, an increase of 10.89% from NT\$2,198,295 thousand in 2023. The gross profit was NT\$638,620 thousand, an increase of 7.31% from NT\$595,103 thousand in 2023. The 2024 basic earnings per share were NT\$4.06, an increase of NT\$0.49 from NT\$3.57 in 2023.

(II) Budget Implementation Status

The Company and subsidiaries did not make a financial forecast for 2024.

(III) Financial Revenue/Expenditures and Profitability Analysis

Unit: NT\$ thousand; %

Item		2024
Financial Revenue/Expenditures	Operating Revenue	2,437,615
	Gross Profit	638,620
	Net Income for the Current Period	268,652
Profitability	Return on Assets (%)	8.18
	Return on Shareholders' Equity (%)	15.25
	Net Income Before Tax to Paid-in Capital (%)	55.14
	Net Profit Margin (%)	11.02
	Earnings per Share (NT\$)	4.06

(IV) Research and Development Status

Wire and Cable Business Unit:

In response to the severe competition in the wire and cable market, the Company has incorporated high-automated production equipment to improve quality reliability and reduce the need for manpower. In 2024, the Company not only replaced the old automated production equipment of battery cables with new equipment, but also introduced a new generation of automated equipment for mini coaxial cables.

Furthermore, the Company is also actively cooperating with the high-end medical industry and U.S. customers, with shipments of small quantity seen in 2024. The Company will continue to invest more resources for deployment to develop in the medical-related industries.

FPC Business Unit:

1. In order to enhance the Company's competitiveness, the equipment addition and modification plan of the Kunshan FPC plant was formulated at the end of 2024, and is expected to be implemented in the first half of 2025. The plan aims at replacing old production machines with new ones, purchasing additional equipment as well as introducing the new generation of key equipment with an eye to production capacity expansion.
2. In response to the specification of higher frequency and lower loss with regard to new electronic products, the Company intends to set up a high-frequency laboratory at the headquarters in Taipei in the first half of 2025 to meet the increasingly stringent technical requirements in the future.

II. 2025 Business Plan Overview

(I) Operational Policy

Business Plan for FPC Products

Although many market research agencies were optimistic about the recovery of the overall electronics industry in the second half of 2024, the recent observation result has shown that the condition was not as good as expected. In 2024, except for the excellent performance of the Apple concept stock and the AI industry chain, the performance of other products in the electronics industry has still been sluggish, especially that of consumer electronics. In terms of the Company's business strategy, we will not only expand the business of industrial-grade handheld devices as well as military-grade and high-end commercial notebooks/tablets, but also continue to develop the electric vehicle and smart medical markets to secure the overall corporate profit.

The major industries the Company focuses on are reported as follows:

➤ Launch of New SUV with an U.S. EV Startup

The U.S. EV startup manufacturer expected to launch a new EV model in early 2025. Providing supplies therefor, Complex Micro Interconnection Co., Ltd. falls into the category of Tier 1 supplier, offering 7 to 8 FPCs for each vehicle (including battery charger FPC + rectifier FPC). The products are expected to be shipped in 1H25, and the growth momentum will increase quarter by quarter. This will be one of the main sources of the growth in the revenue from automotive electronics in 2025.

➤ Supply of MPI FPCs under the Trend of Pursuit for High Frequency, High Speed, Light Weight and Compactness

Under the trend of pursuit for high frequency and high speed, the material of flexible board has been upgraded from PI to LCP and MPI. In addition, since electronic devices are developed to be lighter and more compact, the product design has changed from coaxial cables to LCP and MPI.

In addition to the existing capability of supplying PI and LCP FPCs, Complex Micro Interconnection Co., Ltd. organized a high-frequency R&D team in 2024 so as to actively enter the field of MPI product supply. In the initial stage, the Company targets existing local brand customers in Taiwan, shipping antenna products along with the FPC products, and shipping the FPC adapter plates between the motherboards and RF modules. Fruitful results are expected to be witnessed in 2025.

➤ Gradual Benefits by the Plant in Thailand:

Since 2025 Q3, the FPC back-end production line of the Thai plant will be put into operation for mass production. This move will not only effectively solve the difficulty in shipment but also reduce the proportion of outsourced back-end process at the Kunshan FPC plant, increasing the output and lowering the operating costs in an effective manner.

Meanwhile, the production chain of commercial products in the U.S. has progressively been transferred to Southeast Asia. The Company's plant in Thailand can serve regional customers in a timely manner, and is expected to increase the market share.

Business Plan for Wires and Cables

➤ Customers of Notebooks:

The design of Wire+FPC is prioritized to increase the market share in notebook manufacturer customers' orders, with the profitability considered first.

➤ Customers of NB Battery Cables:

In response to the changes in the procurement policy of China, the Company will change the strategies for battery customer base, and gradually reduce the proportion of cooperation with Chinese manufacturers.

➤ Medium- and Long-term Plan for Wires and Cables:

The Company will continue to develop customers of non-consumable electronics of e.g. LED vehicle light modules, medical care and smart homes, as well as LED light guide logo products. With regard to the new customers in 2024, the transaction volume related thereto is expected to increase significantly in 2025.

(II) Sales Volume Forecast and Basis

The Company performs evaluation based on relevant information of the industrial environment, market supply-demand conditions, and actual business development, etc. Accordingly, it is predicted that the 2025 operating revenue will grow steadily compared to the operating revenue in 2024, and the operational focus will be to secure the stable profitability of the Company.

(III) Important Production Sale Policies

1. Training of the Main Management Staff of the New Plant in Thailand:

The existing management team members of the Company have high loyalty and stability. With the extensive years of manufacturing experience, the management team is able to ensure the production yield rate and high flexibility for production capacity adjustment in comparison to other competitors in the same industry. For 2025, the Company will start to select and train the middle and top management members for the new plant in Thailand, hoping that the training can be completed within the shortest time possible.

2. Mass Production of the Second Production Base in Thailand:

Currently, the Company is planning the data setup of ISO and other needed certifications. Different quality system certifications are expected to be conducted in 2025 Q3.

3. Equipment Optimization at the Kunshan Plant:

Apart from the establishment of the new plant in Thailand, the Kunshan plant has also implemented the equipment consolidation plan, not only introducing new equipment but also replacing the existing equipment with new one to more effectively enhance the Company's cooperation capability related to high-end products.

III. Impacts of the External Competitive Environment, Legal Environment, and Overall Operating Environment on the Company's Future Development Strategies

(I) Development Strategies:

The Company has 30-40 years of extensive professional experience in the manufacturing of cables and flexible boards, and for the upcoming year, our key development strategies will focus on the following:

1. Continuous Development in Niche Industries

The Company's current business activities are in industrial grade products, commercial notebooks and tablets, consumer electronics, etc. In 2025, while maintaining the existing industrial customers, the Company will also focus on the automotive and medical industries to further strengthen the customer base.

2. Maintenance of a Solid Customer Base

Presently, the Company has worked with electronic OEM giants in Taiwan and abroad for a long time. In addition to maintaining such stable relationships, the Company aims to further improve customer satisfaction and keep expanding customers of other business units in order to seize business opportunities related to FPC boards and wires and cables.

3. Establishment of Customer Base for High-Frequency Products

The Company has formed a high-frequency R&D team, and is planning the establishment of a high-frequency laboratory to continuously strengthen the professional capabilities. Also, the Company is targeting overseas customers who need such products and applications.

(II) External Competitive Environment

Under the active assistance and subsidies from the Chinese government, the competitiveness and operation scale of Chinese manufacturers in the same industry have been increased progressively, and the competition in the industry has become more severe. While continuing to maintain and secure the long-term cooperation and partnership with customers, the Company will also keep on developing high added value industries along with the regional and customer risk diversification, differential marketing and more diverse product applications, so as to ensure the Company's market competitiveness.

(III) Regulatory Environment:

To comply with the rigorous regulatory requirements of environmental protection laws, the Climate Change Response Act, increase of wages, adjustment of taxation, and the International Financial Reporting Standards (IFRS), the Company and subsidiaries have established facilities for environmental protection and pollution control according to relevant laws and standards of local governments, and also actively improve automated production capability, implement proper planning, research and taxation compliance, and IFRS related regulations, in order to reduce the operational pressure of the industry.

(IV) Overall Economic Environment:

According to Anue's report, IMF forecast that global economic growth will slightly rebound to 3.25% in 2025, which is slightly higher than the 3.23% in 2024. This indicates

that the overall global economic growth will still be slow in the near future. This trend is also seen in developed economies, emerging markets, and developing countries.

Overall, the fundamental performance of the global economy shows moderate stagflation; inflation and economic growth are both under pressure, and the growth momentum is relatively weak. The global inflation level will still be significantly higher than the economic growth rate. The escalation of geopolitical conflicts, the development of deglobalization, and the diversification of industrial chain will make the operation of the global economy more complicated. Meanwhile, the tariff policy of the U.S. President Donald Trump has brought new uncertainties to the global economic and trade order.

The Company will continue to operate the business in a stable manner, deploying in niche industries, diversifying businesses, and constantly strengthening the core competitiveness. With the competitive advantages of high customization and flexible delivery, we will expand more markets, strive to ensure smooth business operations, and create good performance to maximize the value of our shareholders continuously.

Chairman	Chang Chih Chung
----------	------------------

President	Tu Shu Min
-----------	------------

Accounting Officer	Tsao Hsin Wen
--------------------	---------------

Two. Corporate Governance Report

I. Information of Directors, Supervisors, President, Vice Presidents, Associate Vice Presidents, Managers of Departments and Branches:

(I) Directors

1. Director Information

April 27, 2025. Unit: thousand shares; %

Title	Name	Gender and Age	Nationality or Place of Registration	Date of First Election and Job Assumption	Date of Election (appointment)	Term of Office	Shareholding When Elected		Number of Shares Currently Held		Current Shareholding of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at the Company and Other Companies	Other Managers, Directors, or Supervisors With Relationship of Spouse or Within Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
Director	Chang Chih Chung	Male 61-70	Republic of China (R.O.C.)	1980.09.21	2024.06.26	3 years	4,568	6.90	4,566	6.90	4,427	6.69	—	—	Education: Shixin Commercial High School	Chairman of the Company	Vice Chairman	Tu Shu Min	Spouse	Note
Director	Tu Shu Min	Female 61-70	Republic of China (R.O.C.)	1988.07.21	2024.06.26	3 years	4,439	6.71	4,427	6.69	4,566	6.90	18,079	27.32	Education: EMBA, EMBA, National Chengchi University	Vice Chairman and President of the Company Chairman of Der Yu Electronics Co., Ltd. Chairman of Ding Xuan Investment Co., Ltd. Chairman of Yuan Long Investment Co., Ltd. Chairman of 3QOMIYAGE Co., Ltd.	Chairman	Chang Chih Chung	Spouse	Note

Title	Name	Gender and Age	Nationality or Place of Registration	Date of First Election and Job Assumption	Date of Election (appointment)	Term of Office	Shareholding When Elected		Number of Shares Currently Held		Current Shareholding of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at the Company and Other Companies	Other Managers, Directors, or Supervisors With Relationship of Spouse or Within Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
																Corporate Director Representative of Hope Vision Co., Ltd.				
Director	Kuo Ming Fong	Male 51-60	Republic of China (R.O.C.)	2020.11.10	2024.06.26	3 years	181	0.27	181	0.27	—	—	—	—	Education: St. John's & St. Mary's Institute of Technology	Vice President of the Company Executive Vice President of Subsidiary Cmi (Thailand) Co., Ltd.	—	—	—	
Director	Chung Chih Lung	Male 41-50	Republic of China (R.O.C.)	2020.11.10	2024.06.26	3 years	398	0.60	398	0.60	—	—	—	—	Education: EMBA, University of Southern Queensland	Vice President of the Company Executive Vice President of Subsidiary Yuan Yuh Electronics (Kunshan) Co., Ltd.	—	—	—	
Director	Chiu Kuo Tung	Male 61-70	Republic of China (R.O.C.)	2020.11.10	2024.06.26	3 years	50	0.08	50	0.08	—	—	—	—	Education: St. John's & St. Mary's Institute of Technology Experience: Executive Vice President of Suzhou Jiazhi Electronic Co.,Ltd.	None	—	—	—	
Indepen	Li	Male	Republic	2021.07	2024.06.26	3	—	—	—	—	—	—	—	—	Education:	CPA of Yong	—	—	—	

Title	Name	Gender and Age	Nationality or Place of Registration	Date of First Election and Job Assumption	Date of Election (appointment)	Term of Office	Shareholding When Elected		Number of Shares Currently Held		Current Shareholding of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at the Company and Other Companies	Other Managers, Directors, or Supervisors With Relationship of Spouse or Within Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
Independent Director	Chih Kuang	51-60	of China (R.O.C.)	.01		years									Master of Business Administration, National Chengchi University Experience: Independent Director of Tainan Enterprise Co., Ltd.	Shu Accounting Firm				
Independent Director	Hung Tsung Hsien	Male 51-60	Republic of China (R.O.C.)	2021.07.01	2024.06.26	3 years	—	—	—	—	—	—	—	—	Education: Master of International Trade and Commerce Law, University of Durham, U.K. EMBA-International Finance Division, National Chengchi University Master of Laws, National Taipei University Bachelor of Arts in Politics and Minor in Law,	Partner at JTJB-Taipei for services in the Greater China region Independent Director of Medical Imaging Corp.	—	—	—	

Title	Name	Gender and Age	Nationality or Place of Registration	Date of First Election and Job Assumption	Date of Election (appointment)	Term of Office	Shareholding When Elected		Number of Shares Currently Held		Current Shareholding of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at the Company and Other Companies	Other Managers, Directors, or Supervisors With Relationship of Spouse or Within Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
															National Taiwan University					
Independent Director	Chan Chao Huei	Male 51-60	Republic of China (R.O.C.)	2021.07.01	2024.06.26	3 years	—	—	—	—	—	—	—	—	Education: Department of Business Administration, Takming University of Science and Technology Experience: President of Jinhe Fine Chemicals (Suzhou) Co., Ltd. Sales Assistant Vice President	Sales Vice President of Champion Technology Company Limited	—	—	—	

Title	Name	Gender and Age	Nationality or Place of Registration	Date of First Election and Job Assumption	Date of Election (appointment)	Term of Office	Shareholding When Elected		Number of Shares Currently Held		Current Shareholding of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at the Company and Other Companies	Other Managers, Directors, or Supervisors With Relationship of Spouse or Within Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship	
															of Power Success Co., Ltd.					
Independent Director	Wan Hsin Ning	Female 51-60	Republic of China (R.O.C.)	2024.06.26	2024.06.26	3 years	—	—	—	—	—	—	—	—	Education: Master of Business Administration, National Chengchi University Experience: Special Assistant to Chairman/Spokesperson/President/Corporate Governance Officer/Chief Auditor of T3EX Global Holdings Corp. Supervisor of T.H.I. Logistics Co., Ltd.	Supervisor of Taiwan Investor Relations Institute	—	—	—	

Note: Chang Chih Chung, the Chairman of the Company, is the spouse of Tu Shu Min, the Vice Chairman and President of the Company. To strengthen the independence of the Board of Directors, independent directors are elected to enhance the Board functions and to strengthen the function of supervision.

2. Major Shareholders of Corporate Shareholders

(1) Major Shareholders of Corporate Shareholders: None.

(2) Major Shareholders of Corporate Shareholders Being a Corporate Shareholder Representative: None.

3. Disclosure of Professional Qualifications of Directors and Independence of Independent Directors

Criteria Name	Professional Qualifications and Experience	Independence Status	Number of Independent Directors Concurrently Serving at Other Public Offering Companies
Chang Chih Chung (Chairman)	Equipped with extensive experience, strategic management and leadership in the electronic components industry, and acting as the Director and Chairman of companies under Complex Micro Interconnection (CMI) Group (including the Company and subsidiaries 100% owned by the Company). Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.	In a spousal relationship with a director of the Company.	None
Tu Shu Min (Director)	Equipped with business management, leadership, and academic capability for the electronic components industry, and acts as the Director of companies under the CMI Group (including the Company and subsidiaries 100% owned by the Company) and also concurrently acts as the President of the Company. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.	In a spousal relationship with a director of the Company.	None
Kuo Ming Fong (Director)	Equipped with extensive experience, commercial and marketing sales capability in the electronic components industry, and concurrently acts as the Vice President of the Company. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.		None
Chung Chih Lung (Director)	Equipped with extensive experience, commercial and marketing sales capability in the electronic components industry, and concurrently acts as the Vice President of the Company. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.		None

Chiu Kuo Tung (Director)	Equipped with extensive experience and strategic management in the electronic components industry, and previously acted as the Executive Vice President of Jiazhi Electronic Co., Ltd.. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.		None
Li Chih Kuang (Independent Director)	A professional and technical specialist equipped with working experience in corporate governance, finance, and accounting skills, and has also qualified for the required national examination for accountants with a license. Current CPA of Yong Shu Accounting Firm Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.	According to the provisions of the “Articles of Incorporation” and “Corporate Governance Best Practice Principles” of the Company, directors are elected via the candidate nomination system. During the nomination and election of Board members of the	None
Hung Tsung Hsien (Independent Director)	A professional and technical specialist equipped with working experience in business management and legal expertise, and has also qualified for the required national examination for lawyers with a license. Presently acts as the Greater China Service Partner of JTJB-TAIPEI and an independent director of Medical Imaging Corp. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.	Company, the Company has obtained the written statement, working experience, and current employment certificate of each director, and the kinship table is also provided for verification in order to confirm the independence of directors, their spouses, and relatives within the third degree of kinship with respect to the Company. In addition, the three	1
Chan Chao Huei (Independent Director)	Equipped with extensive experience and strategic management in the electronic components industry, and previously acted as the President of Jinhe Fine Chemicals (Suzhou) Co., Ltd. and the Sales Assistant Vice President of Power Success Co., Ltd.; currently acts as the Sales Vice President of Champion Pro Technology Company Limited. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.	independent directors listed on the left, for the period of two years before the election and during the job assumption period, have also been verified to comply with the qualification specified in the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” announced by the Financial Supervisory	None
Wan Hsin Ning (Independent Director)	Equipped with working experience in corporate governance, finance, and accounting skills, and previously acted as the Special Assistant to Chairman/Spokesperson/President/Corporate Governance Officer/Chief Auditor of T3EX Global Holdings Corp.; currently acts as the Supervisor of Taiwan Investor Relations Institute. Not subject to any conditions defined in Subparagraphs of Article 30 of the Company Act.	Commission (FSC) and Article 14-2 of the Securities Exchange Act. Furthermore, all independent directors have been granted with the authority to participate in decision making and express opinions according to Article 14-3 of the Securities and Exchange Act, in order to exercise relevant authorities independently.	None

Note: According to the provisions of the Rules Governing Review of Securities Listings and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, the Company has obtained the independence declaration from each independent director, which has been verified to comply with the independence qualification criteria according to the regulatory requirements.

4. Diversity and Independence of the Board of Directors

(1) Diversity of the Board of Directors:

The overall composition of the Board of Directors shall be taken into consideration in the selection of the Company's directors.

The composition of the Board of Directors shall be determined by taking diversity into consideration, and shall establish and formulate an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs, and include, but not be limited to, the following two general standards:

A. Basic Requirements and Values: Gender, age, nationality, and culture.

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

Each Board member shall have the necessary knowledge, skills, and experience to perform their duties; the abilities that must be present in the Board as a whole are as follows:

A. Operational judgment ability. B. Accounting and financial analysis ability.

C. Business management ability. D. Crisis handling ability.

E. Knowledge of the industry. F. International market perspective.

G. Leadership. H. Decision-making ability.

The current Board of Directors of the Company consists of 9 directors. The specific management objective of the diversity policy of the Board composition and its implementation status are as follows:

Management Objective	Status of Criteria Satisfaction
Directors concurrently who act as managerial officers of the Company shall not exceed half of the total number of directors	Criteria satisfied
Board members consist of at least one female director	Criteria satisfied
Independent directors with a term of office not exceeding three terms	Criteria satisfied
Number of independent directors exceeding one-third of the total number of directors	Criteria satisfied

Implementation status of the Board member diversity policy is as follows:

Director Name	Gender	Age			Seniority of Independent Director	Concurrent Position as Employee of the Company	Diversity Core Abilities						
		41-50 years old	51-60 years old	61-70 years old			Finance	Knowledge of the Industry	Production and Manufacturing	Accounting	Law	International Market Perspective	Business Management
Chang Chih Chung	Male			✓				✓	✓			✓	✓
Tu Shu Min	Female			✓		✓		✓	✓			✓	✓
Kuo Ming Fong	Male		✓			✓		✓	✓			✓	✓
Chung Chih Lung	Male	✓				✓		✓	✓			✓	✓
Chiu Kuo Tung	Male			✓				✓	✓			✓	✓
Li Chih Kuang	Male		✓		3 years or above		✓			✓		✓	✓
Chan Chao Huei	Male		✓		3 years or above			✓	✓			✓	✓
Hung Tsung Hsien	Male		✓		3 years or above						✓	✓	✓
Wan Hsin Ning	Female		✓		Less than 3 years		✓			✓		✓	✓

- (2) If the Number of Directors of Either Gender is Less than One-Third of the Total Number of Directors, the Reason Therefor and the Measures to be Taken to Improve the Diversity of the Board of Directors:

(I) Reason: The Company has nine directors in accordance with the Articles of Incorporation. The current directors were elected in the shareholders' meeting on June 26, 2024. There are two female directors, accounting for less than one-third of the total number of directors. This is due to the characteristics of the industry, which make it hard to find female talents in a short time.

(II) Measures to be taken: Before the end of the term of the current Board of Directors and the election to new directors, the Company will seek recommended talent from the industry or schools to improve the performance of corporate governance and implement the policy of diversity of the Board of Directors.

- (3) Independence of the Board of Directors:

The present Board of Directors of the Company consists of nine directors, including four independent directors, accounting for 44% of the present total number of directors. The ratio of directors concurrently acting as employees of the Company is 33%, less than half (inclusive) of the total number of directors. In addition, two directors are in a spousal relationship, which is less than half of the total number of directors. In view of the above, the independence of the Board of Directors has been satisfied.

(II) President, Vice Presidents, Associate Vice Presidents, Supervisors of Departments and Branches

April 27, 2025. Unit: thousand shares; %

Title	Name	Gender	Nationality	Date of Job Assumption	Shareholding		Shareholdings of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at Other Companies	Managerial Officers With a Relationship of Spouse or Within the Second Degree of Kinship			Status of Managers Acquiring Employee Stock Option Certificates	Remarks
					Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship		
President	Tu Shu Min	Female	Republic of China (R.O.C.)	2024.04.02	4,427	6.69	4,566	6.90	18,079	27.32	EMBA, National Chengchi University	Vice Chairman of the Company. Chairman of Der Yu Electronics Co., Ltd.	Chairman	Chang Chih Chung	Spouse	—	Note
												Chairman of Ding Xuan Investment Co., Ltd. Chairman of Yuan Long Investment Co., Ltd. Chairman of 3QOMIYAGE Co., Ltd. Corporate Director Representative of Hope Vision Co., Ltd.	President of KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Chang Chih Chang	Sibling of spouse		
President of Subsidiary KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Chang Chih Chang	Male	Republic of China (R.O.C.)	2013.09.01	1,099	1.66	364	0.55	1,449	2.19	Chung Yuan Christian University	Chairman of Jun Han Investment Co., Ltd.	Chairman	Chang Chih Chung	Sibling	—	
													President	Tu Shu Min	Spouse of sibling		
Vice President	Kuo Ming Fong	Male	Republic of China (R.O.C.)	2015.10.01	181	0.27	—	—	—	—	St. John's and St. Mary's Institute of Technology	Director of the Company. Executive Vice President of Subsidiary Cmi	—	—	—	—	

Title	Name	Gender	Nationality	Date of Job Assumption	Shareholding		Shareholdings of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at Other Companies	Managerial Officers With a Relationship of Spouse or Within the Second Degree of Kinship			Status of Managers Acquiring Employee Stock Option Certificates	Remarks
					Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship		
												(Thailand) Co., Ltd.					
Vice President	Chung Chih Lung	Male	Republic of China (R.O.C.)	2019.06.01	398	0.60	—	—	—	—	University of Southern Queensland EMBA	Director of the Company. Executive Vice President of Subsidiary Yuan Yuh Electronics (Kunshan) Co., Ltd.	—	—	—	—	
Sales Assistant Vice President of Subsidiary KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Lin Chang Chen	Male	Republic of China (R.O.C.)	2021.04.01	107	0.16	—	—	—	—	Department of Mechanical Engineering, Lee-Ming Institute of Technology	—	—	—	—	—	
Factory Director of Subsidiary KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Yu Wen Hao	Male	Republic of China (R.O.C.)	203.04.17	—	—	—	—	—	—	Department of Power Mechanical Engineering, National United University Executive Vice President of Happy Electronics Company Limited	—	—	—	—	—	
Associate Vice President of	Ku Shih Chieh	Male	Republic of China (R.O.C.)	2018.09.01	64	0.10	—	—	—	—	Master of Electrical Engineering, National Cheng	—	—	—	—	—	

Title	Name	Gender	Nationality	Date of Job Assumption	Shareholding		Shareholdings of Spouse and Minor Children		Shareholding by Nominee Arrangement		Main Experience (educational background)	Current Adjunct Positions at Other Companies	Managerial Officers With a Relationship of Spouse or Within the Second Degree of Kinship			Status of Managers Acquiring Employee Stock Option Certificates	Remarks
					Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage			Title	Name	Relationship		
Subsidiary Yuan Yuh Electronics (Kunshan) Co., Ltd.											Kung University						
Sales Assistant Vice President	Tsai Sheng Chung	Male	Republic of China (R.O.C.)	2024.04.01	101	0.15	—	—	—	—	Department of Japanese, Ming Chuan University	—	—	—	—	—	
Chief Financial Officer	Tsao Hsin Wen	Female	Republic of China (R.O.C.)	2020.10.12	7	0.01	—	—	—	—	Master of Accounting, Soochow University Accounting Officer of Tex-Ray Industrial Co., Ltd.	—	—	—	—	—	

II. Remuneration Paid to Directors, Independent Directors, Supervisors, President and Vice Presidents in the Most Recent Fiscal Year

(I) Remuneration of Directors and Independent Directors

December 31, 2024. Unit: NT\$ thousand; %

Title	Name	Remuneration of Directors								Total of Four Items of A+B+C+D as a Percentage of Net Income After Tax (%)		Remuneration Received for Serving as an Employee Concurrently								Total of Seven Items of A+B+C+D+E+F+G as a Percentage of Net Income After Tax (%)		Remuneration From Investees Other Than Subsidiaries or From the Parent Company
		Remuneration (A)		Severance and Pension (B)		Remuneration of Directors (C)		Business Execution Expenses (D)				Remuneration, Bonus, and Allowance (E)		Severance and Pension (F)		Remuneration of Employees (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	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All Companies in the Financial Statements	
Director	Chang Chih Chung	2,202	3,262	-	-	3,656	3,656	894	1,508	6,752	8,426	7,417	7,417	-	-	1,067	-	1,067	-	15,236	16,910	None
	Tu Shu Min																					
	Kuo Ming Fong																					
	Chung Chih Lung																					
	Chiu Kuo Tung																					
Independent Director (Note 1)	Li Chih Kuang	2,108	2,108	-	-	-	-	-	-	2,108	2,108	-	-	-	-	-	-	-	-	2,108	2,108	None
	Chan Chao Huei																					
	Hung Tsung Hsien																					

Title	Name	Remuneration of Directors								Total of Four Items of A+B+C+D as a Percentage of Net Income After Tax (%)		Remuneration Received for Serving as an Employee Concurrently								Total of Seven Items of A+B+C+D+E+F+G as a Percentage of Net Income After Tax (%)		Remuneration From Investments Other Than Subsidiaries or From the Parent Company
		Remuneration (A)		Severance and Pension (B)		Remuneration of Directors (C)		Business Execution Expenses (D)				Remuneration, Bonus, and Allowance (E)		Severance and Pension (F)		Remuneration of Employees (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			
	Cash Amount													Stock Amount	Cash Amount	Stock Amount						
	Wan Hsin Ning																					
1. Please describe the payment policy, system, standard, and structure for remuneration of independent directors, and explain the relationship with the remuneration payment according to the job duties handled, risks, and time invested, etc.: The remuneration of independent directors of the Company is specified in the Articles of Incorporation of the Company or is determined according to the resolution of the shareholders; meeting, and reasonable remuneration different from the remuneration of general directors and supervisors may be specified. The remuneration of independent directors may also be fixed remuneration paid on a monthly basis according to relevant statutory procedure, and independent directors shall not participate in the distribution of earnings.																						
2. Other than disclosure in the above table, directors remuneration earned by providing services (e.g., providing consulting services as a non-employee) to TSMC and all consolidated entities in the 2017 financial statements: None.																						

