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Jhen Vei Electronic Co., LTD.

2024 Annual Report

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Name of Exchange where Foreign Securities are Listed and Traded , and Manner of Access to the information of such Foreign Securities: None

Corporate Website

<http://www.jve-tech.com>

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I. Letter to Shareholders

Dear Shareholders,

First of all, I would like to express our sincere gratitude for your continued support throughout the year. I am pleased to present the operational results of Jhen Vei Electronic Co., Ltd. Group (JVE Group) for fiscal year 2024, along with our outlook for 2025 and strategic business initiatives.

1.1. Business Overview 2024

(1) Business Plan Implementation Results:

- 1) In fiscal year 2024, consolidated net operating revenue amounted to NT\$1,097,794 thousand, representing an increase of approximately 31.26% from NT\$836,326 thousand in fiscal year 2023.
- 2) In fiscal year 2024, consolidated net operating profit reached NT\$17,768 thousand, compared to an operating loss of NT\$6,390 thousand in fiscal year 2023, marking an improvement of approximately NT\$24,158 thousand.
- 3) In fiscal year 2024, consolidated net profit after tax attributable to the parent company amounted to NT\$20,128 thousand, an increase of approximately NT\$16,309 thousand from NT\$3,819 thousand in fiscal year 2023.

(2) Budget Execution Status:

The Company did not publish any financial forecasts for fiscal year 2024; therefore, budget execution status is not applicable.

(3) Financial Income and Profitability Analysis:

In fiscal year 2024, consolidated net operating revenue amounted to NT\$1,097,794 thousand, with a gross profit margin of 15%. Operating expenses totaled NT\$141,679 thousand. Net profit after tax attributable to the parent company reached NT\$20,128 thousand, resulting in earnings per share of NT\$0.29.

(4) Research and Development Status:

- 1) In alignment with ESG-related regulations, the Company continues to improve production processes and introduce environmentally friendly raw materials.
- 2) The Company continues to invest in automated equipment to improve operational efficiency and reduce production costs.

1.2. Business Plan for the Year 2025:

(1) Business Policy:

- 1) Expand product applications in new markets, actively pursue orders from new customers, and strengthen strategic partnerships with key clients to increase overall market share.
- 2) Maintain and integrate supply-demand relationships with supply chain partners, enhance raw material quality, and maintain production process flexibility and efficiency, striving for mutually beneficial partnerships.
- 3) Continue to improve sales and production policies, enhance product quality, and optimize customer service.
- 4) Control expenditures, strengthen cost management and project risk control to enhance corporate competitiveness.
- 5) Plan for product diversification and introduce investment or strategic alliances to gradually expand the Group's business scale and profit growth, achieving sustainable development goals.
- 6) Update and upgrade information systems, implement Manufacturing Execution System (MES) and other initiatives to strengthen data management and analysis capabilities.

(2) Projected Sales Volume:

According to internal business planning, the Company anticipates maintaining positive growth momentum in overall sales volume for the current fiscal year. However, the growth rate will be contingent upon overall economic conditions and the progress of the Company's business expansion efforts.

(3) Key Production and Marketing Policies:

- 1) Increase the proportion of automated processes to reduce dependence on direct labor while continuously improving production efficiency.
- 2) Leverage the Company's existing mature technologies and resources, integrate and foster supply chain partnerships, continuously improve product quality, and meet customer delivery requirements.
- 3) Strengthen coordination between plant operations and sales service policies, diligently reduce inventory buildup to improve inventory turnover and capital efficiency.
- 4) Promote high value-added products, implement flexible pricing strategies to strengthen long-term customer relationships, capture business opportunities, and pursue stable profit growth.

1.3. Future Development Strategies:

- (1) Global Deployment - mitigate regional risks, provide localized customer service
- (2) Automation Enhancement - continue increasing automation rates, improve production efficiency, maintain stable product quality
- (3) Focus on Net-Zero Carbon Emissions and Corporate Sustainability Goals:
 - Solar Power Investment Portfolio: Increase power plant revenue, capitalize on significant market potential as a new growth driver in the energy sector
 - Green Energy Trading: Address increasing demand for renewable energy driven by 2050 net-zero emissions targets and corporate sustainability goals
 - Vertical Integration: Enhance economic benefits and develop maintenance operation opportunities
 - Corporate Image Development: Strengthen external corporate recognition and reputation
- (4) ESG Commitment - fulfill responsibilities as a global corporate citizen, enhance corporate governance transparency, strengthen governance frameworks, prioritize environmental protection, fulfill social responsibilities to achieve sustainable development goals

1.4. Impact of External Competitive Environment, Regulatory Environment, and Overall Business Environment:

With the return of former President Trump to the White House, U.S. trade policies are likely to shift, increasing risks of trade protectionism and higher tariffs. This may accelerate global economic fragmentation and supply chain restructuring, affecting medium to long-term global economic growth momentum.