Remuneration Range Table

Range of Remuneration Paid to Each Director of the Company	Director Name			
	Sum of Foregoing Four Items (A+B+C+D)		Sum of Foregoing Seven Items (A+B+C+D+E+F+G)	
	The Company	All Companies in the Financial Statements H	The Company	All Companies in the Financial Statements I
Under NT\$1,000,000	Tu Shu Min, Kuo Ming Fong, Chung Chih Lung, Chiu Kuo Tung, Li Chih Kuang, Chan Chao Huei, Hung Tsung Hsien, Wan Hsin Ning	Tu Shu Min, Kuo Ming Fong, Chung Chih Lung, Chiu Kuo Tung, Li Chih Kuang, Chan Chao Huei, Hung Tsung Hsien, Wan Hsin Ning	Chiu Kuo Tung, Li Chih Kuang, Chan Chao Huei, Hung Tsung Hsien, Wan Hsin Ning	Chiu Kuo Tung, Li Chih Kuang, Chan Chao Huei, Hung Tsung Hsien, Wan Hsin Ning
NT\$ 1,000,000 (inclusive)-NT\$ 2,000,000 (exclusive)				
NT\$ 2,000,000 (inclusive)-NT\$ 3,500,000 (exclusive)			Chung Chih Lung	Chung Chih Lung
NT\$ 3,500,000 (inclusive)-NT\$ 5,000,000 (exclusive)	Chang Chih Chung		Chang Chih Chung, Tu Shu Min, Kuo Ming Fong	Tu Shu Min, Kuo Ming Fong
NT\$ 5,000,000 (inclusive)-NT\$ 10,000,000 (exclusive)		Chang Chih Chung		Chang Chih Chung
NT\$ 10,000,000 (inclusive)-NT\$ 15,000,000 (exclusive)				
NT\$ 15,000,000 (inclusive)-NT\$ 30,000,000 (exclusive)				
NT\$ 30,000,000 (inclusive)-NT\$ 50,000,000 (exclusive)				
NT\$ 50,000,000 (inclusive)-NT\$ 100,000,000 (exclusive)				
Above NT\$100,000,000				
Total	9 persons	9 persons	9 persons	9 persons

(II) Remuneration of Presidents and Vice Presidents

December 31, 2024. Unit: NT\$ thousand; %

Title	Name	Salary (A)		Severance and Pension (B) (Note 1)		Bonus and Allowance (C)		Remuneration of Employees (D) (Note 2)				Total of Four Items of A+B+C+D as a Percentage of 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			
President)	Tu Shu Min	7,979	8,907	-	-	1,752	1,752	1,422	-	1,422	-	11,153 4.15%	12,081 4.50%	None
President of Subsidiary	Chang Chih Chang													
Vice President	Kuo Ming Fong													
Vice President	Chung Chih Lung													

Remuneration Range Table

Range of Remuneration Paid to the Presidents and Vice Presidents of the Company	Name of President and Vice President	
	The Company	All Companies in the Financial Statements
Under NT\$1,000,000		
NT\$ 1,000,000 (inclusive)-NT\$ 2,000,000 (exclusive)		
NT\$ 2,000,000 (inclusive)-NT\$ 3,500,000 (exclusive)	Tu Shu Min, Chang Chih Chang, Kuo Ming Fong, Chung Chih Lung	Tu Shu Min, Kuo Ming Fong, Chung Chih Lung
NT\$ 3,500,000 (inclusive)-NT\$ 5,000,000 (exclusive)		Chang Chih Chang

Range of Remuneration Paid to the Presidents and Vice Presidents of the Company	Name of President and Vice President	
	The Company	All Companies in the Financial Statements
NT\$5,000,000(inclusive)-NT\$ 10,000,000 (exclusive)		
NT\$10,000,000(inclusive)-NT\$15,000,000(exclusive)		
NT\$15,000,000(inclusive)-NT\$30,000,000(exclusive)		
Above NT\$100,000,000		
Total	4 persons	4 persons

(III) Remuneration of the Top Five Supervisors with the Highest Remuneration

December 31, 2024. Unit: NT\$ thousand; %

Title	Name	Salary (A) (Note 2)		Severance and Pension (B)		Bonus and Allowance (C) (Note 3)		Remuneration of Employees (D) (Note 4)				Total of Four Items of A+B+C+D as a Percentage of Net Income After Tax (%) (Note 6)		Remuneration From Investees Other Than Subsidiaries or From the Parent Company (Note 7)
		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 (Note 5)		The Company	All Companies in the Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President	Tu Shu Min	8,809	10,283	-	-	2,068	2,068	1,659	-	1,659	-	12,536 4.67%	14,010 5.21%	None
President of Subsidiary	Chang Chih Chang													
Vice President	Kuo Ming Fong													
Vice President	Chung Chih Lung													
Sales Assistant Vice President	Lin Chang Chen													

Note 1: The supervisors in the “top five supervisors with the highest remuneration” refer to the managerial officers of the Company, and the criteria for managerial officers are subject to the scope of "managerial officers" as defined in Tai-Cai-Zheng-3-Zi No. 0920001301 Letter issued by the former Securities and Futures Commission, Ministry of Finance on March 27, 2003. The “top five supervisors with the highest remuneration” are the top five managerial officers in terms of the total amount of the salary, severance and pension, bonus and allowance received by the Company’s managerial officers from all companies in the financial statements as well as the remuneration to employees (namely the sum of A+B+C+D). This and the above tables (1-1) shall be filled out if the director is also a supervisor mentioned above.

- Note 2: This includes the salary, duty allowance, and severance pay of the top five supervisors with the highest remuneration in the most recent year.
- Note 3: This includes various bonuses, incentives, transportation allowance, special allowance, various allowances, accommodation, vehicles, in-kind benefits, and other compensations paid to the top five supervisors with the highest remuneration in the most recent year is specified here. For the provision of houses, vehicles and other means of transportation or any personal expenditures, the nature and cost of the assets provided, the actual or fair market value of rent, fuel and other payments shall be disclosed. If there is a driver assigned, please explain in a note the compensation paid to the driver; however, it is not included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 “Share-based Payment,” including the acquisition of employee stock options, restricted stock shares, and participation in cash capital increase to subscribe for shares, shall also be included in the remuneration.
- Note 4: This includes the amount of employee remuneration (including that paid in shares and cash) approved by the Board of Directors for distribution to the top five supervisors with the highest remuneration in the most recent year. If the amount cannot be estimated, this year’s distribution amount shall be calculated in proportion to the actual distribution amount in the previous year and Table 1-3 shall be completed.
- Note 5: The total amount of remunerations paid to the top five supervisors with the highest remuneration of the Company by all companies (including the Company) in the consolidated financial statements shall be disclosed.
- Note 6: The net income after tax refers to the net income after tax in the parent-only or individual financial statements of the most recent year.
- Note 7: a. The amount of remunerations received by the Company’s top five supervisors with the highest remuneration from non-subsiidiary investees or the parent company shall be specified in this column (indicate “None” if there are no such remunerations).
b. Remuneration refers to the compensation, remuneration (including remuneration of employees, directors, and supervisors) and business execution expenses received by the Company’s top five supervisors with the highest remuneration for serving as directors, supervisors or managerial officers in non-subsiidiary investees or the parent company.
- *The remuneration disclosed in this table is different from income as defined in the Income Tax Act. Therefore, this table is for information disclosure and not for tax purposes.

(IV) Name of Managerial Officers for Distribution of Employees' Remuneration and Distribution Status

December 31, 2024. Unit: NT\$ thousand

Title	Name	Stock Amount	Cash Amount	Total	Total as a Percentage of Net Income After Tax (%)
President	Tu Shu Min	-	2,382	2,382	0.89%
President of Subsidiary	Chang Chih Chang				
Vice President	Kuo Ming Fong				
Vice President	Chung Chih Lung				
Sales Assistant Vice President of Subsidiary	Lin Chang Chen				
Assistant Vice President of Subsidiary	Ku Shih Chieh				
Factory director of a subsidiary	Yu Wen Hao				
Sales Assistant Vice President	Tsai Sheng Chung				
Chief Financial Officer	Tsao Hsin Wen				

(V) Analyze and describe the total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by the Company and by all companies included in the consolidated financial statements in the most recent two years to directors, supervisors, general managers, and assistant general managers, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

1. Analysis of remuneration paid to Directors, Supervisors, Presidents, and Vice Presidents of the Company paid by the Company and companies included in the individual financial statements in proportion to the net income after tax referred to in the parent company only financial statements in the most recent two years

Unit: NT\$ thousand; %

Title	Total Remuneration as a Percentage of Net Income After Tax for 2023 (%)		Total Remuneration as a Percentage of Net Income After Tax for 2024 (%)	
	The Company	All Companies in the Financial Statements	The Company	All Companies in the Financial Statements
Director	3.38	4.20	3.30	3.92
Presidents and Vice Presidents	4.92	5.38	4.15	4.50

2. Policy, Standard, and Combination for Payment of Remuneration

(1) Remuneration of Directors

A. Remuneration of General Directors: For the remuneration of directors of the Company, according to the Articles of Incorporation of the Company, when the Company has a profit at the end of a fiscal year, an amount not higher than 2% thereof shall be appropriated as the remuneration of directors.

B. Remuneration of Independent Directors: The remuneration of independent directors of the Company is a fixed remuneration issued monthly, and independent directors shall not participate in the distribution of earnings.

(2) Remuneration of Presidents and Vice Presidents:

The remuneration of presidents and vice presidents includes salary, bonuses, and employee compensation, and the salary standard is determined according to the job position, responsibility, and level of contribution to the Company. In addition, remuneration standards adopted in the same industry are considered for the determination of the remuneration. The distribution standard of remuneration of employees complies with the Articles of Incorporation, which is submitted to the Board of Directors for resolution and then reported to the shareholders' meeting for issuance.

3. Procedure for Remuneration Establishment

I. The remuneration of directors, supervisors, presidents, and vice presidents shall comply with the provisions of the Articles of Incorporation. When the Company has a profit for a fiscal year, an amount equivalent to 3% to 5% of the profit shall be appropriated as remuneration of employees, and no more than 2% of the profit shall be appropriated as remuneration of directors. However, when the Company still has an accumulated loss (including an adjusted but undistributed surplus earnings amount), it shall be reserved to compensate such loss first.

II. The remuneration of directors, presidents, and vice presidents shall be reported to the Remuneration Committee and Board of Directors for approval according to the regulations for execution.

4. Correlation Between Business Performance and Future Risk

In accordance with Article 19 of the Company's Articles of Incorporation, the remuneration of directors shall be no more than 2% of the Company's profit. The Company's directors are paid reasonably with the Company's operating results and their contribution to the Company's performance taken into account. The remunerations of the president, vice presidents, and managerial officers are determined in accordance with the Company's salary standards, as well as their education, experience, and business performance. The procedure for determining remuneration takes into account the Company's overall operating performance, future business risks and development trends

in the industry, as well as incidents that involve moral hazard or may adversely affect the Company's image or goodwill, improper internal management, or personnel abuses. The proportion of remuneration to managerial officers will be calculated taking into consideration the target achievement rate, profit rate, operating efficiency, and individual contribution, and reasonable remuneration will be paid. Remuneration will be reviewed from time to time depending on the actual business situation and related laws and regulations to achieve a balance between the Company's sustainable operations and risk control.

III. Corporate Governance Status

(I) Board Meeting Operation Status

In 2024, there were seven Board meetings, and the attendance status of directors and independent directors is as follows:

Title	Name	Actual Number of Attendances	Number of Attendances by Proxy	Actual Attendance Rate	Notes
Director	Chang Chih Chung	7	—	100%	
Director	Tu Shu Min	7	—	100%	
Director	Chiu Kuo Tung	7	—	100%	
Director	Kuo Ming Fong	7	—	100%	
Director	Chung Chih Lung	7	—	100%	
Independent Director	Li Chih Kuang	7	—	100%	
Independent Director	Chan Chao Huei	7	—	100%	
Independent Director	Hung Tsung Hsien	7	—	100%	
Independent Director	Wan Hsin Ning	4	—	100%	Taking office on June 26, 2024

Other matters required to be recorded:

1. Where the operation of a Board meeting is subject to one of the following, the Board meeting date, session, proposal content, opinion of all independent directors, and Company's handling for the opinions of independent directors shall be described:

(1) Matters specified in Article 14-3 of the Securities and Exchange Act: The Company has established the Audit Committee; therefore, the provision of Article 14-3 of the Securities and Exchange Act is not applicable. For matters specified in Article 14-5 of the Securities and Exchange Act, please refer to the Audit Committee Operation Status (page 25) for details.

(2) Except for the aforementioned matters, other resolutions of Board meetings subject to

dissenting opinions or qualified opinions and equipped with records or written statements: None.

2. For the execution status of recusal of directors due to conflicts of interest, the name of directors, proposal content, reasons of recusal, and participation in voting shall be described:

Meeting Date	Proposal Content	Recusal of Directors Due to a Conflict of Interest	Reason for Recusal of a Conflict of Interest	Voting Participation Status
March 14, 2024 17th Meeting of the 12th Term	Proposal for the adjustment of meal allowance for the Company's Chairman and managerial officers.	Chang Chih Chung, Tu Shu Min, Kuo Ming Fong, Chung Chih Lung.	Conflict of interest for this proposal	Chang Chih Chung, Tu Shu Min, Kuo Ming Fong and Chung Chih Lung recused themselves from the discussion of this proposal for adjusting their meal allowance, and the proposal was approved by the rest of the attending directors.
April 2, 2024 18th Meeting of the 12th Term	1. Proposal for the appointment of the Company's President. 2. Proposal for the Company's 2023 distribution of remunerations of directors, managerial officers, and employees.	1. Tu Shu Min 2. Chang Chih Chung, Tu Shu Min, Chiu Kuo Tung, Kuo Ming Fong, Chung Chih Lung.	1. Concurrently acting as managerial officers of the Company 2. Conflict of interest for this proposal	1. Director and President Tu Shu Min recused herself from the discussion of this proposal, and the proposal was approved by the rest of the attending directors. 2. Directors Chang Chih Chung, Tu Shu Min, Chiu Kuo Tung, Kuo Ming Fong

					and Chung Chih Lung recused themselves from the discussion of this proposal for their remuneration , and the proposal was approved by the rest of the attending directors.
August 8, 2024 2nd Meeting of the 13th Term	Proposal for 2023 distribution of bonuses for managerial officers of the Company.	Tu Shu Min, Kuo Ming Fong, Chung Chih Lung	Conflict of interest for this proposal	Directors Tu Shu Min, Kuo Ming Fong and Chung Chih Lung recused themselves from this proposal, and the proposal was approved by the rest of the attending directors.	
November 7, 2024 3rd Meeting of the 13th Term	Proposal for the removal of non-compete restrictions on managerial officers.	Kuo Ming Fong	Conflict of interest for this proposal	Vice President Kuo Ming Fong recused himself from this proposal, and the proposal was approved by the rest of the directors.	
December 25, 2024 4th Meeting of the 13th Term	1. Proposal for the remuneration and structure for managerial officers of the Company. 2. Proposal for	1. Tu Shu Min, Kuo Ming Fong, Chung Chih Lung. 2. Chang Chih Chung, Tu Shu Min, Kuo Ming Fong, Chung Chih Lung. 3. Chang Chih	Conflict of interest for this proposal	1. Directors Tu Shu Min, Kuo Ming Fong and Chung Chih Lung recused themselves from the discussion of this proposal	

		<p>2024 year-end bonuses of the Chairman and managerial officers of the Company.</p> <p>3. Proposal for the remuneration and structure of directors (including functional committees) of the Company.</p>	<p>Chung, Tu Shu Min, Chiu Kuo Tung, Kuo Ming Fong, Chung Chih Lung.</p>		<p>for their remuneration , and the proposal was approved by the rest When of the attending directors.</p> <p>2. Directors Chang Chih Chung, Tu Shu Min, Kuo Ming Fong and Chung Chih Lung recused themselves from the discussion of this proposal for their remuneration , and the proposal was approved by the rest of the attending directors.</p> <p>3. Directors Chang Chih Chung, Tu Shu Min, Chiu Kuo Tung, Kuo Ming Fong and Chung Chih Lung recused themselves from the discussion of this proposal for their remuneration , and the proposal was</p>	
--	--	---	--	--	--	--

					approved by the rest of the attending directors.	
<p>3. A public company shall disclose the information on the evaluation cycle and period, evaluation scope, method, and evaluation content, etc. of the self-evaluation (or peer evaluation) of the Board of Directors:</p> <p>(1) Board of Directors Self-Evaluation Execution Status</p> <p>The results of the 2024 Board of Directors performance evaluation were reported to the Board of Directors on February 25, 2025.</p> <p>The overall average score for the performance evaluation of the Board of Directors was 4.3 (out of 5), and the overall average score for individual board members' performance evaluation was 4.9 (out of 5), indicating that the Board of Directors was functioning well. In addition, the Company completed the performance evaluation of the "Audit Committee" and the "Remuneration Committee," both with a score of 5 (out of 5), indicating that the Company's functional committees were functioning well and efficiently. The scope, method and content of the evaluations are as follows:</p>						
Board of Directors Evaluation Execution Status						
Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content		
Once Annually	2024/01/01 to 2024/12/31	Board of Directors, individual board members, functional committees	Self-evaluation of the Board of Directors, self-evaluation of board members, and self-evaluation of functional committees	Performance Evaluation of the Board of Directors	Self-performance Evaluation of Board Members	Performance Evaluation of Functional Committees
				Participation in the Company's operations, improvement of the quality of the Board of Directors' decision-making, composition and structure of the Board of Directors, election and continuing education of directors, internal control, etc.	Alignment with the goals and mission of the Company, awareness of the duties of a director., participation in the Company's operations, management of internal relationships and communication, directors' professionalism and continuing education, internal control, etc.	Participation in the Company's operations, awareness of the duties of the functional committee, Improvement of the quality of decisions made by the functional committee, composition of the functional committee and election of its members,

						internal control, etc.
--	--	--	--	--	--	------------------------

(2) Board of Directors Performance Evaluation by an External Professional Independent Institution:

On December 25, 2024, the Company appointed an external professional independent institution, "Taiwan Corporate Governance Association," to perform the 2024 Board of Directors performance evaluation, which was conducted through a questionnaire survey and on-site visits for five major aspects (the composition and task division of the Board of Directors, the guidance and supervision of the Board of Directors, the authorization and risk management of the Board of Directors, the communication and cooperation of the Board of Directors, and the self-regulation and improvement of the Board of Directors). The evaluation results were reported to the Board of Directors on February 25, 2025.

A. Overall Evaluation:

(A) An election of the Board of Directors of the Company was held in June 2024, with nine directors elected, including five natural person directors and four independent directors. In consideration of gender equality, the Board of Directors includes two female directors. The members of the Board of Directors have professional experience and backgrounds in business management, corporate management, international trade, accounting, and legal affairs; the overall composition of the Board of Directors meets the needs of the Company's business development and strategic goals.

(B) The Company's independent directors have an positive attitude towards their responsibilities, possessing professional knowledge and investing sufficient time. They do not hesitate to ask questions and provide suggestions, and are able to communicate with general directors and the management team smoothly.

(C) To enhance the functions of the Board of Directors, the Company has established the "Regulations for Performance Evaluation of Board of Directors" to implement the self-evaluation of the Board of Directors, directors, and functional committees every year, and submit the evaluation results to the Board of Directors. The Regulations provides that the Company shall be evaluated by an external professional independent institution at least once every three years. This year, the Company commissioned an external professional independent institution to perform the Board of Directors' performance evaluation for the first time, which reflects the Company's admirable intention to improve the performance of the Board of Directors.

B. Suggestions/Improvements:

Item	Suggestions of the Evaluation Report	Measures the Company Plans to Take
1	Valuing the robust corporate development and ethical management, the Company has an "ESG" section set up on the official website, with the "Stakeholders" section thereunder disclosing the information of "Investors/Employees/Suppliers/Customers/Others (Illegal (including corruption) and Unethical Behavior)." In addition, under the "Investors"	The Company plans to set up a reporting mailbox for each independent director (i.e. each member

		<p>section, the "Ethical Corporate Management - Reporting Regulations" are disclosed in the "Company Bylaws" under the "Corporate Governance" section, and the "Reporting System/Reporting Channels and Methods" are also available in the "Integrity Management and Ethical Conduct" under the "Corporate Governance" section. However, the direct link to the Board of Directors (particularly independent directors) is important when it comes to a whistleblowing mechanism. It is recommended that the Company consider establishing a complete and clear reporting system with the actual practice taken into account, and with revisions made in accordance with relevant laws and regulations, so that the direct link of all reporting mechanisms to independent directors is reinforced and the anti-corruption whistleblowing mechanism is further strengthened.</p>	<p>of the Audit Committee) to receive relevant reports in a simultaneous and direct manner according to the suggestion, so that each independent director can monitor the handling status of the reporting and that the effective operation of the whistleblowing mechanism can be ensured.</p>	
	2	<p>Although the Company provides sufficient resources for independent directors to perform their duties, there is a lack of an official inaugural training mechanism for new directors. To help new directors understand the Company's business condition and strategic development as quickly as possible, it is recommended that the Company consider establishing a "Training System for New Directors" under which the Company's business scope, industrial dynamics, laws and regulations, directors' rights and obligations, as well as continuing education measures are introduced by dedicated personnel, and on-site visits and mandatory courses are arranged, in order to enable the new directors to perform and fulfill their duties as directors right after they take office.</p>	<p>In the future, the Company will make relevant plans and arrangement according to the needs of the new directors, if any.</p>	
	3	<p>It is recommended that the Company's Remuneration Committee, at least once a term, review and discuss the policies, systems, standards and structures of remuneration to directors and managerial officers, and the system and indicators of the performance evaluation of directors and managerial officers. This helps ensure the</p>	<p>The responsible unit will give an assessment by reviewing the current relevant</p>	

	consistency with current practices and the benefits of evaluation, thereby enabling the Company to effectively motivating the management team and achieving the goal of sustainable operation.	operations.	
<p>4. Goals for establishment of and execution status evaluation on the enhancement of the functions of the Board of Directors for the current year and the most recent year:</p> <p>(1) Establishment of the Audit Committee</p> <p>The Audit Committee of the Company is responsible for the review of the Company's financial statements, appointment of CPAs and their independence, as well as performance, effective implementation of Company internal control, and the Company's compliance with relevant laws and regulations. The Audit Committee meets at least once a quarter, and all relevant personnel are invited to attend the meetings for inquiries and discussions, and the operation status is proper and smooth.</p> <p>(2) Establishment of the Remuneration Committee</p> <p>The Remuneration Committee is responsible for the establishment and periodic review of the performance evaluations of directors and managerial officers, as well as the policy and standard for remuneration, and periodic evaluation and establishment of the remuneration of directors and managerial officers. All relevant personnel are invited to attend Remuneration Committee meetings for inquiries and discussions, and the operation status is proper and smooth.</p> <p>(3) Establishment of Corporate Governance Related Regulations</p> <p>In addition to specifying the authorities of the Board of Directors in the Articles of Incorporation, the Company has also established the Regulations Governing the Board Meeting Procedures and Operations, Sustainable Development Best Practice Principles, Procedures for Ethical Management and Guidelines for Conduct, Code of Ethical Conducts, Corporate Governance Best Practice Principles, Procedures for Acquisition and Disposal of Assets, Internal Material Information Handling Operation Procedure, Regulations for Prevention of Insider Trading, and Regulations for Performance Evaluation of Board of Directors, in order to enhance the functions of the Board of Directors and corporate governance.</p>			

(II) Audit Committee Implementation Status

There were five Audit Committee meetings convened in 2024, and the attendance status of the independent directors is as follows:

Title	Name	Actual Number of Attendances	Number of Attendances by Proxy	Actual Attendance Rate	Notes
Independent Director	Li Chih Kuang	5	—	100%	
Independent Director	Chan Chao Huei	5	—	100%	
Independent Director	Hung Tsung Hsien	5	—	100%	
Independent Director	Wan Hsin Ning	3	—	100%	Taking office on June 26, 2024

Other matters required to be recorded:

1. Where the operation of the Audit Committee is subject to one of the following, the Audit Committee meeting date, session, proposal content, opinion of all independent directors, and Company's handling for the opinions of independent directors shall be described:

(1) Matters specified in Article 14-5 of the Securities and Exchange Act:

Meeting Date	Proposal Content	Resolution Result of the Audit Committee	Response of the Company to the Opinions of the Audit Committee
March 14, 2024 15th Meeting of the 1st Term	1. 2023 Business Report and Financial Statements. 2. Proposal for the 2023 distribution of cash dividends from earnings. 3. Proposal for the 2023 earnings distribution. 4. Proposal for the 2023 "Statement of the Internal Control System" of the Company. 5. Proposal for amendment to the Company's "Enforcement Rules	After the Chair requested for consent of all attending committee members, the proposal was approved as proposed without objections.	Not applicable

		<p>for Internal Control System and Internal Audit.”</p> <p>6. Proposal for CPA independence and competency assessment and the appointment and remuneration of CPAs for 2024.</p> <p>7. Proposal for amendment to parts of the provision of the "Rules of Procedure for Board of Directors' Meeting" of the Company.</p> <p>8. Proposal for amendment to some clauses of the “Organization Rules of the Audit Committee” of the Company.</p> <p>9. Proposal for amendment to some clauses of the “Articles of Incorporation” of the Company.</p> <p>10. Proposal for the commission of plant construction on the self-owned land of Subsidiary Cmi (Thailand) Co., Ltd.</p> <p>11. Proposal for the cash capital increase of Subsidiary Cmi (Thailand) Co., Ltd.</p> <p>12. Proposal for amendment to some clauses of the “General Rules for Policy for Early Approval of Non-assurance Services” of the Company.</p>			
	May 13, 2024 16th Meeting of	1. Proposal for the 2024 Q1	After the Chair	Not applicable	

	the 1st Term	<p>consolidated financial statements of the Company.</p> <p>2. Proposal for appointment of the Audit Committee representative with regard to "directors' trading, lending or other legal acts with companies for themselves or others."</p> <p>3. Proposal for establishment of the "Regulations Governing the Financial and Business Activities between Related Parties."</p> <p>4. Proposal for establishment of the "Procedures for Preparation and Verification of Sustainability Reports."</p> <p>5. Proposal for amendment to some clauses of the "Procedures for Trading with Related Parties."</p> <p>6. Proposal for the change of the Company's audit officer.</p>	requested for consent of all attending committee members, the proposal was approved as proposed without objections.	
	August 8, 2024 1st Meeting of the 2nd Term	<p>1. Proposal for the 2024 Q2 consolidated financial statements of the Company.</p> <p>2. Proposal for the Company's issuance of the first domestic unsecured convertible corporate bonds.</p> <p>3. Proposal for the cash capital increase of Subsidiary Cmi (Thailand) Co., Ltd.</p> <p>4. Proposal for the</p>	After the Chair requested for consent of all attending committee members, the proposal was approved as proposed without objections.	Not applicable

		Company's provision of endorsements/ guarantees to Subsidiary Cmi (Thailand) Co., Ltd. to apply for a short-term loan extension with Citibank, N.A.			
	November 7, 2024 2nd Meeting of the 2nd Term	<ol style="list-style-type: none"> 1. Proposal for the 2024 Q3 consolidated financial statements of the Company. 2. Proposal for establishment of the "Procedures for Sustainability Information Management." 	After the Chair requested for consent of all attending committee members, the proposal was approved as proposed without objections.	Not applicable	
	December 25, 2024 3rd Meeting of the 2nd Term	<ol style="list-style-type: none"> 1. Proposal for the Company's 2025 audit plan. 2. Proposal for 2025 audit plan of Subsidiaries KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD. and Yuan Yuh Electronics (Kunshan) Co., Ltd. 3. Proposal for the Company's 2025 business plan and budget. 4. Proposal for amendment to the "Articles of Incorporation" and the "Approval Authority Table" of Subsidiary Cmi (Thailand) Co., Ltd. 5. Proposal for amendment to the "Approval Authority Table" of 	After the Chair requested for consent of all attending committee members, the proposal was approved as proposed without objections.	Not applicable	

	Subsidiaries KUNSHAN COMPLEX MICRO INTERCONNECTI ON CO., LTD. and Yuan Yuh Electronics (Kunshan) Co., Ltd.		
--	--	--	--

(2) Except for the aforementioned matters, other resolutions not approved by the Audit Committee but had the consent of more than two-thirds of all directors: None.

2. For the execution status of recusal of independent directors due to conflicts of interest, the name of independent directors, proposal content, reasons of recusal, and participation in voting shall be described: None.

3. Communication between independent directors and internal/external auditors (e.g., discussions concerning the Company's financial and business affairs, the method of communication used, and the outcome):

(1) Policy for Communication of Independent Directors and Internal Audit Officer and CPAs:

A. At least once a year, a separate meeting is held between the independent directors, the internal audit officer, and CPAS to discuss the external audit opinions given by the internal audit officer and the CPAS and to communicate the deficiencies of the year's audit.

B. The Company's internal audit officer periodically submits an audit report and deficiency follow-up report to the independent directors, and the annual audit plan implementation status and internal deficiency follow-up improvement status are also submitted to the independent directors for review. In the case of major abnormalities, a report is also prepared immediately for submission and informing the independent directors. In 2024, there were no abnormalities mentioned above.

C. The independent directors and CPAs engage in communication and discussion for audit planning and key audit matters.

Up to the present day, the communication between the Company's independent directors and international auditors with CPAs is proper.

(2) 2024 Communication Meetings with Independent Directors and the Internal Audit Officer:

Date	Communication Matter	Communication Result
2024.03.14 15th Meeting of the 1st Term	1. 2023 actual audit implementation status and deficiency improvement result. 2. Proposal for the 2023 Statement of the	No opinions for the present meeting

Audit Committee	Internal Control System.	
2024.05.13 16th Meeting of the 1st Term Audit Committee	2024 Q1 actual audit implementation status and deficiency improvement result.	No opinions for the present meeting
2024.08.08 1st Meeting of the 2nd Term Audit Committee	Actual internal audit implementation status and deficiency improvement result of 2024 Q2 of the parent company and of January to June, 2024 of the subsidiaries.	No opinions for the present meeting
2024.11.07 2nd Meeting of the 2nd Term Audit Committee	2024 Q3 actual audit implementation status and deficiency improvement result.	No opinions for the present meeting
2024.12.25 3rd Meeting of the 2nd Term Audit Committee	Audit plan for 2025 and significant subsidiaries.	No opinions for the present meeting

(3) 2024 Communication Meetings with Independent Directors and CPAs:

Date	Communication Method	Communication Matter	Communication Status and Result
2024.03.14	15th Meeting of the 1st Term Audit Committee	<ol style="list-style-type: none"> CPAs provided explanation on the audit result of the 2023 financial statements and consolidated financial statements and key audit matters, and also performed discussion on the audit discoveries. CPAs performed discussion and communication with interviewees on questions raised. CPAs provided explanation on important regulatory updates. 	Acknowledged by attending Committee members
2024.05.13	16th Meeting of the 1st Term Audit Committee	<ol style="list-style-type: none"> CPAs provided explanation on the audit result of 2024 Q1 consolidated financial statements, and performed discussion on the audit discoveries. CPAs performed discussion and communication with interviewees on questions raised. CPAs provided 	Acknowledged by attending Committee members

		explanation on important regulatory updates.	
2024.08.08	1st Meeting of the 2nd Term Audit Committee	<ol style="list-style-type: none"> 1. CPAs provided explanation on the audit result of 2024 Q2 consolidated financial statements, and performed discussion on the audit discoveries. 2. CPAs performed discussion and communication with interviewees on questions raised. 3. Recommendations from the shareholders' meeting. 4. CPAs provided explanation on important regulatory updates. 	Acknowledged by attending Committee members
2024.11.07	2nd Meeting of the 2nd Term Audit Committee	<ol style="list-style-type: none"> 1. CPAs provided explanation on the audit result of 2024 Q3 consolidated financial statements, and performed discussion on the audit discoveries. 2. 2024 audit planning. 3. CPAs performed discussion and communication with interviewees on questions raised. 4. CPAs provided explanation on important regulatory updates. 	Acknowledged by attending Committee members
2024.12.25	Separate Communication between the Audit Committee and CPAs	<ol style="list-style-type: none"> 1. Discoveries and suggestions. 2. Updated securities regulations. 	Acknowledged by attending Committee members

(III) Corporate Governance Operation Status and Discrepancies With the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
1. Has the Company followed the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” to establish and disclose its corporate governance practices?	✓		The Company has established the “Corporate Governance Best Practice Principles,” and strengthened the internal control system according to the principles and increased information transparency, in order to protect the rights and interests of shareholders and stakeholders.	No major difference
II. Company's Shareholding Structure and Shareholders' Equity				
(I) Has the Company established the internal procedures regulated to handle shareholders' proposals, doubts, disputes, and litigation matters; in addition, have the procedures been implemented accordingly?	✓		The Company's website has set up the investor service window, and investors' recommendations and doubts are handled by stock affairs personnel and stock affairs agency according to relevant procedures, in order to ensure the proper communication channel between the Company and investors, as well as the information disclosure quality.	No major difference
(II) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller?	✓		The Company monitors the internal shareholding change status at all times, and also declares it according to the regulations and discloses it on the MOPS.	No major difference
(III) Has the company established and implemented risk management practices and	✓		The Company has established relevant procedures for the internal control system and thoroughly implemented risk control and a firewall mechanism.	No major difference

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
firewalls for companies it is affiliated with?				
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?	✓		<p>1. The Company has established the "Procedures for Handling Internal Material Information" and "Regulations for Prevention of Insider Trading" to prohibit insiders from using undisclosed information in the market to trade securities and specified that directors and the employees who have known about financial statements shall not trade the Company's stock within the close periods of 30 days prior to the publication of the Company's annual report and 15 days prior to the publication of the Company's quarterly financial statements in order to prevent insider trading, protect investors, and secure the rights and interests of the Company.</p> <p>2. The Company disseminates the insider trading regulations to all directors, managerial officers and other insiders through mail on an irregular basis. In 2024, manager officers, other insiders and all directors participated in the course of "Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises."</p>	No major difference
III.. Composition and Responsibility of Board of Directors				
(I) Has the Board of Directors established a diversity policy, specific management goal, and	✓		The Company has specified the Board member diversity policy in the "Corporate Governance Best Practice Principles", and specific management objectives are established according to the policy and	No major difference

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
has executed them properly?			implemented them thoroughly. For the implementation status, please refer to “Diversity and Independence of Board of Directors” (page 16) of this Annual Report.	
(II) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees voluntarily?		✓	To improve the decision making function and to strengthen the management mechanism, the Company has established the Remuneration Committee and Audit Committee according to the laws, and other functional committees will be established in the future depending upon the actual needs.	Same as the explanation provided in the Summary
(III) Has the Company established a set of policies and assessment tools to evaluate the Board’s performance? Is performance evaluated regularly at least on an annual basis? In addition, has the result of the performance assessment been submitted to the Board of Directors’ meeting and used as a reference for the remuneration and nomination or re-election of individual directors?	✓		The Company has established the “Regulations for Performance Evaluation of Board of Directors” to perform annual performance evaluations for the Board of Directors and individual directors accordingly. The evaluations are conducted by an external professional independent institution or external expert/scholar team once every three years. In December 2024, the Company has completed the 2024 self-evaluation of directors and commissioned the external institution, “Taiwan Corporate Governance Association,” to perform external evaluation. The performance evaluation results were reported to the Board of Directors on February 25, 2025. Such results will be used as the reference basis for individual director remuneration, and as the reference of nomination for consecutive terms of directors in the future.	No major difference
(IV) Does the Company assess the independence of CPAs on a	✓		Every year, the Board of Directors of the Company assesses the independence and competency of CPAs with the Audit Quality	No major difference

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
regular basis?			<p>Indicators (AQIs) provided thereby and requires the CPAs to provide a declaration of independence. After the Company verifies that the CPAs have direct or indirect conflict of interest with the commissioned tasks or the interest of the Company and have recused themselves, the review and assessment result is submitted to the Board of Directors for review. The assessment result for the most recent year (Board meeting on February 25, 2025) has indicated that the CPAs have complied with the independence standard of the Company and are qualified to act as the CPAs of the Company.</p> <p>For the 2024 CPAs independence assessment result, please refer to this Annual Report (page 57).</p>	
IV. Has the publicly listed company designated a department or personnel that specializes (or is involved) in corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, convention of Board meetings and shareholders' meetings, company registration and changes,	✓		<p>(I) The Board of Directors of the Company approved the proposal of having the Chief Financial Officer to act as the Corporate Governance Officer on March 25, 2022, and the department is also designated to be the adjunct unit for corporate governance, including the handling of alternation registration matters, meeting affairs related to the Board of Directors' meeting and shareholders' meeting, preparation of meeting minutes for Board of Directors' meetings and shareholders' meetings, provision of documents necessary for directors to perform duties and investor relationship related affairs, etc.</p> <p>(II) The Corporate Governance Officer received a total of 15 hours</p>	No major difference

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																
	Yes	No	Summary																	
preparation of Board meeting and shareholders’ meeting minutes, etc.)?)			<div>of continuing education in 2024.</div> <table> <tr> <th>Date of Training</th> <th>Organizer</th> <th>Course Title</th> <th>Training Hours</th> </tr> <tr> <td>2024/05/02 2024/05/03</td> <td>Securities & Futures Institute</td> <td>Study on Sustainability Disclosure Practices</td> <td>9</td> </tr> <tr> <td>2024/08/08</td> <td>Securities & Futures Institute</td> <td>Enterprises’ Way to Sustainability: ESG and Net Zero Emissions</td> <td>3</td> </tr> <tr> <td>2024/11/07</td> <td>Securities & Futures Institute</td> <td>Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)</td> <td>3</td> </tr> </table>	Date of Training	Organizer	Course Title	Training Hours	2024/05/02 2024/05/03	Securities & Futures Institute	Study on Sustainability Disclosure Practices	9	2024/08/08	Securities & Futures Institute	Enterprises’ Way to Sustainability: ESG and Net Zero Emissions	3	2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3	
Date of Training	Organizer	Course Title	Training Hours																	
2024/05/02 2024/05/03	Securities & Futures Institute	Study on Sustainability Disclosure Practices	9																	
2024/08/08	Securities & Futures Institute	Enterprises’ Way to Sustainability: ESG and Net Zero Emissions	3																	
2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3																	
V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social	✓		The Company website has set up the stakeholder section, and the contact window, telephone, and email, in order to respond to important corporate social responsibility issues of concern to stakeholders (including shareholders, employees, customers,	No major difference																

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
responsibility issues that are of significant concern to stakeholders (including but not limited to shareholders, employees, customers, and suppliers)?			suppliers) in a timely manner.	
VI. Has the Company commissioned a professional stock agency institution to handle shareholders' meeting affairs?	✓		The Company previously entrusted the Stock Transfer Agency Department of Taishin Securities Co., Ltd. to assist the handling of matters related to the shareholders' meetings of the Company. On March 1, 2025, the stock agency was changed to the Stock Registrar Department, Grand Fortune Securities Co., Ltd.	No major difference
VII. Information Disclosure				
(I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	✓		The Company has set up the corporate website and relevant information has been disclosed on the website, and it is also linked to the MPOS. Information related to the Company's finance, business, and corporate governance is disclosed on the MPOS according to the regulations. (Website: https://www.cmi.com.tw)	No major difference
(II) Has the Company adopted other means to disclose information (e.g., English website, assignment of specific personnel to collect and disclose corporate information, implementation of a	✓		The Company's website has set up the Chinese and English webpages, and relevant business contacts with relevant email boxes are provided. In addition, a proper internal material information handling and disclosure mechanism has been established in order to implement the spokesperson system. The Company is regularly invited to attend investor conferences,	No major difference

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
spokesperson system, broadcasting of investor conferences via the Company website)?			and relevant presentations are uploaded to the Investors section of the Company's website for inquiry. Personnel are assigned to disclose relevant information of the Company on the Market Observation Post System (MOPS) in accordance with the Securities and Exchange Act.	
(III) Has the Company made public announcements and reports on the annual financial statements within a period of two months after the end of each fiscal year, and has the Company also made announcements and provided reports of the first, second, and third quarter financial statements as well as the monthly business operation status?	✓		In accordance with related regulations, the Company announces and reports the annual financial statements and the financial statements for the first, second, and third quarters within three months after the end of each fiscal year and within 45 days after the end of the first, second, and third quarters of each fiscal year. We also announce our monthly operation status by the prescribed deadlines. For the disclosure of the aforementioned information, please refer to the MOPS (https://mops.twse.com.tw/mops/web/index).	No major difference
VIII. Does the Company have other important information (including but not limited to employees' benefits and rights, employee care, investor relationships, supplier relationships, rights of	✓		(I) Employees' Rights: The Company attaches great importance to labor-management harmony, employees' rights, and employee welfare, and regularly holds labor-management meetings on a quarterly basis to discuss labor-management-related issues and reach consensus through sufficient communication. In 2024, the Company organized a "Responsible Team Consensus Camp" to achieve the goal of	No major difference

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
stakeholders, educational training status of directors and supervisors, implementation of the risk management policy and risk measurement standards, customer policy implementation status, purchase of liability insurance for directors and supervisors of the Company, etc.) helpful to the understanding of the corporate governance operation status of the Company?			<p>enjoyable learning, active learning and interactive learning through experiential learning.</p> <p>(II) Investor Relationships, Supplier Relationships, and Rights of Stakeholders: The Company regularly or irregularly discloses relevant information on the MOPS according to the laws. The Investors section of the Company's website provides investors with the Company's corporate information and financial information in a timely manner.</p> <p>(III) Continuing Education Status of Directors: The Company's directors are equipped with relevant professional knowledge, and course information is provided to each director irregularly. For the 2024 continuing education status of directors, please refer to this Annual Report (page 59).</p> <p>(IV) Implementation of the Risk Management Policy and Risk Measurement Standard: The Company has formulated various internal control systems and internal management regulations, conducted various risk management measures and assessments, and analyzed, tracked and responded to incidents that may cause high risks to business objectives in order to achieve a sound risk management mechanism.</p> <p>(V) Customer Policy Execution Status: The Group maintains a proper relationship with customers and has established the ethical corporate management best practice principles in order</p>	

Assessment Item	Implementation Status			Discrepancies From the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>to achieve profits for the Group with commercial activities complying with ethical management.</p> <p>(VI) Status of Liability Insurance Purchased by the Company for the Directors and Supervisors: The Company has purchased liability insurance for all directors, with an insured amount of US\$1 million, and the insurance period is from June 30, 2024 to June 30, 2025. The insured amount, insurance coverage, and premium rate for the directors' liability insurance were reported to the Board of Directors on May 13, 2024.</p>	
<p>IX. Please provide explanation on the improvement status of the corporate governance evaluation announced by the Taiwan Stock Exchange (TWSE) in the most recent year, and provide priority enhancement and measures for matters yet to be improved:</p> <p>(I) The Company will discuss the subsequent direction of improvement in terms of the matters for which no points are given.</p> <p>(II) The Company's priority enhancement and measures for corporate governance are as follows:</p> <ol style="list-style-type: none"> 1. An English version of the Sustainability Report will be reported in the future. 2. Functional committees other than the statutory ones will be established in the future. 3. Employee satisfaction surveys will be conducted in the future. 				

2024 Certified Public Accountant Independence Assessment Table

Accounting Firm: KPMG Taiwan

CPAs: CPA Yang, Shu-Chi and CPA Lin, Heng-Shen

Independence Criteria Review			
No.	Assessment Item	Yes	No
01	The accountant or his/her spouse or minor children does not have an investment or financial benefit sharing relationship with the Company.	✓	
02	The accountant or his/her spouse or minor children is not engaged in loan or fund borrowing with the Company.	✓	
03	The accounting firm does not issue an assurance service report designed for or assisting the effective operation of the implementation of the financial information system.	✓	
04	The accountant or audit service team members do not assume the position of director, manager, or duties having material impact on the audit case presently or in the last two years.	✓	
05	The non-audit service provided to the Company does not affect the important items of the audit case directly.	✓	
06	The accountant or audit service team member does not promote or act as a broker for the stocks or other securities issued by the Company.	✓	
07	The accountant or audit service team members, except for businesses permitted under the laws, do not represent the Company to defend it in legal cases or other dispute matters with a third party.	✓	
08	The accountant or audit service team member is not in a spouse, direct relative, direct relative by marriage, or second degree of kinship with the Company's directors, managers, or personnel handling duties having material impact on the audit case.	✓	
09	The co-practice accountant does not assume the position of director, manager, or duties having material impact on the audit case within one year after discharge from their previous job position.	✓	
10	The accountant and the audit service team members do not receive gifts or presents of significant value from the Company or directors, managers, or major shareholders.	✓	
11	The accountant is currently not employed by the trustor or examinee to perform routine works with a fixed salary payment or assuming the positions of director or supervisor.	✓	
12	The accountant has not provided audit service to the Company for seven years consecutively.	✓	
Independence Operation Review			
No.	Assessment Item	Yes	No
01	Have the CPAs of the Company recused themselves from any direct conflicts of interest in the entrusted matters that may affect their impartiality and independence in order to avoid the handling of such case?	✓	
02	When the accountant performs audit, review, second review, or project review of the financial statements and issues an opinion letter, in addition to the maintaining of sustainable independence, is formality independence also maintained?	✓	
03	Have the audit service team members, other co-practice accountants, or corporate accounting firm shareholders, accounting firm, affiliate of the firm,	✓	

	and alliance firm also maintained their independence from the Company?		
04	Does the accountant uphold an honest and rigorous attitude in executing his/her professional service?	✓	
05	During the execution of professional service, has the accountant maintained a fair and objective viewpoint and has prevented personal bias, conflict of interest, or personal benefit that may affect professional judgment?	✓	
06	The accountant has not been subject to lack or loss of independence such that his/her integrity, impartiality, and objectiveness have been affected.	✓	

2024 Status of Continuing Education of Directors

Title	Name	Date of Training	Organizer	Course Title	Training Hours
Director	Chang Chih Chung	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Director	Tu Shu Min	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Director	Chiu Kuo Tung	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Director	Kuo Ming Fong	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Director	Chung Chih Lung	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0

Title	Name	Date of Training	Organizer	Course Title	Training Hours
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Independent Director	Li Chih Kuang	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Independent Director	Chan Chao Huei	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Independent Director	Hung Tsung Hsien	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
Independent Director	Wan Hsin Ning	2024/08/08	Securities & Futures Institute	Enterprises' Way to Sustainability: ESG and Net Zero Emissions	3.0
		2024/10/17	Independent Director Association Taiwan	Embrace AI and Sustainable Transformation: Remuneration	3.0

Title	Name	Date of Training	Organizer	Course Title	Training Hours
				Management and Talent Development of Top Management	
		2024/11/07	Securities & Futures Institute	Latest Development of Domestic Insider Trading Practices and Prevention Measures of Enterprises (Including Gender Equality)	3.0
		2024/12/03	Taiwan Academy of Banking and Finance	Corporate Sustainable Operation and Family Inheritance	3.0

(IV) Formation and Operation Status of the Remuneration Committee

1. Information of Remuneration Committee Members

Criteria Name	Professional Qualifications and Experience	Independence Status (Note)	Number of Other Public Companies Where the Individual Serves as a Member of the Remuneration Committee Concurrently
Li Chih Kuang (Independent Director) (Convener)	A professional and technical specialist equipped with working experience in corporate governance, finance, and accounting skills, and has also qualified for the required national examination for accountants with a license. Current CPA of Yong Shu Accounting Firm.	The person is an independent director complying with independence status, including but not limited to himself/herself, his/her spouse, any relative within the second degree of kinship not acting as a director, supervisor, or employee of the Company or its affiliates; without holding Company shares; not acting as a director, supervisor, or employee of a company having a special relationship with the Company; not acting as personnel providing commercial, legal, financial or accounting services to the Company or its affiliates and obtaining remuneration for such services in the most recent two years.	None
Chan Chao Huei (Independent Director)	Equipped with extensive experience and strategic management in the electronic components industry, and previously acted as the President of Jinhe Fine Chemicals (Suzhou) Co., Ltd. and the Sales Assistant Vice President of Power Success Co., Ltd. Current Sales Vice President of Champion Pro Technology Company Limited.	The person is an independent director complying with independence status, including but not limited to himself/herself, his/her spouse, any relative within the second degree of kinship not acting as a director, supervisor, or employee of the Company or its affiliates; without holding Company shares; not acting as a director, supervisor, or employee of a company having a special relationship with the Company; not acting as personnel providing commercial, legal, financial or accounting services to the Company or its affiliates and obtaining remuneration for such services in the most recent two years.	None

Hung Tsung Hsien (Independent Director)	A professional and technical specialist equipped with working experience in business management and legal expertise, and has also qualified for the required national examination for lawyers with a license. Presently the Greater China Service Partner of JTJB-TAIPEI and an independent director of Medical Imaging Corp.	The person is an independent director complying with independence status, including but not limited to himself/herself, his/her spouse, any relative within the second degree of kinship not acting as a director, supervisor, or employee of the Company or its affiliates; without holding Company shares; not acting as a director, supervisor, or employee of a company having a special relationship with the Company; not acting as personnel providing commercial, legal, financial or accounting services to the Company or its affiliates and obtaining remuneration for such services in the most recent two years.	1
--	---	---	---

2. Remuneration Committee's Responsibilities and Authorities

The Remuneration Committee shall act as a prudent administrator with due care to perform the following duties faithfully, and shall submit the recommendations proposed to the Board of Directors for discussion:

- (1) Establish and periodically review the performance evaluation standard for the directors, Audit Committee, and managerial officers, annual and long-term performance goals of the directors and managerial officers of the Company, as well as the policy, system, standard, and structure for the remuneration.
- (2) Periodically evaluate the performance goal achievement status of the directors, Audit Committee, and managerial officers, and establishes the individual remuneration content and amount based on the evaluation result obtained according to the performance evaluation standard.

3. Operation Status of the Remuneration Committee:

- (1) The Company's Remuneration Committee consists of three members.
- (2) Term of Office of the Current Committee Members: From June 26, 2024 to June 25, 2027. The Remuneration Committee held four meetings in 2024, and details of members' eligibility and attendance are as follows:

Title	Name	Actual Number of Attendances	Number of Attendances by Proxy	Actual Attendance (%)	Remarks
Convener	Li Chih Kuang	4	—	100%	
Committee Member	Chan Chao Huei	4	—	100%	
Committee Member	Hung Tsung Hsien	4	—	100%	
2024 Meeting Proposal Content and Resolution Results:					
Remuneration	Session	Proposal Content	Resolution	Company's	

Committee Meeting Date			Results	Handling of Opinions of Remuneration Committee Members
2024/03/14	11th Meeting of the 1st Term	1. Proposal for the adjustment of meal allowance for the Company's Chairman and managerial officers. 2. Proposal for 2023 distribution of remuneration to employees and directors. 3. Proposal for promotion and remuneration adjustment of Special Assistant Tsai Sheng Chung of Sales Division II.	Approved by all attending Committee members without objections.	Not applicable
2024/04/02	12th Meeting of the 1st Term	Proposal for the Company's 2023 distribution of remunerations of directors, managerial officers, and employees.	Approved by all attending Committee members without objections.	Not applicable
2024/08/08	1st Meeting of the 2nd Term	Proposal for 2023 distribution of bonuses for managerial officers of the Company.	Approved by all attending Committee members without objections.	Not applicable
2024/12/25	2nd Meeting of the 2nd Term	1. Proposal for 2024 year-end bonuses of the Chairman and managerial officers of the Company. 2. Proposal for the remuneration and structure of directors (including functional committees) of the Company.	Approved by all attending Committee members without objections.	Not applicable

		3. Proposal for the remuneration policy and structure for managerial officers of the Company. 4. Report on the 2025 work plan and operation model of the present term of the Remuneration Committee.		
Other matters required to be recorded: 1. Recommendations not adopted by the Board of Directors or revised by the Remuneration Committee: None. 2. For resolution of the Remuneration Committee, any members with dissenting or reserved opinions and provided with a record or written statement: None.				

(V) Discrepancies of the Company's Implementation of Sustainable Development Status From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Cause Thereof

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
I. Has the Company established a governance structure to promote sustainable development, and set up a unit that specializes (or is involved) in the promotion of sustainable development, and does the Board of Director authorize the senior management to handle such matters, and the supervision status of the Board of Directors?	✓		At the beginning of 2025, the Company established under the Board of Directors the "Sustainable Development and Nomination Committee," which was merged with the ESG Sustainability Team formed in September 2023. The Committee is responsible for the planning, promotion and integration of matters related to ESG sustainable development for the Group, fulfilling the tasks regarding the issues of environmental protection (E), social responsibility (S) and corporate governance (G). It reports to the Board of Directors on the implementation status at least once a year; the latest report to the Board of Directors was on December 25, 2024 by the ESG Sustainability Team.	No major difference
II. Has the Company implemented the risk assessment of environmental, social, and corporate governance issues related to corporate operation, and has the Company established relevant risk management policies or strategies based on the principle of materiality?	✓		1. The Company has conducted risk assessment on environmental, social and corporate governance issues related to the Company's operations based on the principle of materiality. After the assessment, we selected seven material topic boundaries and risk categories in accordance with the GRI Sustainability Reporting Standards and formulated relevant risk management strategies. 2. The seven risk categories include: sustainable supply chain, information security, legal compliance, customer service, product safety and responsibility, greenhouse gas emissions, and financial	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			impacts of climate change.	
III. Environmental Issues				
(I) Has the Company established environmental policies suitable for the Company's industrial characteristics?	✓		<p>The Company complies with the requirements of the ISO14001 environmental management system to manage air pollution, waste and other environmental pollutions derived from the production process in the factories, and applies for relevant permits from the local competent authorities.</p> <p>1. Air pollution: The factories have been installed with waste gas scrubbers and organic waste gas treatment facilities. We have obtained a "Pollution Permit" issued by the environmental protection department and discharged waste after it is treated to meet the standards. We also commission an environmental testing agency approved by the environmental protection department to conduct waste gas testing every year to ensure compliance with the emission standards.</p> <p>2. Waste management: Hazardous waste diversion plans are reported on the "Jiangsu Provincial Solid Waste Management Information System." After commissioning a professional waste treatment company, the Company must obtain approval from the environmental protection department for waste disposal.</p>	No major difference
(II) Is the Company committed to achieving efficient use of resources, and using renewable materials that produce less	✓		The Company adopts ESH policies that value sustainable resources. In terms of sustainable environment, energy saving and carbon reduction, the Company proactively implements source water	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
impact on the environment?			inventory, manages wastewater (effluent), manages waste and resource recycling, determines baselines of items such as electricity carbon emission, and formulates of reduction measures. Meanwhile, based on the circular economy concept, the Company assesses whether to change the materials used in the manufacturing process to renewable or recycled materials to prevent environmental pollution and reduce environmental impacts.	
(III) Does the Company evaluate climate change on the present and future potential risks and opportunities of the corporation, and does the Company adopt relevant responsive actions?	✓		<p>The Company follows the TCFD framework to disclose the information on climate change and the risks and opportunities it brings, thereby planning required countermeasures and targets in response to climate change.</p> <p>Physical Risks - In Response to Temperature Rise:</p> <p>A. Replacement of old lighting equipment with energy-efficient LED lighting in the factories.</p> <p>B. Installation of induction devices in the factories to avoid unnecessary waste of electricity.</p> <p>C. Upgrading of sludge treatment equipment to improve treatment efficiency and effectively reduce power consumption.</p> <p>Opportunities - Resource Efficiency Improvement and Low-Carbon Products:</p> <p>A. Continuous upgrading of the older-generation production equipment in the Company's factories and use of new equipment that is more energy-saving to increase production efficiency, thereby lowering the factory's production cost and</p>	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>improving production performance.</p> <p>B. The R&D department is further exploring layout and production methods, hoping to achieve a greater output with the same production area.</p> <p>C. Separate treatment of reclaimed water reclamation and rainwater/sewage to reduce the amount of sewage treated and effectively use cleaned rainwater and sewage, achieving the maximum utilization of water resources.</p> <p>Relevant Indicators and Targets:</p> <p>A. The Company introduced ISO 14064 in 2024 and plans to pass third party certification in 2025.</p> <p>B. The R&D department will develop new high-efficiency and energy-saving technologies in line with the ESG trend.</p> <p>C. We will continue to optimize the production process and improve efficiency, reduce the energy consumption of production, and increase the gross profit of products.</p>	

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																															
	Yes	No	Summary																																
(IV) Has the Company statistically analyzed greenhouse gas emissions, water usage, and waste total weight over the past years, and has the Company established policies for energy saving, carbon reduction, greenhouse emission reduction, reduction of water usage, or other waste management?	✓		<p>The Company has compiled statistics on the greenhouse gas emissions, water consumption, and total weight of waste in the past two years, which are self-managed and voluntarily disclosed by the Company. Due to the corporate supply chain, from 2024 onward, the headquarters and the subsidiary in Kunshan will perform greenhouse gas inspections. The statistics are as follows:</p> <p>1. Greenhouse Gas: (Unit: tonnes - CO2e)</p> <table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Scope 1</td><td>1,129.9928</td><td>1,622.5953</td></tr><tr><td>Scope 2</td><td>7,735.447</td><td>7,487.8133</td></tr><tr><td>Scope 3</td><td>NA</td><td>13,270.7154</td></tr><tr><td>Total emissions</td><td>8,865.4398</td><td>22,381.1239</td></tr></table> <p>Note: The data for 2023 covers the Taiwan headquarters + the FPC plant of the Kunshan subsidiary The data for 2024 covers the Taiwan headquarters + the FPC plant of the Kunshan subsidiary + the cable and wire plant of the Kunshan subsidiary.</p> <p>2. Water Consumption: (Unit: thousand tons)</p> <table><tr><th>Item</th><th>Unit</th><th>2023</th><th>2024</th></tr><tr><td>Tap water withdrawal</td><td>Thousand tons</td><td>121.79</td><td>137.519</td></tr></table> <p>Note: The statistics of 2023 and 2024 cover the Taiwan headquarters + the FPC plant of the Kunshan subsidiary + the cable and wire plant of the Kunshan subsidiary.</p> <p>3. Waste: (Unit: thousand tons)</p> <table><tr><th>Item</th><th>Unit</th><th>2023</th><th>2024</th></tr><tr><td>General waste</td><td>Thousand tons</td><td>0.03894</td><td>0.0283</td></tr></table>	Item	2023	2024	Scope 1	1,129.9928	1,622.5953	Scope 2	7,735.447	7,487.8133	Scope 3	NA	13,270.7154	Total emissions	8,865.4398	22,381.1239	Item	Unit	2023	2024	Tap water withdrawal	Thousand tons	121.79	137.519	Item	Unit	2023	2024	General waste	Thousand tons	0.03894	0.0283	No major difference
Item	2023	2024																																	
Scope 1	1,129.9928	1,622.5953																																	
Scope 2	7,735.447	7,487.8133																																	
Scope 3	NA	13,270.7154																																	
Total emissions	8,865.4398	22,381.1239																																	
Item	Unit	2023	2024																																
Tap water withdrawal	Thousand tons	121.79	137.519																																
Item	Unit	2023	2024																																
General waste	Thousand tons	0.03894	0.0283																																

Assessment Item	Implementation Status						Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons								
	Yes	No	Summary												
			<table><tr><td>Hazardous waste</td><td>Thousand tons</td><td>0.2631</td><td>0.26964</td></tr><tr><td>Total waste</td><td>Thousand tons</td><td>0.30204</td><td>0.29794</td></tr></table>				Hazardous waste	Thousand tons	0.2631	0.26964	Total waste	Thousand tons	0.30204	0.29794	
			Hazardous waste	Thousand tons	0.2631	0.26964									
			Total waste	Thousand tons	0.30204	0.29794									
Note: The statistics of 2023 and 2024 cover the Taiwan headquarters + the FPC plant of the Kunshan subsidiary + the cable and wire plant of the Kunshan subsidiary.															
Greenhouse Gas Reduction Targets, Strategies and Concrete Action Plans: 1. Emission Reduction Targets: Reduce Scope 1 and Scope 2 greenhouse gas emissions by 20% by 2030 and by 30% by 2040, compared to the base year of 2024. 2. Strategic Actions: (1) Process Improvement: ➤ Introduction of advanced technologies: Using high-efficiency equipment and technologies to reduce energy consumption. ➤ Optimization of production processes: Streamlining the processes to cut unnecessary energy waste. ➤ Modification of production equipment: Modifying the ice water pipeline system of clean rooms to improve cooling efficiency. (2) Circular Economy: ➤ Resource recycling and reuse: Promoting waste recycling to invest reusable resources in production. ➤ Reduction of generated waste: Improving the designs and processes to reduce the amount of waste generated. (3) Capability Development:															

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<ul style="list-style-type: none"> ➤ Employee training: Deepening employees' understanding of energy conservation and carbon reduction, and encouraging employees to participate in relevant training. ➤ Carbon inventory: Establishing a greenhouse gas emission inventory mechanism to regularly monitor and report the emission status. <p>(4) Policy Compliance:</p> <ul style="list-style-type: none"> ➤ Compliance with government regulations: Keeping in line with carbon reduction policies and regulations. 	
IV. Social Issues				
(I) Has the Company established relevant management policies and procedures in accordance with applicable laws and the international human rights conventions?	✓		<p>1. The Company complies with the current relevant national laws and regulations, including the Labor Standards Act, Employment Service Act, and Act of Gender Equality in Employment, and also recognizes and complies with the publicly recognized International Bill of Human Rights and Standards, including the "United Nations Universal Declaration of Human Rights", "United Nations Guiding Principles on Business and Human Rights", and "United Nations International Labour Organization", etc. such that the Company respects protections specified in the bill of human rights. Furthermore, the Company also implements internal work rules and provides complaint filing channels, in order to protect the rights and interests of employees, such that the rights and interests of employees are protected. The Company</p>	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>believes that each employee shall be treated fairly with respect. Moreover, the Company has never been involved in any child labor or forced labor employment that may infringe on human rights.</p> <p>2. Human Rights Policy Advocacy: In 2024, internal education and training on issues related to the human rights policy was held, with a total of 149 participants, and the training hours totaled 149 hours.</p>	
(II) Has the Company established and implemented reasonable employee welfare measures (including remuneration, leave, and other welfare, etc.), and has the Company appropriately reflected the operation performance or outcome in the remuneration of employees?	✓		<p>1. The Company has established work rules and related personnel regulations, covering basic wages, working hours, leave, pension payments, labor and health insurance benefits, and compensation for occupational accidents for workers employed by the Company in compliance with the relevant provisions of the Labor Standards Act. An Employee Welfare Committee has been established to handle various welfare matters. If the Company has a profit for a fiscal year, 3% to 5% of the profit shall be appropriated as employees' remuneration, and no more than 2% of the profit shall be appropriated as remuneration of directors and supervisors. The remuneration policy is based on individual abilities and contribution to the Company, which are positively correlated to the Company's business performance, realizing equal pay for equal work and equal promotion opportunities for male and female employees. As of the end of December 2024, the Group's</p>	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			female employees accounted for 67% of all employees on average, and the average percentage of female executives was 56%. 2. To reward employees and retain talents, we further prepare for employee retirement by increasing the post-retirement income replacement ratio and establishing an "Employee Stock Ownership Trust."	
(III) Has the Company provided a safe and healthy work environment for employees, and implemented education on occupational safety and health for employees regularly?	✓		The Company has integrated sound health and safety management practices into all aspects of its business in accordance with ISO 14001 and ISO 45001, and is committed to creating safe working conditions and a healthy working environment for all employees. Labor health inspections are conducted on a yearly basis to care for workers, and emergency response drills such as fire drills and chemical leakage drills are used to improve workers' ability to cope with emergencies.	No major difference
(IV) Has the Company established a plan for the training of effective career development and planning of employees?	✓		The Company and subsidiaries have established a comprehensive education and training system to encourage employees to actively participate in on-the-job training to facilitate their career development in the Company. The total expenditure for orientation, professional continuing education, and executive training in 2024 was NT\$855 thousand.	No major difference
(V) Has the Company complied with laws and international standards with respect	✓		The Company follows relevant laws and regulations as well as international standards in the marketing and labeling of products	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
to customers' health, safety, and privacy, marketing and labeling of all products and services offered, and implemented consumer or customer protection policies and complaint procedures?			and services. The Company issues declarations based on customer needs for products sold, including on compliance with UL and EU REACH, RoSH, halogen-free requirements, and other international regulations; compliance with confidentiality agreements for customer privacy. We also provide standardized and effective complaint procedures for products and services and clearly specify the attribution of responsibilities and related requirement in contracts with customers. In the case of product related issues, customers may contact sales personnel provided on the website directly.	
(VI) Has the Company established a supplier management policy, requested suppliers to comply with relevant regulations with regards to the issues of environmental protection, occupational safety and health, or labor rights, and what is the implementation status thereof?	✓		The Company makes reference to relevant international initiatives and requirements, including those related to human rights, labor standards, environment, and anti-corruption in the UN Global Compact, the Universal Declaration of Human Rights, the UN Framework and Guiding Principles on Business and Human Rights, and the Responsible Business Alliance (RBA), and requires suppliers to sign the "RBA Notification," "Letter of Commitment to Supplier Integrity," "Declaration of Environmental Protection," "Guarantee of Non-Use of Conflict Minerals," "Volatile Organic Compounds (VOCs) Declaration," and "Qualified Supplier Agreement." By requiring suppliers to comply with local government laws, regulations, and rules with respect to their business activities, the Company further complies with the	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			requirements of internationally recognized standards, enhancing the sustainability of the supply chain and corporate social responsibility.	
V. Has the Company stipulated standards or guidelines according to the internationally accepted report, prepared sustainability report, and reports for disclosing non-financial information of the Company? Has a third-party verification entity provided assurance or an assurance opinion for the aforementioned report?	✓		The structure of the Company's report is based on the "GRI Standards: 2021" issued by Global Reporting Initiative (GRI), the Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEX Listed Companies, the Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations, and the Sustainability Accounting Standards Board (SASB); relevant indices are provided in the appendices of this report for stakeholders to compare. This report has been guaranteed by Great Certification in accordance with AA 1000AS v3 assurance standard, and has been verified based on the Type 1 moderate level assurance.	No major difference
VI. If the Company has established its own sustainability development principles in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” please describe its current practices and any discrepancies from the Best Practice Principles: The Company has established the “Sustainability Development Principles” in accordance with the “Sustainable Development Best Practice Principles”, and the actual implementation has no material discrepancies from the content established.				
VII. Other important information to facilitate the understanding of the execution status of promotion of sustainable development:				
1. The Company provides a employee comment and feedback channel, such that employees are able to express their comments and feedback sufficiently. 2. The Company ensures equality in employee recruitment and employment and there is no discrimination due to gender, race, or nationality. The Company is committed to the protection of employees’ rights and interests. All employees are enrolled in labor insurance and health insurance according to the law, and a pension reserve is set aside according to the law in order to protect the rights and interests of employees. Furthermore,				

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
<p>the Company also provides an excellent working environment to employees.</p> <p>3. The Company upholds the philosophy of proper utilization of resources and providing contribution to society as well as the principle of fulfilling social responsibility. In addition, the Company sponsors and participates in public welfare events.</p> <p>4. The Company discloses all information on the MOPS, and upholds the business principles of consistency, professionalism, and ethics. In addition, the Company also values corporate image and risk control.</p> <p>5. The Company supports local education and participates in related activities of charitable organizations. The Company’s donations in 2024 are as follows:</p> <p>(1) NT\$30 thousand for Bethany Children & Family Foundation, Taipei City.</p> <p>(2) NT\$200 thousand for Cian Ciu Elementary School, Nantou City.</p> <p>(3) NT\$100 thousand for Genesis Social Welfare Foundation.</p>				

(VI) Climate-related Information for TWSE/TPEX Listed Companies

1. Climate-related Implementation

Item	Implementation
(1) Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.	The Company's ESG Sustainability Team conducts discussion and management on environmental, social and corporate governance risk management (including climate change), and coordinates and integrates its implementation groups. The 113 implementation results and the progress of the sustainability report were reported to the Board of Directors in December 113.
(2) Specify how the identified climate risks and opportunities affect the Company's business, strategy and finance (short-term, medium-term, and long-term).	The Company manages the internal risks and opportunities of climate change with reference to the Task Force on Climate-Related Financial Disclosures (TCFD). In terms of climate risks, the disclosure of carbon emissions information will increase operating costs (such as higher cost of legal compliance and premiums). In addition to the existing sustainability disclosure indicators, the Company will internally determine the short-term, mid-term, and long-term risks and opportunities in a stepwise manner.
(3) Describe the financial impact of extreme climate events and transition actions.	The scope of extreme weather and transformation actions is rather wide. The financial risks result from the purchase of renewable energy, higher manpower cost due to the actions required by regulations, and power consumption cost caused by temperature rise, etc. The financial opportunities, on the other hand, include the reduction in manpower cost following process improvement, lower raw material consumption due to better yield rate, and increase in investors' investment amount and customer orders following active carbon reduction actions.
(4) Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	In order to enhance the function of climate risk management, the Group's climate risks are managed based on risk identification, risk assessment, risk control, risk monitoring and communication, etc. to stay on top of the scope of various risks. The PDCA (Plan, Do, Check, Act) cycle and other management measures are adopted to continuously improve various risk factors in an effective manner, so that the probability and severity of risk losses can be reduced. Other appropriate measures are also taken to effectively implement risk management.

Item	Implementation
<p>(5) If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.</p>	<p>A. The Company sets a baseline scenario and a 1.5°C scenario to identify and analyze short-, medium-, and long-term climate risks and opportunities within the Company's operations and throughout the life cycle of assets. The RCP8.5 and RCP 2.6 climate scenarios of the UN's Intergovernmental Panel on Climate Change (IPCC) are used as the baseline scenario and 1.5°C scenario for transition risks, respectively. We conduct risk assessments for immediate and long-term physical risks.</p> <p>B. The average temperature continues to rise, resulting in higher energy consumption and higher operating costs. Electricity consumption will increase by 6% if the average temperature rises by 1 degree Celsius in Taiwan. If the unit price of electricity remains unchanged, electricity consumption and electricity bills will increase by at least 27% in the short term (within three years).</p> <p>C. For regulatory scenarios, in response to the government's imposition of carbon fees in 2025, if the fee per ton of emissions is NT\$300, the Company's cost will increase by about NT\$2.5 million per year, and the expense will increase by NT\$7.5 million in the short term (within three years), with 2024 as the base year.</p>
<p>(6) If there is a transition plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>A. Making medium- and long-term climate change response plans for better climate risk assessment and physical risk prevention.</p> <p>B. Planning and developing renewable energy items, and striving to increase the green power usage ratio continuously.</p> <p>C. Deeply developing energy-saving and emission-reducing technologies and introducing energy-saving equipment in a constant manner, to achieve energy conservation and carbon reduction and improve energy utilization efficiency.</p> <p>D. Continuing the conservation and cycle of resources, developing waste reduction technologies, and assessing the possibility of recycling for reuse.</p> <p>E. Strengthening the green supply chain by implementing continuous supplier risk assessment and environmental protection projects, and enhancing the green value of the overall supply chain.</p>

Item	Implementation
(7) If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	There is no internal carbon pricing yet.
(8) If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planned schedule, and the progress of each year shall be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and number of the carbon offsets or the number of the RECs shall be specified.	The Company has completed the greenhouse gas inventory, and the inspection work is expected to be completed in 2025 to stay on top of the carbon emissions of the Group. Also, with the requirements of each local government and the Company's sustainable development goals in mind, the Company has actively organized a variety of greenhouse gas reduction activities. The Company is still assessing the use of carbon offsets or renewable energy certificates, and hopes to achieve the goal of net zero emissions by 2050 through diversified emission reduction strategies.
(9) Greenhouse gas inventory and assurance status, as well as reduction targets, strategies and concrete action plans (please fill in 1-1 and 1-2, respectively).	Refer to 1-1 and 1-2

1-1 The Company's Greenhouse Gas Inventory and Assurance Status in the Recent Two Years

1-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions (tonnes CO ₂ e), intensity (metric tons CO ₂ e/NT\$ million), and data coverage for the most recent two years.					
Item Year	Scope 1 (tons CO ₂ e)	Scope 2 (tons CO ₂ e)	Scope 3 (tons CO ₂ e)	Total emissions Scope 1 + Scope 2 + Scope 3 (tons CO ₂ e)	Data Coverage: The data for 2023 covers the Taiwan headquarters + the FPC plant of the Kunshan subsidiary. The data for 2024 covers the Taiwan headquarters + the FPC plant of the Kunshan subsidiary + the cable and wire plant of the Kunshan subsidiary.
2023	1,129.9928	7,735.447	NA	8,865.4398	
2024	1,622.5953	7,487.8133	13,270.7154	22,381.1239	

Item Year	Company Revenue (millions)	Total Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/revenue in millions)	Data Coverage: The revenues are derived from consolidated financial statements Greenhouse gas emissions The data for 2023 covers the Taiwan headquarters + the FPC plant of the Kunshan subsidiary. The data for 2024 covers the Taiwan headquarters + the FPC plant of the Kunshan subsidiary + the cable and wire plant of the Kunshan subsidiary.
2023	2,198	8,865.4398	4.03	
2024	2,438	22,381.1239	9.18	

1-1-2 Greenhouse Gas Assurance Information (Describe the status of assurance for the most recent two years, including the scope of assurance, assurance institutions, criteria of assurance, and opinions of assurance)

The inventory status of the Company's 2023 greenhouse gas emissions is self-managed and voluntarily disclosed by the Company, with a view to understanding current trends and making early responses. In 2024, the information on the greenhouse gas inventory of the Taiwan headquarters as well as the FPC plant and the cable and wire plant of the Kunshan subsidiary has been verified by an external third-party verification entity.

1-2 Greenhouse Gas Reduction Targets, Strategies and Concrete Action Plans:

Emission Reduction Targets	Strategic Actions	Planned Schedule
<p>Compared to the base year 2024</p> <p>Reduce Scope 1 + Scope 2 greenhouse gas emissions by 20% by 2030</p> <p>Reduce Scope 1 + Scope 2 greenhouse gas emissions by 30% by 2040</p>	<p>(1) Process Improvement:</p> <ul style="list-style-type: none"> ➤ Introduction of advanced technologies: Using high-efficiency equipment and technologies to reduce energy consumption. ➤ Optimization of production processes: Streamlining the processes to cut unnecessary energy waste. ➤ Modification of production equipment: Modifying the ice water pipeline system of clean rooms to improve cooling efficiency. <p>(2) Circular Economy:</p> <ul style="list-style-type: none"> ➤ Resource recycling and reuse: Promoting waste recycling to invest reusable resources in production. ➤ Reduction of generated waste: Improving the designs and processes to reduce the amount of waste generated. <p>(3) Capability Development:</p> <ul style="list-style-type: none"> ➤ Employee training: Deepening employees' understanding of energy conservation and carbon reduction, and encouraging employees to participate in relevant training. ➤ Carbon inventory: Establishing a greenhouse gas emission inventory mechanism to regularly monitor and report the emission status. <p>(4) Policy Compliance:</p> <ul style="list-style-type: none"> ➤ Compliance with government regulations: Keeping in line with carbon reduction policies and regulations. 	<p>(1) 2024 - 2040</p> <p>(2) 2024 - 2030</p> <p>(3) 2024 - 2030</p> <p>(4) 2024 - 2030</p>

(VII) Ethical Corporate Management Practices, and Deviations From Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
I. Establishment of Ethical Management Policies and Plans				
(I) Has the Company established ethical management policies approved by the Board of Directors’ meeting and stated in its memorandum or external correspondence about the policies and practices it has to maintain business integrity? Are the Board of Directors and the management committed in fulfilling this commitment?	✓		1. The Company has established the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct,” which have been approved by the Board of Directors and implemented in internal management and external business activities. 2. The Company's website discloses the implementation of ethical management. Please refer to the "Investors" section on the Company's website for details.	No major difference
(II) Has the Company established an assessment mechanism for unethical conduct risk, performed periodic analysis, and assessed operating activities of relatively higher unethical conduct risk in the scope of business, and has established unethical conduct solutions accordingly, at least covering the preventative measures for the conduct described in each subparagraph of Paragraph 2 of Article 7	✓		1. The Company has specified an assessment mechanism for unethical conduct risk in the “Procedures for Ethical Management and Guidelines for Conduct,” performed periodic analysis, and assessed operating activities of relatively higher unethical conduct risk in the scope of business, and has established unethical conduct solutions accordingly, at least covering the preventative measures for the conduct described in each subparagraph of Paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.”	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”?			<p>2. The Company upholds the principle of integrity in engaging in prudent and decent management. We refrain from business activities with a higher risk of unethical conduct within the scope of business and strengthen relevant preventive measures. The Company takes a neutral political stance and does not engage in political donations.</p> <p>3. The Company strictly prohibits managerial officers and all employees from engaging in any bribe-taking or illegal activities. Any violations will be punished or transferred to the judicial authorities according to the actual situation. All new employees are required to sign a "Confidentiality Commitment" and given an employee handbook to clearly communicate the rights and obligations of employees.</p>	
(III) Has the Company defined and enforced operating procedures, behavioral guidelines, penalties, and grievance systems as part of its preventative measures against dishonest conduct? Are the above measures reviewed and revised on a regular basis?	✓		The Company has stated in the "Procedures for Ethical Management and Guidelines for Conduct" the handling procedures for ethical management violations, rewards, and complaints and the operating procedures for recording punishments. For employees accepting bribes or reporting bribery, their managers can make an immediate report for punishment or reward. Relevant systems are duly implemented.	No major difference
II. Implementation of Ethical Management				
(I) Has the Company evaluated the record of	✓		All business and trading counterparties of the Company have	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
counterparties on business ethics, and explicitly stated the Company's business integrity as an integral part of the contracts when entering into agreements with trading counterparties?			qualified the supplier management mechanism of the Company. For suppliers in cooperation, audit and evaluation are also performed periodically. In addition, relevant business ethics clauses are also specified in the contracts.	
(II) Has the Company established a dedicated unit for promoting corporate ethical management under the Board of Directors and reporting its ethical management policy and plan for preventing unethical conduct as well as the supervision of implementation status to the Board of Directors periodically (at least once annually)?	✓		In order to fulfill the responsibility of supervising ethical management, the Chairman's Office as the dedicated unit is responsible for reviewing and improving the Company's ethical management policy and measures implemented. The dedicated unit reported its implementation to the Board of Directors on December 25, 2024.	No major difference
(III) Has the Company established policies to prevent conflicts of interest, provided appropriate channels for complaints, and properly implemented such policies and channels?	✓		The Company has clearly stipulated the policy for the avoidance of conflicts of interest in the Ethical Corporate Management Best Practice Principles, and also provides smooth communication channels and complaint systems so that employees can make reports to the management and human resources units through multiple channels.	No major difference
(IV) Has the Company implemented an effective accounting system and internal	✓		To ensure the implementation of ethical management, the Company establishes an effective accounting system and internal control	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
control system for the purpose of maintaining ethical operation? Has the internal audit unit established a relevant audit plan according to the assessment result of unethical conduct risk and audited the status of compliance with the Prevention Against Unethical Conduct Plan, or entrusted CPAs to perform an audit?			system. Internal auditors also conduct periodic audits on the compliance status of the aforementioned system. In addition, the internal auditors also audit the aforementioned system compliance status periodically, and an audit report is also prepared for submission to the Board of Directors.	
(V) Has the Company provided internal and external training on ethical management on a regular basis?	✓		The Company has established ethics clauses in the work rules, and promotional education is provided in various meetings in order to implement the philosophy thoroughly. In 2024, internal education and training on issues related to ethical management was held, with a total of 153 participates.	No major difference
III. Implementation of the Company's Whistleblowing System				
(I) Has the Company established a substantive reporting and reward and punishment system and convenient channels for reporting, and appointed designated personnel to handle the targets of reports?	✓		The Company has established the "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conducts", and "Workplace Illegal Infringement Prevention Policy", and provides channels for employees and external personnel to report any illegal conduct related to finance, law, and ethics via the intranet and external website of the Company or to the President of the Company directly. In the case where any employee discovers suspicious	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			unethical conditions or matters, he or she is responsible for reporting it to his or her direct supervisor, highest supervisor, of the Management Division at any time or may also file a report via the existing employee reporting channel.	
(II) Has the Company established any investigation standard operation procedures to accept reported misconduct, subsequent measures, and relevant confidentiality measures required to be performed after the completion of the investigation?	✓		1. The Company's "Ethical Corporate Management Best Practice Principles" outlines a whistleblowing system where any personnel who violate the ethical management principles of the Company shall be dismissed or laid off in accordance with related laws and regulations or the Company's human resources regulations. 2. The Company did not receive any whistleblowing reports in the most recent year up to the printing date of the Annual Report.	No major difference
(III) Has the Company taken any measures for the protection of the informants or reporters from suffering undue treatment?	✓		The Company provides smooth communication channels and complaint systems and keeps the identity of informants and the content of reports confidential. Employees can make reports to the management and human resources units through multiple channels.	No major difference
IV. Enhancement of Information Disclosure				
(I) 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 the “Corporate Ethical Management Best-Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct” on the Company’s website and the MOPS, demonstrating the Company’s promotion result with respect to ethical management and fair trade.	No major difference

Assessment Item	Implementation Status			Discrepancies With the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
V. If the Company has established ethical management principles based on the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the principles and their implementation: The Company has established the “Ethical Corporate Management Best Practice Principles” for compliance, and there has been no major difference up to the present day.				
VI. Other important information that is helpful in understanding the corporate ethical management operation of the Company:				
<div>1. Based on the principles of fairness, honesty, trustworthiness, and transparency, the Board of Directors of the Company approved the "Procedures for Ethical Management and Guidelines for Conduct" on April 27, 2021, and disclosed them on the MOPS and the Company's website. The procedures specify that the Company’s directors, managerial officers, and employees shall strictly abide by the principles of honesty and credibility and shall not engage in unethical conductor and that reward/punishment and disciplinary measures shall be establishes.</div> <div>2. In order to implement the ethical management policy and actively prevent unethical conduct, the "Procedures for Ethical Management and Guidelines for Conduct" and "Code of Ethical Conduct" have been established to specify what the Company's personnel shall pay attention to when conducting business, including business ethics, laws and regulations, employee relations, gifts and entertainment, customer privacy, intellectual property rights, discrimination, bribery, conflicts of interest, and protection of company assets, and are disclosed on external and internal websites.</div> <div>3. The Company adheres to the principle of ethical management. In the process of engaging in business activities, the Company explains its ethical management policy and related regulations to counterparties, and expressly refuses to offer, promise, request or accept, directly or indirectly, any improper benefits in any form or name.</div> <div>4. In addition to the "Ethical Corporate Management Best Practice Principles," the Company has established other internal regulations, such as the “Corporate Governance Best Practice Principles,” “Regulations for Prevention of Insider Trading,” and “Operation Procedures for Trading With Related Parties, Specific Companies and Group Enterprises.”</div>				

(VIII) Where the Company has established corporate governance principles and relevant regulations, the inquiry method thereof shall be disclosed:

The Company established the Corporate Governance Best Practice Principles according to the operational needs of the Company and also discloses them on the MOPS and the Company's website.

(IX) Other information material to the understanding of corporate governance within the Company may be disclosed altogether:

Please refer to the corporate governance section on the MOPS <http://mops.twse.com.tw/> or the Company's website.

(X) Internal Control System Execution Status and Required Disclosure

1. Statement of the Internal Control System: Please refer to Attachment 1, page 146-147 of the Annual Report.
2. If the internal control system was reviewed by CPAs, the CPA's review report shall be disclosed: None.

(XI) Major Resolutions Made by Shareholders' Meetings and Board Meetings in 2024 and Up to the Printing Date of the Annual Report

1. Important Resolutions of Shareholders' Meetings

Convention Date	Important Resolution Content	Implementation Status
2024/06/26 General Shareholders' Meeting	Ratification Items: (1) Ratification of 2023 Business Report and Financial Statements. (2) Ratification of the 2023 earnings appropriation proposal.	Carried out as resolved
	Discussion Items: Proposal for amendment to some clauses of the "Articles of Incorporation" of the Company.	Approved by the Ministry of Economic Affairs on July 23, 2024 to be registered.
	Election: Re-election of all directors.	
	Other Proposals: Removal of restrictions on competitive behavior of new directors and their representatives.	Carried out as resolved

2. Important Resolutions of the Board of Directors' Meetings

Convention Date	Important Resolution Content	Resolution
2024/03/14	(1) Proposal for 2023 distribution of remuneration to employees and directors. (2) 2023 Business Report and Financial Statements. (3) Proposal for the 2023 earnings distribution. (4) Proposal for the 2023 distribution of cash dividends from earnings.	Executed according to the resolution

Convention Date	Important Resolution Content	Resolution
	<ul style="list-style-type: none"> (5) Proposal for the 2023 "Statement of the Internal Control System" of the Company. (6) Proposal for amendment to the Company's "Enforcement Rules for Internal Control System and Internal Audit." (7) Proposal for CPA independence and competency assessment and the appointment and remuneration of CPAs for 2024. (8) Proposal for amendment to parts of the provision of the "Rules of Procedure for Board of Directors' Meeting" of the Company. (9) Proposal for amendment to some clauses of the "Organization Rules of the Audit Committee" of the Company. (10) Amendment to certain provisions of the Company's "Articles of Incorporation." (11) Proposal for the commission of plant construction on the self-owned land of Subsidiary Cmi (Thailand) Co., Ltd. (12) Proposal for the cash capital increase of Subsidiary Cmi (Thailand) Co., Ltd. (13) Proposal for amendment to some clauses of the "General Rules for Policy for Early Approval of Non-assurance Services" of the Company. (14) Re-election of all directors. (15) Nomination of director candidates. (16) Removal of restrictions on competitive behavior of new directors and their representatives. (17) Proposal for matters related to the convention of the 2024 general shareholders' meeting of the Company. (18) Proposal for renewal of the financial loan contract with First Commercial Bank. (19) Proposal for promotion and remuneration adjustment of Special Assistant Tsai Sheng Chung of Sales Division II. (20) Proposal for the adjustment of meal allowance for the Company's Chairman and managerial officers. 	
2024/04/02	<ul style="list-style-type: none"> (1) Proposal for amendment to some clauses of the "Articles of Incorporation" of the Company. (2) Proposal for the appointment of the Company's President.. (3) Proposal for the Company's 2023 distribution of remunerations of directors, managerial officers, and employees. 	Executed according to the resolution
2024/05/13	<ul style="list-style-type: none"> (1) Proposal for the 2024 Q1 consolidated financial statements of the Company. (2) Proposal for establishment of the "Regulations Governing the Financial and Business Activities between Related Parties." (3) Proposal for establishment of the "Procedures for Preparation and Verification of Sustainability Reports." 	Executed according to the resolution

Convention Date	Important Resolution Content	Resolution
	(4) Proposal for amendment to some clauses of the “Procedures for Trading with Related Parties.” (5) Proposal for renewal of the financial loan contract with Mega International Commercial Bank. (6) Proposal for contract renewal of the financial loan contract with Bank Sinopac. (7) Proposal for the change of the Company’s audit officer.	
2024/06/26	(1) Election of the Chairman of the current Board of Directors. (2) Election of the Vice Chairperson of the current Board of Directors. (3) Proposal for hiring members of the Remuneration Committee. (4) Proposal for hiring members of the Audit Committee.	Executed according to the resolution
2024/08/08	(1) Proposal for the 2024 Q2 consolidated financial statements of the Company. (2) Proposal for the Company's issuance of the first domestic unsecured convertible corporate bonds. (3) Proposal for the cash capital increase of Subsidiary Cmi (Thailand) Co., Ltd. (4) Proposal for the renewal of the financial loan contract with DBS Bank (Taiwan). (5) Proposal for the renewal of the financing commitment with Citibank (Taiwan). (6) Proposal for the Company’s provision of endorsements/guarantees to Subsidiary Cmi (Thailand) Co., Ltd. to apply for a short-term loan extension with Citibank, N.A. (7) Proposal for the 2023 Sustainability Report of the Company. (8) Proposal for the 2023 distribution of bonuses to managerial officers of the Company.	Executed according to the resolution
2024/11/07	(1) Proposal for the 2024 Q3 consolidated financial statements of the Company. (2) Proposal for establishment of the "Procedures for Sustainability Information Management." (3) Proposal for contract renewal of the financial loan contract with E.SUN BANK. (4) Proposal for the change of the Company’s shareholders service agency. (5) Proposal for concurrent appointment of the Sales Vice President of the Company as the Executive Vice President of Subsidiary Cmi (Thailand) Co., Ltd. (6) Proposal for the removal of non-compete restrictions on managerial officers.	Executed according to the resolution
2024/12/25	(1) Proposal for the Company’s 2025 audit plan. (2) Proposal for 2025 audit plan of Subsidiaries KUNSHAN	Executed

Convention Date	Important Resolution Content	Resolution
	<p>COMPLEX MICRO INTERCONNECTION CO., LTD. and Yuan Yuh Electronics (Kunshan) Co., Ltd.</p> <p>(3) Proposal for the Company's 2025 business plan and budget.</p> <p>(4) Proposal for the Company's contract renewal of the financial loan contract with financial institution upon maturity.</p> <p>(5) Proposal for applying to Mega International Commercial Bank for a financing commitment.</p> <p>(6) Proposal for applying to the Shanghai Commercial & Savings Bank, Ltd. for a financing commitment.</p> <p>(7) Proposal for amendment to the "Articles of Incorporation" and the "Approval Authority Table" of Subsidiary Cmi (Thailand) Co., Ltd.</p> <p>(8) Proposal for amendment to the "Approval Authority Table" of Subsidiaries KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD. and Yuan Yuh Electronics (Kunshan) Co., Ltd.</p> <p>(9) Proposal for the remuneration and structure for managerial officers of the Company.</p> <p>(10) Proposal for 2024 year-end bonuses of the Chairman and managerial officers of the Company.</p> <p>(11) Proposal for the remuneration and structure of directors (including functional committees) of the Company.</p>	according to the resolution

(XIII) Documented opinions or declarations made by Directors or Supervisors against Board resolutions in the most recent year, up to the publication date of this Annual Report: None.

IV. Information of Independent Auditor's Fee

Unit: NT\$ thousand

Name of Accounting Firm	Name of CPA	Audit Period	Audit Fees	Non-Audit Fees	Total	Remarks
KPMG Taiwan	Yang Shu-Chi	2024.01.01 to 2024.12.31	2,850	1,355	4,205	The non-audit fee was paid for the 2024 profit-seeking enterprise income tax audit and transfer pricing analysis, etc.
	Lin Heng-Shen					

- (I) When the accounting firm is changed and the audit fees paid for the financial year in which the change took place are lower than those paid for the financial year immediately preceding the change, the amount of the audit fees before and after the change and the reason shall be disclosed: None.
- (II) If the audit fee was reduced by more than 10% from the previous year, please disclose the amount, percentage and cause of such variation: None.

V. Information on Change of CPAs:

None.

VI. The Company's Chairman, president, or any managerial officer in charge of finance or accounting matters who has held a position at the accounting firm of the attesting CPAs or its affiliated companies in the most recent year:

None.

VII. Transfer or pledge of shares owned by directors, supervisors, managerial officers, shareholders with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the Annual Report:

(I) Equity Transfer and Change Status of Directors, Supervisors, Managerial Officers, and Major Shareholders:

Unit: thousand shares

Title	Name	2024		Up to April 27, 2025	
		Increase (decrease) of Number of Shares Held	Increase (decrease) of Pledged Shares	Increase (decrease) of Number of Shares Held	Increase (decrease) of Pledged Shares
Chairman	Chang Chih Chung	(2)	—	—	—
Director and President	Tu Shu Min	(12)	—	—	—
Director	Chiu Kuo Tung	—	—	—	—
Director and Vice President	Kuo Ming Fong	(107)	—	—	—
Director and Vice President	Chung Chih Lung	—	—	—	—
Shareholders With Shareholding Exceeding 10%	Ding Xuan Investment Co., Ltd.	(75)	—	—	—
	Yuan Long Investment Co., Ltd.	—	—	—	—
Independent Director	Li Chih Kuang	—	—	—	—
Independent Director	Hung Tsung Hsien	—	—	—	—
Independent Director	Chan Chao Huei	—	—	—	—
Independent Director	Wan Hsin Ning	—	—	—	—
President of Subsidiary KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Chang Chih Chang	—	—	—	—
Assistant Vice President	Lin Chang Chen	(72)	—	—	—
Assistant Vice President	Ku Shih Chieh	—	—	—	—
Assistant Vice President	Yu, Wen-Hao	—	—	—	—

Title	Name	2024		Up to April 27, 2025	
		Increase (decrease) of Number of Shares Held	Increase (decrease) of Pledged Shares	Increase (decrease) of Number of Shares Held	Increase (decrease) of Pledged Shares
Assistant Vice President	Tsai Sheng Chung	(102)	—	—	—
Financial and Accounting Officer	Tsao Hsin Wen	—	—	—	—
Manager	Chen, Yueh-Chuan	(10)	—	—	—

(II) Equity Transfer Information: None.

(III) Equity Pledge Information: None.

VIII. Information on shareholders in the top ten shareholding percentage, and for related parties or spouse and relatives within the second degree of kinship:

April 27, 2024

Name	Shareholding of the Individual		Shareholdings of Spouse and Minor Children		Total Shareholding by Nominee Arrangement		Company Name or Individual Name and Relationship of Related Parties or Spouse or Kin Within the Second Degree Among the Top Ten Major Shareholders		Remarks
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name	Relationship	
Ding Xuan Investment Co., Ltd. Responsible Person: Tu Shu Min	10,385,885	15.70	—	—	—	—	Yuan Long Investment Co., Ltd. Chang Chih Chung Chang Kao Wei Chang Ya Ning	Same as the Responsible Person Company Director Company Director Company Supervisor	—
Yuan Long Investment Co., Ltd. Responsible Person: Tu Shu Min	7,692,686	11.63	—	—	—	—	Ding Xuan Investment Co., Ltd. Chang Chih Chung	Same as the Responsible Person Company Director	—
Chang Chih Chung	4,566,403	6.90	4,427,391	6.69	—	—	Ding Xuan Investment Co., Ltd. Yuan Long Investment Co., Ltd. Tu Shu Min Chang Ya Ning Chang Kao Wei	Company Director Company Director Spouse Father and daughter Father and son	—

Name	Shareholding of the Individual		Shareholdings of Spouse and Minor Children		Total Shareholding by Nominee Arrangement		Company Name or Individual Name and Relationship of Related Parties or Spouse or Kin Within the Second Degree Among the Top Ten Major Shareholders		Remarks
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name	Relationship	
Tu Shu Min	4,427,391	6.69	4,566,403	6.90	18,078,571	27.32	Chang Chih Chung Chang Ya Ning Chang Kao Wei Ding Xuan Investment Co., Ltd. Yuan Long Investment Co., Ltd.	Spouse Mother and daughter Mother and son Company Responsible Person Company Responsible Person	—
Investment Account with National Bank of Liechtenstein in trust of the Business Department of Standard Chartered Bank	2,818,000	4.26	—	—	—	—	—	—	—
Chun Yuan Investment Co., Ltd. Responsible Person: Chen Wen YU	1,610,000	2.43	—	—	—	—	—	—	—
Chang Kao Wei	1,512,018	2.29	—	—	—	—	Ding Xuan Investment Co., Ltd. Chang Chih Chung Tu Shu Min Chang Ya Ning	Company Director Father and son Mother and son Sibling	—
Jun Han Investment Co., Ltd. Responsible Person: Chang Chih Chang	1,449,000	2.19	—	—	—	—	—	—	—

Name	Shareholding of the Individual		Shareholdings of Spouse and Minor Children		Total Shareholding by Nominee Arrangement		Company Name or Individual Name and Relationship of Related Parties or Spouse or Kin Within the Second Degree Among the Top Ten Major Shareholders		Remarks
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name	Relationship	
Chang Ya Ning	1,404,227	2.12	—	—	—	—	Ding Xuan Investment Co., Ltd. Chang Chih Chung Tu Shu Min Chang Kao Wei	Company Supervisor Father and daughter Mother and daughter Sibling	—
Hua Chih Investment Co., Ltd. Responsible Person: Chang Chih Hua	1,341,245	2.03	—	—	—	—	—	—	—

IX. Number of shares held by the Company, the Company's directors, supervisors, managerial officers, and the number of shares invested in a single company which is held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories

December 31, 2024. Unit: In thousand shares; NT\$ thousand/in thousand of foreign currency

Investee	Investment of the Company (Note 1)		Investment by Directors, Supervisors, Managers, or any Companies Controlled Either Directly or Indirectly by the Company		Consolidated Investment	
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage
COMPLEX MICRO INTERCONNECTION CO., LTD	15,000	100%	-	-	15,000	100%
Der Yu Electronics Co., Ltd.	16,000	100%	-	-	16,000	100%
KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Note 2	100%	-	-	Note 2	100%
GOOD VISION ELECTRONIC CO., LTD	3,560	100%	-	-	3,560	100%
VAST LONG INTERNATIONAL LIMITED	3,560	100%	-	-	3,560	100%
Yuan Yuh Electronics (Kunshan) Co., Ltd.	Note 2	100%	-	-	Note 2	100%
Cmi (Thailand) Co., Ltd.	5,631	99.30%	40	0.7%-	5,671	100%

Note 1: This includes the direct/indirect investments of the Company.

Note 2: It is a limited liability company; therefore, it has no shares.

Three. Financing Status

I. Capital and Shares

(I) Source of Share Capital

April 27, 2025. Unit: In thousand shares; NT\$ thousand

Year/ Month	Issue Price (NT\$)	Registered Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of Share Capital	Use Assets Other Than Cash for Capital Contribution	Others
2020.04	10	50,000	500,000	46,932	469,324	Organizational restructuring with issuance of new shares NT\$108,000 thousand	None	Note 1
2020.07	10	70,000	700,000	46,932	469,324	Change of registered capital	None	Note 2
2020.09	10	70,000	700,000	54,172	541,723	Capital increase by retained earnings and employee bonuses NT\$72,399 thousand	None	Note 3
2020.11	10	70,000	700,000	56,672	566,723	Cash capital increase NT\$25,000 thousand	None	Note 4
2021.03	10	70,000	700,000	60,172	601,723	Cash capital increase NT\$35,000 thousand	None	Note 5
2022.12	10	70,000	700,000	66,172	661,723	Cash capital increase NT\$60,000 thousand	None	Note 6

Note 1: Change Date and Document No.: Xin-Bei-Fu-Jing-Si-Zi No. 1098021717 Letter dated July 8, 2020.

Note 2: Change Date and Document No.: Xin-Bei-Fu-Jing-Si-Zi No. 1098050084 Letter dated July 17, 2020.

Note 3: Change Date and Document No.: Jing-Shou-Shang-Zi No. 10901174110 Letter dated September 21, 2020.

Note 4: Change Date and Document No.: Jing-Shou-Shang-Zi No. 10901192920 Letter dated November 4, 2020.

Note 5: Change Date and Document No.: Jing-Shou-Shang-Zi No. 11001045860 Letter dated March 25, 2021.

Note 6: Change Date and Document No.: Jing-Shou-Shang-Zi No. 11101236820 Letter dated December 9, 2022.

April 27, 2025. Unit: shares

Share Type	Registered Capital			Remarks
	Number of Outstanding Shares	Number of Unissued Shares	Total	
Common Shares	66,172,297	33,827,703	100,000,000	

Status of offering and issuing securities by the shelf registration: None.

- (II) List of Major Shareholders: Explicitly describe the name, shareholding quantity, and percentage of shareholders with a shareholding percentage reaching above 5% or shareholders of the top 10 shareholding percentage.

April 27, 2025

Name of Major Shareholder	Shares	Number of Shares Held	Shareholding Percentage (%)
Ding Xuan Investment Co., Ltd.		10,385,885	15.70
Yuan Long Investment Co., Ltd.		7,692,686	11.63
Chang Chih Chung		4,566,403	6.90
Tu Shu Min		4,427,391	6.69
Investment Account with National Bank of Liechtenstein in trust of the Business Department of Standard Chartered Bank		2,818,000	4.26
Chun Yuan Investment Co., Ltd.		1,610,000	2.43
Chang Kao Wei		1,512,018	2.29
Jun Han Investment Co., Ltd.		1,449,000	2.19
Chang Ya Ning		1,404,227	2.12
Hua Chih Investment Co., Ltd.		1,341,245	2.03

(III) Dividend Policy and Implementation Status

1. Dividend Policy Specified in the Articles of Incorporation

According to Article 20 of the Articles of Incorporation, where the Company has a net income after tax for the statement of a fiscal year, the tax shall be paid in priority and the accumulated loss (including adjusted but undistributed surplus earnings amount) shall be covered, following which, 10% thereof shall be set aside as the legal reserve; however, when the legal reserve has reached the total capital, it may be exempted from such appropriation. For the remaining amount, special reserve shall be set aside or reversed according to the laws and regulations. Subsequently, if there is still a remaining amount, such remaining amount and the accumulated undistributed surplus may be combined for submission to the board of directors for the establishment of a surplus distribution proposal, followed by submission to the shareholders' meeting for resolution on the distribution of shareholders' dividends and bonuses.

After the public offering of shares of the Company, the board of directors is authorized such that distributable dividends and bonuses, capital reserve or legal reserve in whole or

in part may be distributed in cash after a resolution has been adopted by a majority votes at a board of directors' meeting of the Company attended by more than two-thirds of the total number of directors, which shall also be reported to the shareholders' meeting, and the requirement for resolution of a shareholders' meeting described in the preceding paragraph is not applicable.

The Company's dividend policy is established by the Board of Directors according to the business plan, investment plan, capital budget, and internal/external environmental changes. The Company is presently in the business growth stage, and retained earnings are utilized as capital necessary for business growth. Accordingly, the remaining dividend policy is presently adopted, and appropriate dividend distribution is established based on the consideration of the balance of dividends, such that cash dividends shall not be less than 10% of the total amount of dividends.

2. Distribution of Dividends Proposed for the Current Year

The Company's 2024 earnings distribution proposal was approved by the Board of Directors through resolution on February 25, 2025. It is proposed to distribute shareholder bonuses of NT\$132,344,594, with a cash dividend of NT\$2 per share. The Chairman is authorized to determine the ex-dividend date and matters related to the distribution, and shall make a report to the shareholders' meeting.

The 2024 Earnings Distribution Table is as follows:

Complex Micro Interconnection Co., Ltd. Earnings Distribution Table 2024

Unit: NT\$

Item	Amount		Remarks
	Sub-total	Total	
Retained and unappropriated earnings at the beginning of the period		238,249,038	
Add: Net profit after tax of the current year	268,671,539		
Special reserve reversed	50,005,766	318,677,305	
Less:			
Legal reserve appropriated	(26,867,154)	(26,867,154)	
Distributable earnings		530,059,189	
Distribution item			
Shareholders' bonuses - NT\$2 per share in cash	(132,344,594)	(132,344,594)	
Undistributed earnings reserved at the end of the period		397,714,595	

Chairman: Chang Chih Chung

President: Tu Shu Min

Accounting Officer: Tsao Hsin Wen

(IV) Impact of the Distribution of Bonus Shares Proposed in the Present Shareholders' Meeting

on the Business Performance of the Company and Earnings Per Share: None.

(V) Remunerations of Employees, Directors, and Supervisors

1. The percentage or scope of remuneration for employees, directors, and supervisors as stipulated in the Company's Articles of Incorporation

If the Company has a profit for a fiscal year, 3% to 5% of the profit shall be appropriated as employees' remuneration, and no more than 2% of the profit shall be appropriated as remuneration of directors and supervisors. However, when the Company still has an accumulated loss (including an adjusted but undistributed surplus earnings amount), it shall be reserved to compensate such loss first.

2. The estimated basis for calculation of employees', directors', and supervisors' remuneration, the share calculation basis for the distribution of employees' remuneration in the form shares, and the accounting handling for any discrepancy between the actual distribution amount and the estimated value

The remuneration of employees and the remuneration of directors and supervisors are estimated based on the profit status of the current year and according to the percentage range specified in the Articles of Incorporation. Any difference between the resolved amounts and the subsequent actual distributed amounts is accounted for as changes in estimates.

3. Remuneration distribution status approved by the Board of Directors
 - (1) Employees' remuneration and remuneration of directors and supervisors distributed in cash or shares. Where there is a difference from the estimated amount for the year, in which the expenses are recognized, the amount of the difference, reason, and accounting treatment shall be disclosed:

According to the resolution of the Board of Directors of the Company on February 25, 2025, the distribution of 2024 employee's remuneration was NT\$10,967 thousand and remuneration of directors and supervisors was NT\$3,656 thousand, and all was distributed in cash. In addition, there was no difference from the expense recognition.

- (2) Remuneration of employees distributed in shares and the ratio over the net income after tax in the current period and the employee bonus remuneration total amount: None.
4. Actual distribution status of employees', directors', and supervisors' remunerations in the last year (including the distributed number of shares, amount, and share price), and any discrepancy with the employees', directors', and supervisors' remuneration recognized, and the difference amount, reason, and handling status shall be described: No difference.

(六) Repurchase of the Company's Shares: None.

II. Issuance of Corporate Bonds (Including Overseas Corporate Bonds):

Corporate Bond Type	First domestic unsecured convertible corporate bonds
Date of Issuance	November 1, 2024
Par Value	NT\$100,000
Place of Issuance and Trading	Not applicable

Issue Price		Issued at 106.95% of the par value
Total		NT\$600,000,000
Interest Rate		0%
Maturity		Three years; from November 1, 2024 to November 1, 2027
Guaranteeing Institution		None
Trustee		Taipei Fubon Commercial Bank Co., Ltd.
Underwriting Institution		CTBC Securities Co., Ltd.
Certified Attorney		Handsome Attorneys-at-Law / Attorney Chiu, Ya-Wen
CPAs		KPMG Taiwan / CPA Yang, Shu-Chi and CPA Lin, Heng-Shen
Method of Repayment		According to Article 5 of the Regulations for Issuance and Conversion of the First Domestic Unsecured Convertible Corporate Bonds, the coupon rate of the convertible corporate bonds is 0%, so the date and method of interest payment are not required to be determined. Except for the holders of the convertible corporate bonds converting such corporate bonds into the Company's common shares according to Article 10 of the said Regulations or exercising the put option according to Article 18 of the said Regulations, or except for the Company redeeming the bonds or repurchasing the bonds from the securities firm for cancellation according to Article 19 of the said Regulations, the Company shall make a repayment in cash and in full based on the par value of the bonds within 10 days from the next day of maturity. If the aforementioned date is the day when the centralized securities exchange market in Taipei is closed, the date will be postponed to the next business day.
Amount not Repaid		NT\$600,000,000
Terms of Redemption or Early Repayment		Subject to Articles 18 and 19 of the Company's "Regulations for Issuance and Conversion of the First Domestic Unsecured Convertible Corporate Bonds."
Restrictive Covenants		Not applicable
Name of the Credit Rating Institution, Date of Rating, and Rating Result of the Corporate Bonds		None
Other Attached Rights	Amount of Common Shares, Global Depository Receipts or Other Securities Converted (Exchanged or Subscribed) up to the Printing Date of the Annual Report	None

	Method of Issuance and Conversion (Exchange or Subscription)	Please refer to the Company's Regulations for Issuance and Conversion of the First Domestic Unsecured Convertible Corporate Bonds.
Possible Dilution of Equity Due to the Method of Issuance and Conversion, Exchange or Subscription and the Issuance Conditions, and the Effect on Existing Shareholders' Equity		Based on the current conversion price of NT\$48.8, it is estimated that 12,295,082 common shares can be converted, with profit dilution of about 15.67%.
Custodian for Target Change		Not applicable

Information on Convertible Corporate Bonds

Corporate Bond Type		First domestic unsecured convertible corporate bonds	
Year	Item	2024	Current Year, up to April 30, 2025
Market Price of Convertible Bonds	Highest	106.65	113.80
	Lowest	99.95	94.50
	Average	105.18	105.31
Conversion Price		50.8	48.80
Date of Issuance and Conversion Price upon Issuance		The conversion price was NT\$50.8 at the time of issuance on November 1, 2024.	The conversion price was NT\$50.8 at the time of issuance on November 1, 2024.
Method to Perform Conversion		Regarding the Company's common shares, the Company will perform conversion by issuing new shares. The new shares issued are to be delivered through book-entry operations instead of printing physical shares.	Regarding the Company's common shares, the Company will perform conversion by issuing new shares. The new shares issued are to be delivered through book-entry operations instead of printing physical shares.

III. Issuance of Preferred Shares: None.

IV. Participation in Issuance of Global Depository Receipts: None.

V. Issuance of Employee Stock Options: None.

VI. Issuance of New Restricted Employee Shares: None.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

VIII. Financing Plans and Implementation Status: None.

Four. Operation Overview

1. Business Activities

(I) Business Scope

1. Main Content of Business Operated by the Company:
 - (1) Purchase and sale of electronic wires and hardware parts.
 - (2) Manufacturing, processing, installation, and purchase and sale of electronic distribution panels.
 - (3) Export trading for aforementioned items and provision of external guarantees to business operators in the same industry.
 - (4) CC01050 Data Storage Media and Processing Equipment Manufacturing.
 - (5) CC01080 Electronic Parts and Components Manufacturing.
 - (6) F113050 Wholesale of Clerical Machinery Equipment.
 - (7) F119010 Wholesale of Electronic Materials.
 - (8) F213030 Retail Sale of Clerical Machinery Equipment.
 - (9) F219010 Retail Sale of Electronic Materials.
 - (10) F401010 International Trade.
2. Main Product Operating Revenue Percentage

Unit: NT\$ thousand

Main product	2023		2024	
	Consolidated Operating Revenue	Operating Revenue Percentage (%)	Consolidated Operating Revenue	Operating Revenue Percentage (%)
Flexible Printed Circuit Boards (FPC)	1,955,769	88.97	2,181,139	89.48
Wire Harness Assembly	242,526	11.03	256,476	10.52
Total	2,198,295	100.00	2,437,615	100.00

3. Present Main Products and Service Items of the Company

The Company's main products are flexible printed circuit boards (FPC) and wire harness assemblies, and the application scope includes military and police grade products and industrial grade notebook computers (NB), tablet computers, industrial mobile computers, mobile phones, wearables, POS machines, game machines, LCD, projectors, new energy battery cables, and wire-related products.

4. New Products (services) Planned for Development

For flexible printed circuit boards (referred to as "FPC"), the current market refers to the double-side FPC as main output products for manufacturers. FPC industry products are expected to expand toward three main directions: The first direction refers to the

optoelectronics industry boards with lighter and finer circuits and precise and micro drilled holes. The second direction refers to the multilayer or rigid-flex combination of wireless earphones and antenna products, and the main application for this category of products is mainly for U.S. mobile phone brand manufacturers. The third direction refers to the multilayer rigid-flex combination boards for military/industrial grade and high-end consumer electronic products, and this category of product is also the main development direction focused on by the Company.

The Company's FPC predefined future direction is to head toward the rigid-flex combination and multilayer flexible boards. Accordingly, for the development of such types of boards, the trends are as follows:

(1) Multilayer and Flex-Rigid Boards for Medical Care Purposes

Although the economic scale of the medical FPC and cable industry is scarcely comparable to that of the general consumer electronics industry, the products in the former industry are hardly replaced by low-price ones after being verified by customers thanks to the industry's high entrance barrier and long product verification period. The Company has engaged in collaboration with two U.S. medical customers for the development of multilayer boards and products soldered and assembled with high precision, and started to put them into mass production in 2024. We expect that this will help boost revenue and profit.

(2) Electric Vehicle Boards

The Company's previous focus was on a U.S. electric vehicle brand customer. However, sales were sluggish due to the high pricing of the customer's vehicles. To improve the Company's capacity and technical capabilities in the automotive market, we still cooperate with the customer in the development of new models. A new EV SUV series is expected to enter mass production in 2025.

(3) Vehicle Light Modules

Automotive market development requires effort and dedication. The Company has integrated all existing production lines and will continue to value vehicle light modules as the key development focus. In addition, vehicle light modules are also important products for the transformation of our wire harness factory. Presently, the Company is also in the process of accumulating design and manufacturing experience and expects to continuously invest greater resources into developing this market.

(II) Industry Overview

1. Industry Current Status and Development

(1) Industry Current Status and Development

The Company and subsidiaries are professional business operators in the

manufacturing, assembly, and sale of FPC and wire harness assemblies, and are in the sector of electronic component manufacturing of the electronics industry.

According to the latest report on the production and sales of Taiwan's PCB industry jointly published by Taiwan Printed Circuit Association (TPCA) and the Industry, Science and Technology International Strategy Center of ITRI, in the fourth quarter of 2024, the global production value of Taiwanese PCBs reached NT\$217.5 billion, with an annual increase of 2.8%; the annual production value reached NT\$816.8 billion, with an annual increase of 6.1%. For 2025, with the rising demand for AI and satellite communication applications following the recovery of end-consumers, it is estimated that the PCB industry in Taiwan will further grow to NT\$854.1 billion, with an annual increase of 4.6%. The production value of Taiwanese PCBs in the fourth quarter of 2024 grew by 2.8% compared to that in the same period of 2023. As the main growth drivers, AI servers and satellite communications have resulted in the significant increase in demand for high-end HDI PCBs, thus becoming the products with the strongest growth in 2024. At the same time, the demand for automotive electronics has increased, which, coupled with the moderate recovery of the cell phone and memory markets, promoted the positive growth of the production value of Taiwanese PCBs in 2024.

Although the consumer market was sluggish in 2025 Q1, TPCA pointed out that despite the expected slowdown of the overall order momentum in the sluggish consumer market, the demand of the markets of AI servers and satellite communications is likely to continue and mitigate the impact on the industry market in Q1. It is estimated that the PCB industry in Taiwan will grow moderately by 2.6% to NT\$186.2 billion in 2025 Q1, and that there is a chance of growth by 4.6% to up to NT\$854.1 billion for the whole year.

According to TPCA, Taiwanese PCBs were mainly applied to communications (34.2%), computers (22.5%), semiconductors (15.5%), automobiles (12.9%), consumer electronics (9.9%), and others (5.0%) in 2024. Particularly, mobile phone boards for communication applications have been the major products of Taiwanese PCBs. Besides, in spite of the slow growth of the global auto market in recent years, the demand for automotive electronics has still been strong due to the development of electric vehicles and self-driving systems. It is worth noting that, even though the application in servers and satellite communications has not accounted for a high proportion in the overall applications, the growth was remarkable in the past two years. In 2024, the production value of Taiwan's server PCBs was about NT\$50.9 billion, with an annual increase of 49%, and the production value of satellite PCBs reached NT\$19.3 billion, with an annual increase of 83%.

In terms of the proportion of PCB products, multilayer boards and HDI boards

accounted for 30.5% and 20.1%, respectively. The considerable demand for AI servers, automotive electronics and satellite communications has contributed to the continuous rise of their overall proportion. In contrast, FPCs accounted for 24.4%, with the market share declining year by year due to the lack of growth momentum in the mobile phone market and the lack of support from the AI demand. IC substrates constituted 15.5%, showing slow growth in recent days owing to the fluctuating market demand. However, with the rapid penetration of AI applications, high-performance computing chips and server products have been introduced; therefore, the substrate market is likely to witness a new wave of growth.

According to TPCA, in 2025, the global cloud service providers will continue to increase their capital expenditure, and countries around the world will also actively establish “sovereign AI.” As a result, the continuous growth of the demand for AI servers is expected. On the other hand, the knowledge distillation technology brought about by DeepSeek can help transfer large-scale models in the cloud to the edge and deploy smaller models on equipment that has limited resources, which is expected to speed up the penetration of the AI Edge application. With the overall effect of AI application, the market demand for HDI boards and high multilayer boards will be further stimulated. Meanwhile, since the low-orbiting satellite market is rapidly developing due to the continuous decline in the cost of launching a rocket, a significant increase in the demand for related satellite PCBs is expected.

The variables of the U.S. policies remain the greatest uncertainty in 2025. Tariff adjustments may affect the global inflation trend, and changes in the EV-related policies, such as lifting of environmental protection regulations or canceling EV incentives, might further increase the uncertainties in the EV market.

At the same time, the risk of China's deflation may weaken the momentum of consumer market recovery. In addition, Taiwanese and Chinese manufacturers have increasingly created new production capacity in Thailand since 2025. The initial scale seems limited, but in the long run, the expansion of production capacity will definitely influence the market price competition. In terms of cost control, the rise in international gold price and the expected increase in electricity price may also bring higher cost to manufacturers, which becomes a great focus in the industry.

(2) Industry Development Trends

A flexible printed circuit board (FPCB) is an electronic circuit board with flexibility and bendability that can be used for the applications that might seem unpractical with a traditional rigid PCB. An FPCB is made from flexible materials (usually polyimide or polyester), thus able to fit the shape of the equipment or product it integrates. Such

boards are usually applied in various electronic devices, and space constraints, weight reduction and flexibility are the key considerations for the design.

With the promotion of various factors in different industries, the FPCB market is witnessing a strong growth. The trend of consumer electronics, featuring the demand for compactness and light weight, has contributed to the wide adoption of FPCBs in smartphones, wearable devices, and portable devices. The miniaturization trend for the applications in medical equipment and automotive systems emphasizes the need for FPCBs that can be used in small spaces and help miniaturize the overall size of electronic components. The considerably growing demand for flexible display of electronic equipment and the advancement of wearable technology have further highlighted the role of FPCB.

In the automotive field, the development of electronic components and advanced driver assistance systems (ADAS) depends on the flexibility and reliability of FPCBs. The emerging applications in the fields of medical care, aerospace engineering, and national defense, as well as the deployment of 5G technology, help ensure the multifunctionality and growth of the PCB market. The technological advancement in the field of materials science, along with the environmental advantages of FPCBs, makes FPCBs the key force for the continuous development of electronic technology.

2. Correlation Among Upstream, Midstream, and Downstream in the Industry

The Company and subsidiaries are in the midstream of the FPC and electronic cable and wire supply chain, and provide FPC and cable product design, processing, and production services, and products are applied to various applications related to military and industrial grade, commercial, and consumer electronics, and automotive products.



3. Various Development Trends of Products

(1) Various Development Trends of Products

For FPC and wire harness assemblies, the applications are for products related to panel modules, lens modules, notebook computers, smartphones, smart handheld devices, wearables, LCD-TVs, LCD-Monitors, and new energy battery products. The following analysis makes reference to the development trend reports for notebooks and

smartphones provided by various survey institutions and media:

A. Notebook Computers (NB)

- (a) Growing output volume: According to the latest survey by TrendForce, the global notebook computer market in 2024 was affected by high interest rates and geopolitical factors, thus showing slow recovery of demand. The annual output volume is estimated at 174 million units, with an annual growth rate of 3.9%. In 2025, with the decrease in political uncertainties due to the U.S. election coming to an end, the lower interest rates of the Fed starting from September 2024, the end of Windows 10 support, and the demand for replacement of products for commercial use, the output volume of notebook computers is expected to see an annual increase by 4.9% and reach 183 million units.
- (b) Rebound of business demand: In 2024, the global layoff trends as well as political and economic turbulence led to conservative demand for commercial notebooks; thus, the number of orders was below our expectation. In 2025, with the negative factors no longer existing, and with the liquidity increasing after the cutting of interest rates, the commercial market is expected to recover; the annual growth of the output volume is anticipated to exceed 7%.
- (c) Consumer market trend: In 2024, notebook brands actively stimulated the demand through promotions, and entry-level models have become the main sales force, especially in North America. In 2025, with the consumer market becoming more stable, the brand planning will be focused on models with high added value and high profitability. It is expected that the growth of consumer models will slow down to 3%, but the product structure will be optimized.

B. Smartphones:

- (a) Demand stimulated by AI functions: According to IDC's report, the growth rate of global output volume of smartphones in 2024 is estimated at 5.8% with up to 1.23 billion units, which is higher than the growth of 4% previously projected. This growth is mainly attributed to the recovery of consumer electronics demand and the application of GenAI functions in smartphones, particularly in high-end flagship phones standing out in the market thanks to such AI functions.
- (b) Combination of new technologies: According to the report of "El Pa: Root," in 2025, there will be a trend of combination of advanced technologies such as artificial intelligence, quantum computing, supercomputing and robots, and the result will be integrated into a wide range of ecological systems. Experts expect that humanoid robots and metaverse will be the key fields.

Based on the above information, the markets of notebook computers and smartphones in 2025 will benefit from the combination of artificial intelligence and other new technologies, with the market demand and product innovation both stimulated.

(2) Product Competition Status

Presently, TWSE and TPEx listed companies with businesses similar to the main business operations of the Company include Zhen Ding Technology (KY), FLEXIUM, Career Technology, ICHIA, Sunflex, WanShih, HIGH-TEK, Ji-Haw, and Golden Bridge Electech.

The Company and subsidiaries are professional manufacturers for the production of FPC and wire harness assemblies. The Company and subsidiaries have been cultivated in this market for a long period of time and are equipped with the following competitive advantages:

- A. With regards to quality and experience, the Company and subsidiaries have more than 30 years of experience in the manufacturing of FPC boards and more than 40 years of experience in the manufacturing of wire harness assemblies. Accordingly, the Company and subsidiaries have accumulated extensive manufacturing experience and technologies, and have also acquired various quality assurance system certificates, including ISO-9000, ISO-14000, and IATF-16949. Products of the Company and subsidiaries have gained customer trust for a long period of time.
- B. The Company and subsidiaries provide comprehensive solutions and services and are able to manufacture three types of products at the same time, including FPC boards (including SMT), wire harness assemblies, and coaxial cables. In addition, the Company and subsidiaries are also able to provide solutions of three types of products to customers simultaneously. In recent years, for the design of business notebooks, gaming notebooks, multi-monitor transformation model of notebooks, the demand for the use of the combination of FPC and wire harness has increased, and such design is also an advantageous product of the Company and subsidiaries.

(三) Technology and Research and Development Overview

1. Technology Level and Research Development for Business Operation

The Company and subsidiaries are mainly in the business of manufacturing and sale of wire harness assemblies and FPC boards. In 1985, the Engineering Department was established to provide technical service for customers and to assist customers to complete the design and mass production of various new products. In 1991, the FPC company was established. In 2000, the Mini Coaxial Cable Department was established for sales orders and mass production of relevant products. In 2016, the Company obtained the IATF:-16949 automotive certification, and the LED Module and Vehicle Light Module

Department was established in 2018. The production and product sales of the Company and subsidiaries focus on the development of niche and high profit products along with the consideration of the industrial development trends. The Company and subsidiaries continue to strengthen the product developments of FPC and cables and wires for the industries of smart handheld devices, business notebooks, military and industrial grade notebooks and tablets, and new energy batteries, etc.

2. R&D personnel and educational background/work experience

Unit: Person

Year		2022	2023	2024	2025, up to the End of April
Number of Employees		93	96	101	104
Education Background Distribution	Master's Degree and Above	—	—	—	—
	University/College	46	47	56	58
	Under Senior High School	47	49	45	46

3. Annual R&D Budget Invested in the Most Recent Five Years

Unit: NT\$ thousand

Item	2020	2021	2022	2023	2024
R&D Budget Invested (A)	67,653	84,938	76,531	86,370	91,402
Net Operating Revenue (B)	2,482,739	2,785,282	2,723,565	2,198,295	2,437,615
Ratio (A)/(B) (%)	2.72	3.05	2.81	3.93	3.75

4. Technology or Products Successfully Developed

Year	R&D Result
2022	<ol style="list-style-type: none"> 1. Led logo light module research and development and introduction for mass production. 2. Automatic laser exposure machine evaluation and introduction for mass production operation. 3. Low-cost copper and anti-electromagnetic materials under evaluation, verification and introduction for mass production.
2023	<ol style="list-style-type: none"> 1. Development of heat-resistant flexible PCB lamination. 2. Fully automated rapid electrical testing machine for whole PCBs. 3. Development of multilayer blind via combinations. 4. Development of high-density BGA flexible PCBs. 5. Development of 10-layer rigid-flex boards for medical purposes.
2024	<ol style="list-style-type: none"> 1. Mass production of 1-level blind via FPCs and continuous sample

Year	R&D Result
	<p>development of 2-level blind via rigid-flex composite boards.</p> <p>2. Samples and development of MPI high-frequency antenna products.</p> <p>3. Development of connection cables for digital display of high-end notebooks.</p> <p>4. Mass production and implementation of automated inspection machine for the size of modularized connecting fingers.</p> <p>5. Evaluation of injection molding process and introduction for mass production.</p> <p>6. Circuit design of automotive LED modules and PCB layout.</p> <p>7. Evaluation of automatic punching equipment and introduction for mass production.</p>

(四) Long-term and Short-term Business Development Plan

To cope with the future industrial development and overall economic environmental trends, the Company and subsidiaries formulate long-term and short-term development plans for future business directions, thereby increasing competitiveness. The short-term and long-term plans of the Company are summarized in the following:

Short-term Business Development Plan

1. Business Plan for FPCs

Although many market research agencies were optimistic about the recovery of the overall electronics industry in the second half of 2024, the recent observation result has shown that the condition was not as good as expected. In 2024, except for the excellent performance of the Apple concept stock and the AI industry chain, the performance of other products in the electronics industry has still been sluggish, especially that of consumer electronics. In terms of the Company's business strategy, we will not only expand the business of industrial-grade and high-end electronics, such as industrial-grade handheld devices as well as military-grade and high-end commercial notebooks/tablets, but also continue to develop the electric vehicle and smart medical markets to work towards the overall corporate goal of securing the profit.

The major industries the Company focuses on are reported as follows:

➤ Launch of New SUV with an U.S. EV Startup Customer:

The U.S. EV startup manufacturer will launch a new EV model in early 2025. Providing supplies therefor, Complex Micro Interconnection Co., Ltd. Complex Micro Interconnection Co., Ltd. falls into the category of Tier 1 supplier, offering 7 to 8 FPCs for each vehicle (including battery charger FPC + rectifier FPC). The products are expected to be shipped in 1H25, and the growth momentum will increase quarter by quarter. This will be one of the sources of the growth in the revenue from automotive

electronics in 2025.

- Supply of MPI FPCs under the Trend of Pursuit for High Frequency, High Speed, Light Weight and Compactness:

Under the trend of pursuit for high frequency and high speed, the material of flexible board has been upgraded from PI to LCP/MPI. In addition, since devices are developed to be lighter and more compact, the product design has changed from coaxial cables to LCP/MPI to increase the flexibility of space.

In addition to the existing capability of supplying PI and LCP FPCs, Complex Micro Interconnection Co., Ltd. organized a high-frequency R&D team and set up a testing laboratory in 2024 so as to actively enter the field of MPI product supply. In the initial stage, the Company targets existing local brand customers in Taiwan, shipping antenna products along with the FPC products, and shipping the FPC adapter plates between the motherboards and RF modules. Fruitful results are expected to be witnessed in 2025.

- Gradual Benefits by the Plant in Thailand:

Since 2025 Q3, the back-end production line of the Thai plant will be put into operation, which is expected to not only effectively solve the difficulty in shipment but also reduce the proportion of outsourced back-end process, increasing the output and lowering the operating costs in an effective manner.

The production chain of commercial products in the U.S. has progressively been transferred to Southeast Asia. The Company's second production site in Thailand will be able to serve regional customers in a timely manner, and is expected to increase the market share.

2. Business plan for wires and cables

- Customers of Notebooks:

The design of delivery based on the wire + FPC module is prioritized to increase the market share in notebook manufacturer customers' orders, with the profitability considered first.

- Customers of NB Battery Cables:

In response to the procurement policy of China, the Company will change the strategies for battery customer base, and gradually reduce the proportion of cooperation with Chinese manufacturers.

- Medium- and Long-term Plan for Wires and Cables:

The Company will continue to develop customers of non-consumable electronics, with the focus shifted to the fields of LED vehicle light modules, medical care and smart homes. LED light guide logo products will also be developed continuously. With regard to the new customers in 2024, the transaction volume related thereto is expected to

increase significantly in 2025.

(1) Product Development Strategy

- A. The business opportunities of new battery module cables and wires continue to expand, and the Company will continue to engage in research and development and the introduction of automated equipment to replace manpower and ensure more stable shipping quality.
- B. To meet new-generation transmission conditions, the Company continues to improve the internal design and manufacturing capability of high frequency and low loss products.
- C. Multilayer boards and rigid-flex boards have become the predefined development direction for the FPCs of the Company, and the Company will continue to improve R&D and production yield rate.

(2) Industrial Development Strategy

- A. The Company will keep abreast of the development status of new electric vehicle customers, fully meet their requirements in terms of functions and quality, and continue to improve the Company's capability to meet the requirements of car manufacturers.
- B. The Company's factories have complete production lines for vehicle light module products that combine FPCs and wires. For such products, our competitors should have certain advantages, and we will continue to expand our business reach.
- C. In addition to military/industrial grade products, the Company will focus on high-margin business notebooks and tablets in the near future and target new customers for market expansion.
- D. The Company has set up a new production base in Prachinburi, Thailand. In response to the capacity expansion of the new plant, we will strengthen our business and develop potential customers in Southeast Asia while enhancing the Company's visibility and reputation by visiting and participating in local electronics exhibitions.

(3) Production and Purchasing Strategy

- A. Increase and improve factory manufacturing capability and quality, in order to increase productivity and reduce production cost.
- B. Continue to develop automated equipment and optimize processes, and increase the automation ratio, in order to effectively reduce the labor production cost and demand for labor.
- C. Implement the project of equipment expansion and replacement by the first half of 2025 in response to the future market technology requirements for faster speed and lower consumption.
- D. Form a high-frequency team and establish a professional laboratory to present the

Company's professional image and build a closer relationship with customers' R&D personnel.

- E. In addition to the general PI and LCP materials, include the flame retardant certification of MPI materials to meet the requirements of characteristics of different product lines.
- F. Establish a fast and flexible production model to reduce inventory and to also reduce the risks of inventory falling price loss and idle inventory.
- G. With regard to the purchasing strategy, understand the economic and market demand changes to flexibly adjust the inventory level and to prevent the risks of idle materials and raw material price fluctuation.

(4) R&D Strategy

- A. Carbon Footprint: Continue to optimize layout to avoid cost wastage and to simplify factory processes without compromising quality.
- B. Cost Reduction: Search for/certify suppliers of main materials with lower costs to improve the Company's competitiveness.
- C. Faster Delivery: The R&D department has been given a clearer division of labor. In addition to continuing to reduce the time required for reviewing engineering issues, the Company has also shortened the time for sample production in order to achieve higher customer satisfaction.
- D. Service Optimization: R&D personnel are trained as contact persons to communicate with customers in a more timely manner, and we will further train them in cultivating and shaping the professional image of the Company.
- E. Technology Enhancement: In addition to continuously introducing testing and function verification equipment, the Company will devote more resources to the technology advancement and reliability verification of multilayer rigid-flex boards.
- F. High-End PCB Compatibility: In line with the plant renovation plan, new equipment for i.e. laser drilling, via-filling electroplating and laser photosensitive lamination are in place to meet the new generation of technology requirements.

1. Long-term Business Development Plan:

(1) Marketing Strategy

Optimize Customer Group Structure and Product Manufacturing

- A. Actively develop potential important overseas customers, reduce the excessively high percentage of Taiwanese customers, and improve the Company's visibility in the FPC and wire and cable industries by participating in exhibitions and establishing foreign website searches.
- B. Develop the ratio of customers for bare board delivery, reduce material preparation

transportation costs, and increase the profit margin.

- C. Pay attention to the new emerging industry or new demands for new emerging products, and invest costs in R&D.
- D. Invest in greater resources for the development of product lines of vehicle light modules, continue to develop customer groups and enhance the Company's design and manufacturing capability.

(2) Production and Purchasing Strategy

- A. Production Strategy: Continue to introduce automated production machines to replace manpower and improve shipping quality.
- B. Purchasing Strategy: Maintain excellent long-term relationships with main suppliers, in order to obtain a stable material supply and purchase price negotiation for preferred deals, and to maintain purchase cost competitive advantages.

In addition to maintaining existing supply chain relationships, the Company will continue to explore and introduce new suppliers and new processes to maintain momentum for cost optimization.

(3) R&D Strategy

- A. Continue to establish the Company's own key technologies and patents and invest in the R&D of a new generation of products in order to cope with more severe market challenges in the future.
- B. Improve the Company's process capability for high-end products, establish standardized development technologies, reduce development time and costs, and increase the Company's competitiveness against peers.

II. Market and Production/Sales Overview

(I) Market Analysis

1. Sales Region of Main Productions

Unit: NT\$ thousand

Sales Region	2023		2024	
	Amount	%	Amount	%
Taiwan	944,411	42.96	1,036,145	42.50
China	1,056,064	48.04	937,934	38.48
Malaysia	77,395	3.52	291,238	11.95
Other Countries	120,425	5.48	172,298	7.07
Total	2,198,295	100.00	2,437,615	100.00

2. Market Share

The Company and subsidiaries are in the electronic component manufacturing industry and are in the business of design, manufacturing, and sale of FPC boards and wire harness assemblies. The product application scope includes notebooks, tablet computers, industrial computers, smart handheld devices, wearables, POS machines, game machines, LCD-TVs, LCD-Monitors, new energy batteries, and related products.

According to Taiwan Printed Circuit Association (TPCA), Taiwanese PCBs were mainly applied to communications (34.2%), computers (22.5%), semiconductors (15.5%), automobiles (12.9%), consumer electronics (9.9%), and others (5.0%) in 2024. Particularly, mobile phone boards for communication applications have been the major products of Taiwanese PCBs. Besides, in spite of the slow growth of the global auto market in recent years, the demand for automotive electronics has still been strong due to the development of electric vehicles and self-driving systems. It is worth noting that, even though the application in servers and satellite communications has not accounted for a high proportion in the overall applications, the growth was remarkable in the past two years. In 2024, the production value of Taiwan's server PCBs was about NT\$50.9 billion, with an annual increase of 49%, and the production value of satellite PCBs reached NT\$19.3 billion, with an annual increase of 83%.

In terms of the proportion of PCB products, multilayer boards and HDI boards accounted for 30.5% and 20.1%, respectively. The considerable demand for AI servers, automotive electronics and satellite communications has contributed to the continuous rise of their overall proportion. In contrast, FPCs accounted for 24.4%, with the market share declining year by year due to the lack of growth momentum in the mobile phone market and the lack of support from the AI demand. Therefore, the Company's share in the global production value of flexible printed circuit boards in 2024 is estimated at 0.41%.

According to the statistical data of survey and research institutions, the revenue for the connectors and wire harness industries are consolidated for calculation; therefore, there is no single wire harness statistical data. Consequently, it is estimated that the market share

of the Company's wire harness over the entire market is still relatively low.

3. Market Future Supply and Demand Status and Growth

As analyzed by TPCA, the global cloud service providers will continue to increase their capital expenditure, and countries around the world will also actively establish "sovereign AI." As a result, the continuous growth of the demand for AI servers is expected. On the other hand, the knowledge distillation technology brought about by DeepSeek can help transfer large-scale models in the cloud to the edge and deploy smaller models on equipment that has limited resources, which is expected to speed up the penetration of the AI Edge application. With the overall effect of AI application, the market demand for HDI boards and high multilayer boards will be further stimulated. Meanwhile, since the low-orbiting satellite market is rapidly developing due to the continuous decline in the cost of launching a rocket, a significant increase in the demand for related satellite PCBs is expected.

However, the variables of the U.S. policies remain the greatest uncertainty in 2025. Tariff adjustments may affect the global inflation trend, and changes in the EV-related policies, such as lifting of environmental protection regulations or canceling EV incentives, might further increase the uncertainties in the EV market. At the same time, the risk of China's deflation may weaken the momentum of consumer market recovery. In addition, Taiwanese and Chinese manufacturers have increasingly created new production capacity in Thailand since 2025. The initial scale seems limited, but in the long run, the expansion of production capacity will definitely influence the market price competition. In terms of cost control, the rise in international gold price and the expected increase in electricity price may also bring higher cost to manufacturers, which becomes a great focus in the industry.

Although the consumer market was sluggish in 2025 Q1 and the overall order momentum is expected to slowdown, the demand of the markets of AI servers and satellite communications is likely to continue and mitigate the impact on the industry market in Q1. It is estimated that the PCB industry in Taiwan will grow moderately by 2.6% to NT\$186.2 billion in 2025 Q1 and that there is a chance of growth by 4.6% to up to NT\$854.1 billion for the whole year.

4. Competitive Niche

The FPC and wire harness assemblies produced by the Company are the key components for functional connection of electronic products. The competitive advantages of the Company are summarized as follows:

- (1) For electronic product connecting boards and cables, except for Foxconn Group, the Company is the only manufacturer in Taiwan equipped with the capabilities of full-process FPC production, electronic wire harness processing, and component

soldering, and can provide customers with more professional and objective design recommendations.

- (2) The Company actively expands the international market and has collaborated with key Japanese customers for more than 25 years. In addition, we have a full-time Japanese market sales team handle and provide the best sales and technical services to customer in order to stabilize our revenue in Japan.
- (3) The Company has up to 40 years of manufacturing experience in cables and wires and more than 30 years of manufacturing experience in FPC. The main staff and employees are equipped with long-term manufacturing experience. Accordingly, for the military and industrial grade product customers in the industry we mainly operate in, we have extensive experience in meeting their demand for the production of diverse products in relatively small quantities. In addition, we are capable of satisfying customer requirements for quality, delivery, price, and speed. As a result, our existing main customers are quality customers with a long-term relationship with the Company and can bring stable revenue.
- (4) With regard to the product type transformation, products of high added values are introduced for mass production, such as products with cables integrated with FPC lap welding, and the integration of product line and components are expanded, in order to increase product revenue.
- (5) With the long-term production experience of the Company, the manufacturing and management costs are controlled properly. Accordingly, the present production cost is competitive in comparison with Chinese manufacturers. Under the competition of numerous customers, Chinese and Taiwanese manufacturers, the Company is still able to maintain its position as a main supplier.
- (6) The R&D Department of the Company has invested resources in training a great number of engineers such that from the stage of computer design and layout, sample design, and fabrication, personnel with complete expertise are available. In addition to large quantity of samples demanded by customers being able to be manufactured monthly, under long-term collaboration with customers, both parties have established a certain stable relationship and design recommendations can be provided to customers in a timely manner, which is beneficial for customers and suppliers to maintain their positions in the market.

5. Favorable, Unfavorable Factors for Development Outlook and Responsive Strategies

(1) Favorable Factors

- A. Industrial Stable Growth: The product applications of FPC and wire harness assemblies are broad and development outlook growth is promising. 5G smartphones,

wearables, and multi-monitor transformation models of computers continue to evolve in the market, such that growth dynamics are strong.

- B. Customer Group of Long-term and Stable Collaboration: Strengthen the cultivation of existing customers, and cooperate with all units of sales and internal R&D, quality assurance, and manufacturing, in order to ensure that the product quality, speed, and service satisfies customer demands, thereby continuing to achieve stable revenue with existing customers.
- C. Product Line Combination Synergy: The Company is equipped with internal production lines for the FPC, single/double-side rigid boards, wire harnesses, and component soldering. We can design and manufacture vehicle light modules and FPC in conjunction of cables without outsourcing such that the Company is equipped with certain competitiveness in comparison to competitors in the current market.
- D. As the demand for automotive electronic FPC is expected to grow year by year, the Company will continue to invest more resources to develop new and high-quality customer groups, in addition to focus on R&D with the main customers.

The Company will strengthen overseas sales department functions in order to increase the popularity of the Company's FPC and cable products among potential overseas customers, and the Company will also seek cooperation opportunities actively.

(2) Unfavorable Factors

- A. Having only one production base makes the Company inferior to peers in terms of production site conversion and deployment.

Countermeasures:

Our peers such as Zhen Ding, FLEXIUM, Career Technology, and ICHIA have at least two production bases for deployment. The Company has difficulty in regional deployment due to having only one production base. Therefore, the construction of the new production base in Thailand has been underway.

- B. It is expected that the price of copper, the main raw material for FPCs, will continue to rise in the future.

Countermeasures:

The Company implements industrial transformation continuously and, instead of seeking revenue growth, the Company focuses on commercial products, industrial grade products, medical and electric vehicle boards of greater diversity and smaller quantity. In addition, the Company continues to strengthen the Company's high customization capability, and products will continue to maintain the reduction of low-end single board order weight, but focus on the increase of the production capability and yield rate for multilayer boards and rigid-flex combination boards, in

order to avoid the highly competitive market with a large volume of low-end boards.

- C. The Chinese government implements higher standards for environmental protection requirements

In response to the global environmental protection trend, the Chinese government has adopted tighter environmental protection policies and standards.

Countermeasures:

The main environmental protection challenge faced by the Company is waste water treatment. After several years of waste water treatment equipment establishment and adjustment, with the improvement of the water reclamation system, once the waste water of the Company and subsidiaries is treated properly, it is then drained into the Kunshan government's network system monitored by the government directly on a daily basis. Presently, the Company and subsidiaries are able to comply with the local government requirements completely.

- D. Issue of a Continuous Labor Shortage

As society advances continuously, the situation where young graduates are unwilling to seek employment at factories has become more prominent. In recent years, companies in the coastal area of China are facing difficulties in personnel recruitment and a high personnel turnover rate.

Countermeasures:

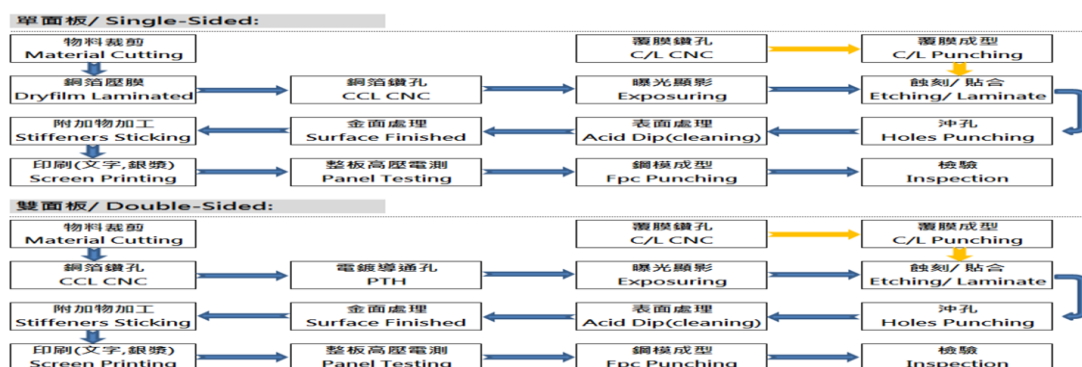
The Company will continue to develop the capability of production process automation through external purchase or self-development of automated equipment in order to reduce the high reliance on production manpower.

(II) Key Purpose and Manufacturing Process of Main Products

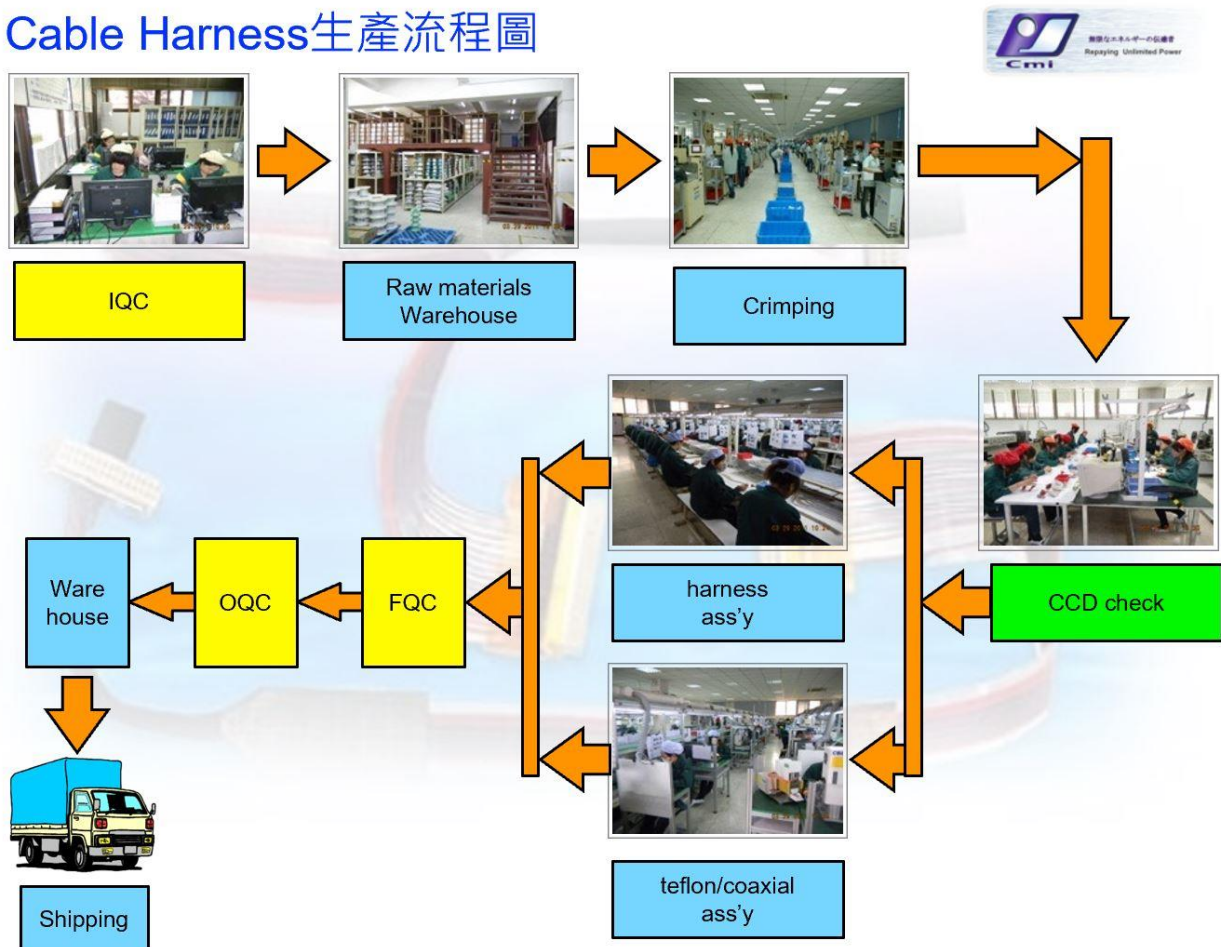
1. Explanation of Important Purpose of Main Products

Main Product	Important Purpose
Flexible Printed Circuit Boards (FPC)	The main applications include notebook computers, tablet computers, industrial computers, smartphones, smart handheld devices, wearables, automotive electronics, POS machines, game machines, LCD panels, and battery cables.
Wire Harness Assembly	

2. Production Process of Main Products



Cable Harness生産流程圖



(III) Primary Raw Material Supply Status

The main raw materials used by the Company are connectors, copper foil, silver foil, and electronic parts. The Company's supplier strategies for major raw materials include having two or more suppliers, increasing the proportion of domestic suppliers, building long-term partnerships with suppliers with excellent quality and reputation at home and abroad, regularly exchanging information on market supply and demand with suppliers, and maintaining a good relationship of mutual trust. The supply of raw materials has been stable, and no shortage of materials has occurred.

As global inflation yet to be completely over and the impact of the Russo-Ukrainian War have caused global raw material costs and transportation expenses to rise, many major raw material suppliers have requested a price increase. In addition to regularly reviewing suppliers' locations, logistics, production capacity, and upstream raw material supply, we also increase the safety stock of our factories, and explore other sources of supply to ensure the supply of raw materials for production. We will also actively engage in exchange and technical cooperation with local suppliers to increase local procurement and reduce logistics costs.

(IV) Information on Main Suppliers/Customers of Purchase/Sales in the Most Recent Two Years

1. Name of suppliers who accounted for more than 10% of the total purchase amount in any one

of the most recent two years and the purchase amount and ratio thereof, and please explain the reason of changes thereof:

The total purchase amount of the Company and subsidiaries in 2023 was NT\$1,025,583 thousand, and the total purchase amount in 2024 was NT\$1,245,853 thousand. For both 2023 and 2024, there was no one single supplier with a purchase ratio exceeding 10%.

2. Name of customers who accounted for more than 10% of the total sales amount in any one of the most recent two years and the sales amount and ratio thereof, and please explain the reason of changes thereof:

Unit: NT\$ thousand; %

Item	2023				2024			
	Name	Amount	Annual Net Sales Percentage	Relationship With the Issuer	Name	Amount	Annual Net Sales Percentage	Relationship With the Issuer
1	Customer A	507,154	23.07	None	Customer A	546,674	22.43	None
2	Customer B	282,747	12.86	None	Customer B	362,616	14.88	None
3	Customer C	266,772	12.14	None	Customer C	343,753	14.10	None
	Others	1,141,622	51.93	—	Others	1,184,572	48.59	—
	Net Sales Amount	2,198,295	100.00	—	Net Sales Amount	2,437,615	100.00	—

Explanation on Increase (decrease) Change: The change of sales customers of the Company and subsidiaries refer to change under normal operating activities, and there is no special change.

III. Number of Employees for the Most Recent Two Years

Unit: Person

Year		2023	2024	2025, up to the End of April
Number of Employees		737	742	777
Average Age		36	37	36
Average Service Years		7.17	7.44	7.20
Education Background Distribution Ratio (%)	Doctoral Degree	—	—	—
	Master's Degree	1.22	1.62	1.42
	University/College	22.12	23.99	24.71
	Senior High	21.17	21.02	23.29
	Under Senior High	55.50	53.37	50.58

Note: The statistics of the number of employees does not include temporary and contract personnel.

IV. Information on Environmental Protection Expenditure

- (I) According to laws and regulations, regarding the application of a pollution facility installation permit license or pollution emission permit license or required payment for pollution control fees or requirement on the installation of dedicated unit/personnel for environmental protection, please refer to the following description on the application, payment, or establishment status thereof:

KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD., a subsidiary of the Group in China, has obtained a pollution permit in accordance with the local laws and regulations (valid until February 1, 2028).

- (II) Information on the Company's Investment in Main Equipment for Environmental Control Pollution and its Purpose and Possible Benefits:

The Company and subsidiaries comply with the local government's environmental protection laws and regulations, and the pollution prevention facilities installed, including for air pollution prevention, waste cleaning, and wastewater treatment, have all met the relevant legal standards.

The following table shows the Company's subsidiaries' investments in equipment for environmental protection and pollution prevention and the purpose and expected benefits of the investments in 2024:

Environmental Pollution Prevention Equipment Investments and Their Purpose and Benefits

Type	Equipment	Explanation	Projected Electricity Saving (Note 1) kWh/year	Projected Carbon Reduction (Note 2) tonCO2e/year	Installation Cost (CNY thousand)
Energy saving in processes	Water cooling screw chiller	Replaced with high-efficiency refrigeration equipment	341,083	194.52	580
	Permanent Magnet Variable Speed Air Compressor TESV37A-8	Replaced with high-efficiency and energy-saving equipment	29,662	16.92	39
Energy saving in plants	Lighting	Replaced with high-efficiency LED	45,702	26.06	51
	Air conditioning equipment	Replaced with high-efficiency equipment	9,809	5.59	19

Note 1: The electricity saving effect is measured as the electricity saving amount for 12 months from the year of the case closure.

Note 2: The CO2 emissions are estimated based on the latest electricity emission factor.

- (III) Please explain the process of environment protection improvement of the Company in the most recent two years and up to the printing date of the Annual Report; for any pollution dispute event, the handling process of such event shall be explained: None.
- (IV) Any losses suffered by the Company in the most recent year and up to the Annual Report publication date due to environmental pollution (including compensation and violations of environmental protection laws and regulations found in environmental protection audit results, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.
- (V) Describe 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.

V. Labor-Management Relations

- (I) Company's employee welfare measures, continued education, training, retirement system, and implementation thereof, and labor management agreement and various employee benefit protection measures status

1. Employee Welfare Measures

Company's Welfare Measures:

- (1) Reasonable Working Hour System: Comply with labor related regulatory requirements, and the working hours shall not exceed 40 hours per week.
- (2) Comply with the leave regulations specified in the Labor Standards Act and Act of Gender Equality in Employment. In addition to annual leave and personal/sick leave, the Company also provides marriage leave, maternity leave, pregnancy checkups leave, funeral leave, menstrual leave, family care leave, natural disaster leave, and official leave, etc. to employees.
- (3) Respect employees' right to take leave, and the leave minimum unit is one hour depending upon the type of leave, allowing employees to utilize various leaves flexibly and sufficiently.
- (4) Both male and female employees may apply for parent leave without pay according to the Act of Gender Equality in Employment, and their rights to reinstatement of the jobs are protected.
- (5) Labor and health care insurance and appropriation of 6% for pension.
- (6) A complete employee health examination program is planned annually, the professional

physicians perform examination report explanations and provide subsequent follow-ups, health promotion activities, and medical consultations, in order to determine employees' health condition.

- (7) To reward employees and retain talents, we further prepare for employee retirement by increasing the post-retirement income replacement ratio and establishing an "Employee Stock Ownership Trust."
- (8) In addition, the Company has established the year-end bonus, performance bonus, employee profit sharing, year-end party event, employee travel events, etc.

Employee Welfare Measures:

- (1) The Company upholds the philosophy of sharing business results with all employees, and has established the "Employee Welfare Committee" according to the laws in order to plan employee welfare measures. In addition, the Welfare Committee periodically convenes meetings to discuss various events and supervises their implementation status, in order to allow employees to receive substantial physical and mental benefits.
- (2) In addition to various welfare measures, birthday, three-holiday, marriage, child birth, retirement gift money, and hospitalization and funeral consolation money, the Company also organizes various festival celebration events and gathering subsidy events irregularly, in order to promote the bonding among employees and to develop physical and mental health along with an increase of the cohesion of employees.

2. Continuing Education and Training System

To cultivate talents necessary for business development, the Company and subsidiaries establish education and training management regulations to specify the education and training implementation focuses. In addition, the Company also stipulates the annual training plan depending upon the business condition and labor development needs in order to organize education and training. Through talent cultivation, talent management development and business knowledge can be enhanced, and the management trainees and professional talents for all levels can be cultivated.

The Company and subsidiaries establish corresponding trainings according to the Company's strategic goals, regulations, professional needs, or requirements of various job duties and ranks, and such trainings include:

- (1) New Employee Orientation: To allow new employees to understand the corporate culture background, history, Company system, regulations, core value, quality policy, and employees' code of conduct, training events are organized in order to assist new employees to become familiar with the team operation swiftly and properly.
- (2) On-the-Job Employee Training: Training is planned according to the job functions of different job rank, position, and type, including professional techniques, management

capability, general knowledge, relevant trainings required for organization policy planning, and special occupational licenses, etc.

3. Retirement System and Implementation Status

The Company appropriates pension monthly according to relevant regulatory requirements for depositing into the Trust Department of Bank of Taiwan, in order to care the living of employees after retirement. For employees choosing to apply for the pension system under the “Labor Pension Act” after July 1, 2025, the Company appropriates 6% of the monthly salary of the employees to deposit into the personal pension account of the Bureau of Labor Insurance on a monthly basis according to the Table of Monthly Contribution Wages of Labor Pension specified by the government. Employees may also appropriate an additional amount with the maximum of 6% for the pension depending upon personal need and willingness. The Company’s overseas subsidiaries also comply with related local laws and regulations.

4. Labor Management Agreement and Various Employee Benefit Protection Measures Status

- (1) To achieve the improvement of work efficiency and labor condition, and to promote the close coordination of opinions of both labor and the management, the Company has established the Taipei Labor-Management Meeting, and has reported to the competent authority for recordation. The Company convenes labor-management meetings periodically, and employees may express opinions via the labor representative and meetings, and the labor-management negotiation is handled according to procedures.
- (2) Since the establishment of the Company and subsidiaries, in addition to the commitment in the establishment of an excellent working environment and planning of comprehensive employee welfare measures, to clearly specify the rights and obligations of both labor and management as well as employee conduct and ethics, the Company has established the “Work Rules” according to the Labor Standards Act and relevant laws in order to use such rules as the basis for compliance of employees’ conduct. In addition, the Company also provides an internal impartial and proper employee complaint filing mechanism and feedback channels to employees, in order to listen to and solve various comments and opinions of employees.
- (3) The Company and subsidiaries value a harmonious labor-management relationship and employee communication. Supervisors and employees maintain smooth communication channels during daily and normal operations, in order to achieve a harmonic family for all employees. Since the labor-management relationship of the Company and subsidiaries is harmonious, there were no occurrences of labor-management disputes or losses for 2023 and up to the printing date of the Annual Report in 2024.

(II) Please describe any losses suffered by the Company in the most recent two years and up to the

printing date of the Annual Report due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VI. Cyber Security Management

- (I) Please describe the cyber security risk management architecture, cyber security policy, and specific management solutions and resources invested in cyber security management

1. Cyber Security Risk Management Architecture:

The Information Department of the Company is an independent unit responsible for managing and implementing the information security policy, promoting information security information, and increasing employee information security awareness. In addition, the audit unit performs information security audits for the internal control system - information cycle, and the organizational operation model adopts the PDCA (Plan-Do-Check-Act) management cycle, in order to ensure the cycle's reliability and continuous improvement.

2. Cyber Security Policy:

To implement enterprise internal cyber security management, the Company has established the information cycle and information security management regulations, and the following policy objectives are expected to be achieved:

- (1) Ensure the confidentiality, integrity, and availability of enterprise information assets.
- (2) Regulate data access according to department functions, in order to prevent unauthorized modification or use of data and systems.
- (3) Achieve continuous operation of information systems, and maintain a certain level of system availability for the essential core system.
- (4) Ensure information security implementation according to the PDCA mode cycle.

3. Specific Management Program:

(1) Internet Network Information Security Control

- A. Install a firewall.
- B. Perform virus scans on computer systems and data storage mediums periodically.
- C. Use of all network services shall be performed according to the information security policy.
- D. Review the record file of each network service item periodically, and track abnormal

conditions continuously.

- E. Continuously and synchronously update virus codes and the operating system.
- F. Establish the intrusion prevention system (IPS).

(2) Data Access Control

- A. Computer equipment shall be under the custody of dedicated personnel, and accounts and passwords shall be set up.
- B. Different access authorities are granted according to job functions.
- C. Added account deletion and real-time control management.
- D. Prior to the scrapping of equipment, confidential and sensitive data and licensed software shall be removed or overwritten.
- E. Remote login management information systems shall be applied for and approved.

(3) Response and Recovery Mechanism

- A. Inspect the emergency response plan periodically.
- B. Perform periodic system recovery drills annually.
- C. Establish a system backup mechanism, and implement remote backup.
- D. Periodically review computer network security control measures.

(4) Promotion

Promote and educate information security information periodically, in order to increase employees' information security awareness

4. Resources Invested for Cyber Security Management:

- (1) All equipment of the Company, including computer host machines and various application servers are installed with specialized server rooms, and the server room access records are preserved for review and inspection.
- (2) For all important equipment of firewalls, mail servers, and internal and external networks are deployed with high availability architecture in order to prevent single-point failure.
- (3) Information systems are deployed with account login and resource access control.
- (4) Servers and the user end are deployed with anti-virus software, and the virus code is updated in a timely manner to prevent virus threats.
- (5) Firewalls, intrusion prevention systems (IPS) and junk mail gateways are deployed to block junk mails and malicious network attacks.
- (6) Information security education and training are organized to promote employees' awareness of information security and enhance their understanding of relevant responsibilities.
- (7) Periodic disaster recovery drills are conducted for information security personnel.
- (8) Related professionals are regular hired to conduct vulnerability assessment and ensure

host security through penetration test.

- (9) Server room UPS systems and a remote data backup mechanism are in place to ensure continuous operation of important resources.
 - (10) The Company's website data encryption and security mechanism helps protect network data transmission security.
 - (11) The Company has joined the Taiwan Computer Emergency Response Team (TWCERT).
 - (12) The Company introduced ISO27001:2022 in 2024, and has received third-party verification.
- (II) For the most recent two years and up to the printing date of the prospectus, any loss due to major cyber security events, possible impacts, and countermeasures. If it cannot be reasonably estimated, explanation of facts for such failure of reasonable estimation shall be described: None.

VII. Important Contracts:

Important Long-term Contracts of the Company with Durations That Are Still Valid up to the Printing Date of the Annual Report:

Nature of contract	Customer Name	Contract Starting and End Date	Main Content	Restrictive Covenants
Sales Contract	Customer A	2014/01/01-present day	Sales Contract	Confidentiality clauses
Sales Contract	Customer B	2005/09/20-present day	Sales Contract	Confidentiality clauses
Sales Contract	Customer C	2022/02/21-present day	Sales Contract	Confidentiality clauses
Supplier Contract	Supplier A	2009/03/12-present day	Supplier Contract	Confidentiality clauses
Supplier Contract	Supplier B	2011/11/02-present day	Supplier Contract	Confidentiality clauses

Five. Review and Analysis on the Financial Position and Financial Performance and the Assessment on Risk Events

I. Financial Status

Unit: NT\$ thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	3,573,771	2,505,073	1,068,698	42.66
Property, Plants, and	161,835	167,449	(5,614)	(3.35)
Intangible Assets	4,986	5,822	(836)	(14.36)
Other Assets	227,085	197,529	29,556	14.96
Total Assets	3,967,677	2,875,873	1,091,804	37.96
Current Liabilities	1,354,738	1,151,551	203,187	17.64
Non-current Liabilities	717,273	96,409	620,864	643.99
Total Liabilities	2,072,011	1,247,960	824,051	66.03
Equity Attributable to	1,891,814	1,627,913	263,901	16.21
Share Capital	661,723	661,723	-	-
Capital Surplus	487,936	410,368	77,568	18.90
Legal Reserve	185,229	161,616	23,613	14.61
Special Reserve	63,689	49,529	14,160	28.59
Unappropriated Earnings	506,920	408,366	98,554	24.13
Other Equity Interest	(13,683)	(63,689)	50,006	78.52
Non-controlling	3,852	-	3,852	-
Total Equity	1,895,666	1,627,913	267,753	16.45
<p>1. Explanation for Major Changes: (the rate of change reaches above 20%, and the change amount reaches NT\$20 million and above)</p> <p>(1) Increase in Current Assets: Mainly due to the increase in cash and cash equivalents in 2024.</p> <p>(2) Increase in Non-current Liabilities: Mainly due to the issuance of the unsecured convertible corporate bonds in 2024.</p> <p>(3) Increase in Special Reserve: Mainly due to the deduction of other equity interest in 2023 from undistributed earnings.</p> <p>(4) Increase in Undistributed Earnings: Mainly due to the profit in 2024.</p> <p>(5) Decrease in Other Equity Interest: Mainly due to the exchange rate changes in 2024 which led to the increase in other equity interest.</p> <p>2. Impact of material change of financial status in the most recent two years and future response plan: No major impact.</p> <p>3. Future response plan: Not applicable.</p>				

II. Financial Performance

(I) Financial Performance

Unit: NT\$ thousand

Item \ Year	2024	2023	Increase/Decrease Amount	Change Ratio (%)
Net Operating Income	2,437,615	2,198,295	239,320	10.89
Operating Costs	1,798,995	1,603,192	195,803	12.21
Gross Profit	638,620	595,103	43,517	7.31
Operating Expenses	366,409	337,095	29,314	8.70
Net Operating Income	272,211	258,008	14,203	5.50
Non-operating Income and Expenses	92,691	60,883	31,808	52.24
Net Income Before Tax	364,902	318,891	46,011	14.43
Less: Income Tax Expenses	96,250	82,759	13,491	16.30
Net Income for the Current Period	268,652	236,132	32,520	13.77
Other Comprehensive Income	50,326	(14,160)	64,486	455.41
Comprehensive Income of the Current Period	318,978	221,972	97,006	43.70
<p>Explanation for Major Changes: (the rate of change reaches above 20%, and the change amount reaches NT\$20 million and above)</p> <p>(1) Decrease in Non-operating Revenue and Expenses: Mainly due to exchange rate change such that change in non-operating revenue and expenses was generated.</p> <p>(2) Increase in Other Comprehensive Income and Comprehensive Income of the Current Period: Mainly due to the exchange rate changes in 2024, such that the difference in exchange from the conversion of financial statements of overseas operating entities was adjusted.</p>				

- (II) Expected sales quantity and basis thereof, and the possible impact on the future financial business of the Company and responsive plan: The Company has not disclosed the financial forecast publicly, such that this is not applicable.
- (III) Possible impact on the future financial business of the Company and response plan: Not applicable.

III. Cash Flows

(I) Analysis of Cash Flow Change for the Most Recent Year

Unit: NT\$ thousand

Item \ Year	2024	2023	Increase (decrease) Ratio %
Cash Flow From Operating Activities	373,685	344,677	8.42
Cash Flow From Investing Activities	(64,400)	264,569	(124.34)
Cash Flow From Financing Activities	566,833	(84,306)	772.35
Analysis of cash flow change of the most recent year (increase/decrease ratio reaches above 20%):			
(1) Investing Activities: Mainly due to the fact that there was no sale of land in 2024, resulting in the decrease in net cash inflow from investing activities.			
(2) Financing Activities: Mainly due to the issuance of the unsecured convertible corporate bonds in 2024, such that the cash inflow from financing activities increased.			

(II) Improvement Plan for Insufficient Cash Liquidity: None.

(III) Cash Liquidity Analysis for the Next Year (2025):

Unit: NT\$ thousand

Cash Balance at the Beginning of the Period (A)	Expected Annual Net Cash Flow From Operating Activities (B)	Expected Annual Net Cash Flow From Investing and Financing Activities (C)	Cash Surplus (deficit) Amount (D)=(A)+(B)+(C)	Remedial Measures for Cash Flow Deficit	
				Investment Plan	Financial Management Plan
2,124,224	87,007	(896,317)	1,314,914	Not applicable	Not applicable
The expected annual net cash inflow from operating activities was approximately NT\$87,007 thousand; the net cash outflow from investing activities generated due to the expected addition to capital expenditures was approximately NT\$1,423,383 thousand; the net cash inflow from financing activities generated due to the addition to borrowings was NT\$527,066 thousand, and the cash balance at the end of the period was NT\$1,314,914 thousand.					

IV. Impact of Significant Capital Expenditures in the Most Recent Year on the Financial and Operating Conditions of the Company:

(I) Major Capital Expenditure Utilization Status and Source of Capital

In view of sustainable development and the need for plant expansion in response to expanded revenue scale, the Company established a subsidiary in Thailand in June 2023; the plant construction has begun in 2025. This major capital expenditure has been financed by the Company's own capital and bank borrowings, so there has been no significant impact on the Company's finance and business.

(II) Expected Possible Benefits:

After the completion of the plant of the Company's subsidiary in Thailand, the Group's

overall operation management is expected to be more efficient so that the Company's production capacity can match future revenue growth.

V. Investment Policy for the Most Recent Year, Main Causes of Profits or Losses, Improvement Plans and Investment Plans for the Next Year

(I) Investment Policy:

The Company complies with the “Procedures for Acquisition and Disposal of Assets” according to the “Regulations Governing the Acquisition and Disposal of Assets by Public Companies” specified by the competent authority in order to use such regulations as the basis for the Company’s investments in other enterprises, thereby understanding relevant business and financial status. The present investees of the Company are subsidiaries invested by the Company, and the supervision and management operations on the subsidiaries have been specified in the internal management system, in order to periodically supervise the operation status of subsidiaries.

(II) Main Causes for Profits or Losses of Investments and Improvement Plans:

Date: December 31, 2024. Unit: NT\$ thousand

Name of Investor	Name of Investee	Investment Policy	Current Profit/Loss of Investee	Main Cause of Profit or Loss	Improvement Plan
The Company	COMPLEX MICRO INTERCONNECTION CO., LTD.	Third region investor	139,007	Third region investee with recognition of investment gain of subsidiary in China.	None
The Company	Der Yu Electronics Co., Ltd.	Sales of wire harness assemblies	2,774	Recognition of investment gain of investees.	None
The Company	Cmi (Thailand) Co., Ltd.	Manufacturing of materials for electronic products	(1,754)	Expenses incurred as the investee was at the initial stage of incorporation without revenue.	None
COMPLEX MICRO INTERCONNECTION CO., LTD.	KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Manufacturing and purchase/sale of (flexible) printed circuit boards	138,960	Operating profit of investees.	None
Der Yu Electronics Co., Ltd.	GOOD VISION ELECTRONIC CO., LTD	Third region investor	1,278	Third region investee with recognition	None

				of investment gain of investees.	
GOOD VISION ELECTRONIC CO., LTD	VAST LONG INTERNATIONAL LIMITED	Third region investor	1,194	Third region investee with recognition of investment gain of subsidiary in China.	None
VAST LONG INTERNATIONAL LIMITED	Yuan Yuh Electronics (Kunshan) Co., Ltd.	Manufacturing and purchase/sale of wire harness assemblies	1,298	Operating profit of investees.	None

(III) Investment Plan for Next Year:

The Company's investment policy is to meet the needs of the Group's operations and development, and it is based on the principle of long-term strategic investment. In the future, the Company will continue to prudently evaluate investment plans based on the market trend and the Group's business strategy, production capacity, and financial position.

VI. Risk Management Analysis and Assessment Matters for the Most Recent Year and Up to the Printing Date of the Annual Report

(I) Impact of interest rate, exchange rate fluctuation and inflation condition on the profit/loss of the Company and future countermeasures

1. Impact of Interest Rate Fluctuation on the Profit/Loss of the Company and Future Countermeasures

The 2023 and 2024 ratio of interest expenses to the operating revenue of the Company and subsidiaries was 0.51% and 0.57% respectively, such that its impact on the profitability is minor. The Company and subsidiaries maintain an appropriate combination of fixed and floating interest rates along with the timely adjustment of capital utilization, in order to prevent the impact of interest rate change on the profit or loss of the Company and subsidiaries.

2. Impact of Exchange Rate Fluctuation on the Profit/Loss of the Company and Future Countermeasures

The 2023 and 2024 ratio of exchange gain to the operating revenue of the Company and subsidiaries was 0.66% and 3.11%, respectively. The Company and subsidiaries adopt natural hedging to avoid exchange rate risk depending upon the exchange rate market change and the actual position and fund status.

3. Impact of Inflation on the Profit/Loss of the Company and Future Countermeasures

The Company's operations and profit or loss in 2023 and up to the printing date of the Annual Report in 2024 were not affected by inflation. In the future, the Company will collect information on inflation and the government's pricing policies at any time for appropriate procurement.

- (II) Policies on engaging in high risk, high leverage investments, loaning funds to others, endorsements and guarantees, as well as derivative transactions, main causes of profit and loss, as well as future countermeasures:

The Company and subsidiaries do not engage in any high risk and high leverage investments and any conducts derivative trading for speculation purposes. The Company and subsidiaries have established the Procedures for Acquisition and Disposal of Assets, Procedures for Loaning Funds to Others and Providing Endorsements/Guarantees to Others, and also perform audits periodically and declaration according to the laws. For 2023 and up to the printing date of the Annual Report in 2024, except for the operation and material purchase demand of the subsidiary KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD. and the operational capital needs of the subsidiary Cmi (Thailand) Co., Ltd., the Company provides endorsements/guarantees for the accounts payable and bank financing quota of the subsidiaries according to the resolution of the Board of Directors of the Company. The Company has not engaged in any loans of funds to others and engaged in derivative trading. The aforementioned endorsement/guarantee related operation procedures comply with the relevant provisions of the Procedures for Providing Endorsements/Guarantees to Others established by the Company and subsidiaries. In view of the above, the Company and subsidiaries, to ensure asset security, have not engaged in high risk conduct; therefore, there has been no major profit or loss.

- (III) Future R&D plan and expected investment in R&D budget:

To secure technology advantages, the Company and subsidiaries expect to continue to invest in spindle technology and to employ relevant R&D talents in the future. The R&D team of the Company and subsidiaries is equipped with a relatively high level of R&D capability, and the management team is also equipped with a extremely high market sensitivity. Furthermore, the R&D budget will also be provided according to the growth of new technologies, customer demands, and revenue, in order to maintain the Company's leading position in the industry.

- (IV) Impacts of important domestic/foreign policies and changes of laws on the financial business of the Company and countermeasures:

For the most recent year and up to the printing date of the Annual Report, the Company's financial business was not affected due to important domestic/foreign policies

and changes of laws. In the future, the Company will monitor relevant information at all times and establish necessary countermeasures in order to satisfy the operational needs of the Company.

- (V) Impacts of changes in technology (including cyber security risks) and industry on the financial business of the Company and countermeasures:

In addition to monitoring relevant technology changes of the industry and the market trends, the Company and subsidiaries also establish cyber security risk management architecture in the information cycle and comply with the corporate internal information security policy, implement the information security management plan, and invest in relevant cyber security related resources, in order to cope with the impact on the financial business of the Company at all times.

- (VI) Impacts of change of corporate image on the corporate crisis management and countermeasures:

Since its establishment, the Company and subsidiaries have complied with relevant regulatory requirements, and actively enhance internal management and improve the management quality and performance while maintaining a harmonic labor-management relationship, thereby continuing to maintain an excellent corporate image. For the most recent year and up to the printing date of the Annual Report, the Company and subsidiaries have not been subject to any material events that may affect the corporate image.

- (VII) Expected benefits, possible risks, and countermeasures of mergers and acquisitions: None.

- (VIII) Expected benefits, possible risks, and countermeasure of expansion of facilities:

Considering long-term operation and development and strategic planning, the Company has established a subsidiary in Thailand in June 2023 for production base expansion, which should bring positive benefits to the Company's future operations. The financing of plant construction and the installation of new equipment is subject to careful assessment in accordance with the Company's internal control procedures and approval authority.

- (IX) Risks faced during material incoming or sales concentration and responsive measures:

1. Risks Faced During Material Incoming Centralization and Countermeasures

For the most recent year and up to the printing date of the Annual Report, the Company and subsidiaries have not been subject to any condition of centralized purchase from one single supplier.

2. Risks Faced During Product Sales Centralization and Countermeasures

The Company's customers have different industrial characteristics and phased

operational considerations. In the most recent year, only one customer accounted for more than 20% of the Company's sales. In view of the future development trend of the Company and the industry, in addition to maintaining good relationships with existing customers, the Company will continue to seek cooperation with international manufacturers and promote product diversification to diversify the future customer base in order to achieve the Company's goal of balanced and stable operations.

(X) Impacts, risks, and countermeasures of directors, supervisors, or shareholders with a shareholding percentage exceeding 10%, large equity transfer or change on the Company: None.

(XI) Impacts, risks, and countermeasure of change in management rights: None.

(XII) Describe any directors, supervisors, the President, the de facto responsible person, shareholders each holding more than 10% of the Company shares, and subsidiaries with a 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 facts 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.

(XIII) Other significant risks and countermeasure: None

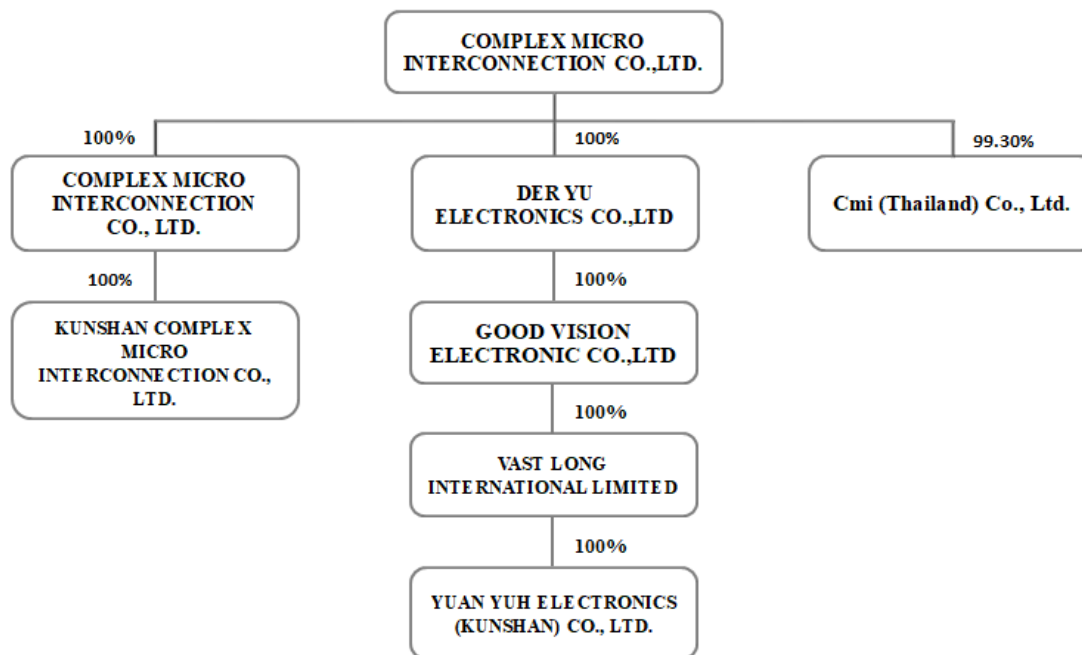
VII. Other Important Matters: None.

Six. Special Disclosures

I. Affiliated Enterprises Related Information

(I) Affiliated Enterprise Consolidated Business Report

1. Affiliated Enterprise Organizational Chart



2. Affiliated Enterprise Basic Information

December 31, 2024. Unit: In thousand shares; NT\$ thousand/in thousand of foreign currency

Affiliated Enterprise Name	Relationship With the Company	Shareholding of the Individual			Number of the Company's Shares Held		
		Number of Shares	Shareholding Percentage	Actual Investment Amount	Number of Shares	Shareholding Percentage	Actual Investment Amount
COMPLEX MICRO INTERCONNECTION CO., LTD	Subsidiary of the Company	15,000	100.00	500,024	—	—	—
Der Yu Electronics Co., Ltd.	Subsidiary of the Company	16,000	100.00	182,903	—	—	—
Cmi (Thailand) Co., Ltd.	Subsidiary of the Company	5,631	99.30	520,036	—	—	—
KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Sub-subsidiary of the Company	Note	100.00	500,024 (USD15,000)	—	—	—
GOOD VISION ELECTRONIC CO., LTD	Sub-subsidiary of the Company	3,560	100.00	129,029	—	—	—
VAST LONG INTERNATIONAL LIMITED	Sub-subsidiary of the Company	3,560	100.00	129,029	—	—	—
Yuan Yuh Electronics (Kunshan) Co., Ltd.	Sub-subsidiary of the Company	Note	100.00	80,000 (USD2,424)	—	—	—

Note 1: It is a limited liability company; therefore, it has no shares.

3. Information of identical shareholders for affiliates inferred to have control and a dominance-subordination relationship: None.

4. Businesses Covered by the Business Operated by the Overall Affiliated Enterprise

Enterprise Name	Main Business Item	Work Allocation Status
COMPLEX MICRO INTERCONNECTION CO., LTD	Holding company of overseas investee	Not applicable
KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Manufacturing and purchase/sale of (flexible) printed circuit boards	Manufacturing of products necessary for the Group
Cmi (Thailand) Co., Ltd.	Manufacturing of materials for electronic products	Manufacturing of products necessary for the Group
Der Yu Electronics Co., Ltd.	Sales of wire harness assemblies	Sales of wire harness assemblies
GOOD VISION ELECTRONIC CO., LTD	Holding company of overseas investee	Not applicable
VAST LONG INTERNATIONAL LIMITED	Holding company of overseas investee	Not applicable
Yuan Yuh Electronics (Kunshan) Co., Ltd.	Manufacturing and purchase/sale of wire harness assemblies	Manufacturing of products necessary for the Group

5. Information of Directors, Supervisors, and Presidents of Affiliated Enterprises

Enterprise Name	Title	Name	Shareholding	
			Number of Shares	Shareholding Percentage
COMPLEX MICRO INTERCONNECTION CO., LTD	Director	Chang Chih Chung	—	—
KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	Director	Chang Chih Chung	Note 1	—
	Director	Tu Shu Min		
	Director	Chang Chih Chang		
	Supervisor	Chang Kao Wei		
	President	Chang Chih Chang		
Cmi (Thailand) Co., Ltd.	Director	Chang Chih Chung	—	—
	Director	Tu Shu Min	—	—
Der Yu Electronics Co., Ltd.	Director	Tu Shu Min	Note 2	100%
	Director	Chang Chih Chang		
	Director	Chang Ko Chang		
	Supervisor	Chen Wen Yu		
	President	Tu Shu Min		

Enterprise Name	Title	Name	Shareholding	
			Number of Shares	Shareholding Percentage
GOOD VISION ELECTRONIC CO., LTD	Director	Chang Chih Chung	—	—
VAST LONG INTERNATIONAL LIMITED	Director	Chang Chih Chung	—	—
Yuan Yuh Electronics (Kunshan) Co., Ltd.	Director	Chang Chih Chung	Note 1	—
	Director	Tu Shu Min		
	Director	Chang Chih Chang		
	Supervisor	Chang Kao Wei		

Note 1: It is a limited liability company; therefore, it has no shares.

Note 2: It is the corporate representative of Complex Micro Interconnection Co., Ltd.

6. Overview of Operations of Affiliated Enterprises

December 31, 2024; NT\$ thousand

Enterprise Name	Capital	Total Assets	Total Liabilities	Net Value	Operating Revenue	Operating Profit	Profit or Loss of the Current Period (after tax)	Earnings per Share (NT\$)
COMPLEX MICRO INTERCONNECTION CO., LTD	500,024	660,693	-	660,693	-	-	139,007	-
KUNSHAN COMPLEX MICRO INTERCONNECTION CO., LTD.	500,024	1,538,006	899,974	638,032	1,992,755	128,710	138,960	-
Cmi (Thailand) Co., Ltd.	127,129	550,310	58	550,252	-	(584)	(1,754)	-
Der Yu Electronics Co., Ltd.	160,000	183,419	270	183,149	-	478	2,774	-
GOOD VISION ELECTRONIC CO., LTD	129,029	121,258	-	121,258	-	(31)	1,278	-
VAST LONG INTERNATIONAL LIMITED	129,029	112,638	-	112,638	-	(132)	1,194	-
Yuan Yuh Electronics (Kunshan) Co., Ltd.	80,000	227,962	117,580	110,382	255,728	(1,948)	1,298	-

Note 1: For the balance sheet, except that the capital is calculated based on the historical exchange rate, the rest of the relevant figures are calculated based on the exchange rate of the Audit Report: RMB\$1=NTD\$4.478431; USD\$1=NTD\$30.785; THB\$1=NTD\$0.9623.

Note 2: For the income statement, calculations are made according to the annual average exchange rate: RMB\$1=NTD\$4.45394827; USD\$1=NTD\$32.1121; THB\$1=NTD\$0.9160.

Note 3: All of above financial information of each company has been audited by the CPAs.

(II) Affiliated Enterprise Consolidated Financial Statements:

We hereby declare that we have confirmed the companies which shall be included in the consolidated financial statements of the affiliates and the ones which shall be included in the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) No. 10 are identical; the related information has been disclosed in consolidated financial statements and will hence not be included in consolidated financial statements of the affiliates for the year ended in 2024 (from January 1 to December 31, 2024), in accordance with the "Criteria Governing Preparation of Affiliation Reports" and "Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises".

(III) Affiliation Report: Not applicable.

II. For private placement of securities for the most recent year and up to the printing date of the Annual Report, the approval date of the shareholders' meeting or Board meeting and amount, price determination basis and reasonableness, specific personnel selection method

and reasons of necessity for execution of private placement, and fund utilization status and plan implementation status from the collection of share payments or amounts to completion of fund utilization plan shall be disclosed: None.

III. Other supplementary matters: None.

IV. For the most recent year and up to the printing date of the Annual Report, occurrence of events having material impact on shareholders' rights and interests or securities prices according to Subparagraph 2 of Paragraph 3 of Article 36 of the Securities and Exchange Act: None.

Attachment 1: Statement of the Internal Control System

Complex Micro Interconnection Co., Ltd.
Statement of the Internal Control System

Date: February 25, 2025

The Company hereby states the following of the internal control system for 2024 based on the findings of the self-assessment:

- I. The Company acknowledges that the establishment, implementation, and maintenance of the internal control system is the responsibility of the Board of Directors and managerial officers, and the Company has already established such an internal control system. The purpose of this system is to provide reasonable assurances in terms of business performance, efficiency (including profitability, performance, asset security), reliability, timely and transparent financial reporting, and regulatory compliance.
- II. The internal control system has its inherent limitations, and regardless of how perfect the design is, the effectiveness of the internal control system can only provide reasonable assurances to the achievement of the aforementioned three objectives. In addition, due to the change of the environment and circumstances, the effectiveness of the internal control system may be changed. However, the internal control system of the Company is equipped with a self-monitoring mechanism, and the Company will take corrective actions once any deficiency is identified.
- III. The Company judges whether the design and implementation of the internal control system is effective based on the criteria for judging the effectiveness of the internal control system set out in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The internal control system judgment items under the "Regulations" are divided into five constituent elements as per the management and control process: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communication, and 5. monitoring activities. Each of the elements in turn contains certain audit items. For more information on the aforementioned items, please refer to the "Regulations".
- IV. The Company has adopted the aforesaid assessment items for the internal control system to determine whether the design and implementation of the internal control system are effective.
- V. Based on the results of the assessment in the preceding paragraph, the Company is of the opinion that, as of December 31, 2024, the internal control system (including the supervision and management of its subsidiaries), including the understanding of the effectiveness of operations and the extent to which efficiency targets are achieved, reliable, timely, and transparent reporting, and compliance with applicable rules and applicable laws and regulations, is effective and can reasonably assure the achievement of the foregoing objectives.
- VI. This statement will form the main content of the Company's Annual Report and prospectus and will be made public. Any illegal misrepresentation or non-disclosure in the public statement above is subject to the legal consequences described in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This statement was approved by the Company's Board of Directors on February 25, 2025. Among the nine directors present, none of them expressed objections, and all directors agreed with the content of this statement. Therefore, this statement is hereby issued.

Complex Micro Interconnection Co., Ltd.

Chairman: Chang Chih Chung

Signature/Seal

President: Tu Shu Min

Signature/Seal

Attachment 2: Affiliated Enterprise Consolidated Financial Statement Declaration

Complex Micro Interconnection Co., Ltd. and Subsidiaries Affiliated Enterprise Consolidated Financial Statement Declaration

We hereby declare that we have confirmed the companies which shall be included in the consolidated financial statements of the affiliates and the ones which shall be included in the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) No. 10 are identical; the related information has been disclosed in the consolidated financial statements and will hence not be included in the consolidated financial statements of the affiliates for the year ended in 2024 (from January 1 to December 31, 2024), in accordance with the "Criteria Governing Preparation of Affiliation Reports" and "Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises".

Declared By

Company Name: Complex Micro Interconnection Co., Ltd.

Chairman: Chang Chih Chung

Date: February 25, 2025

Complex Micro Interconnection Co., Ltd.

Chairman: Chang Chih Chung