Global inflation has notably decreased, with trade shifting from recession to expansion. The International Monetary Fund projects global economic growth of 3.2% over the next two years, with central banks adjusting interest rate policies accordingly. Domestic officials also indicated that while global economy is expected to grow moderately over the next two years, domestic economic conditions will be robust, driven by emerging technologies like AI, boosting exports, production, and investment.

However, economic performance varies across regions. The U.S. maintains approximately 2.8% growth, supported by wage growth and wealth effects, while the Euro zone and Japanese Yen show relative weakness. Emerging markets display divergent performance patterns: India continues to serve as a key growth driver for emerging markets, while China faces economic stagnation, persistent downturn, overcapacity, and intensifying U.S.-China trade tensions, leading to expanding ripple effects on global trade.

International geopolitical risks persist, including tensions in the Middle East region involving Israel, Pakistan, and Iran, which continue to impact oil markets. The ongoing Russia-Ukraine conflict adds to the increasingly complex war landscape, posing additional challenges to stable global economic growth.

In response to increasingly complex international political and economic challenges, JVE Group continues to develop products following the principles of lighter, thinner, shorter, and smaller designs. The Group actively provides new high-end products aligned with customer product evolution, continuously improves manufacturing processes to reduce costs, and efficiently utilizes resources to enhance competitiveness and growth momentum. The Group is actively establishing Southeast Asian operations to adapt to changing international competition, with future investments in Southeast Asian locations to be evaluated based on market demands.

With growing global emphasis on ESG (Environmental, Social, and Governance) factors, JVE Group has progressively invested corresponding resources to meet customer requirements for suppliers and achieve the Group's sustainable development goals.

We thank our shareholders for their trust and support in JVE Group. We are excited about the company's prospects, and the management team will maintain prudent operational principles, continue to improve operational performance to benefit shareholders, employees, and society, and look forward to maintaining long-term relationships with all shareholders to create a prosperous future together.

Sincerely yours,

Chairman: Niang Chuan, Wei

General Manager: Kevin, Ge

II. Corporate Governance Report

2.1 Information of Directors, Supervisors and Management Team

2.1.1 Directors

2.1.1.1 Directors' Information (Part 1)

2.1.1.1.1 Shareholder Information and Ownership Structure

April 28, 2025

Title	Nationality/ Place of Incorporation	Name	Gender & Age	Date of Appointment /Election	Term (Years)	First Date of Appointment /Election	Shareholding When Elected		Current Shareholding		Current Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Key Experience/ Education	Current Positions Held at the Company and Other Companies	Directors, Supervisors, or Management Who Are Spouses or Within Two Degrees of Kinship			Notes
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	Taiwan (R.O.C)	YongDing Investment Co., Ltd.	-	2022/6/17	3	2013/2/27	10,374,629	15.07%	10,374,629	15.07%	0	0.00%	0	0.00%	/	/	No	No	No	No
Chairman Representative	Taiwan (R.O.C)	Niang-Chuan, Wei	Male 51-60	2022/6/17	3	2019/6/25	300,000	0.44%	300,000	0.44%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> · National Siluo Agricultural Industrial High School · Director, Yi Jie Technology Co., Ltd 	<ul style="list-style-type: none"> · Chairman Representative, YongDing Investment Co., Ltd. · Director, Pors Wiring Co., Ltd. · Director, Jhen Vei Enterprise Co.,Ltd · Director, Jhen Vei Investment Ltd. · Chairman ,Huai An Jhen Vei Electronics Co., Ltd. 	No	No	No	No
Director	Taiwan (R.O.C)	YongDing Investment Co., Ltd.	-	2022/6/17	3	2013/2/27	10,374,629	15.07%	10,374,629	15.07%	0	0.00%	0	0.00%	/	/	No	No	No	No
Director Representative	Taiwan (R.O.C)	Cing-Lang, Jhong	Male 51-60	2022/6/17	3	2020/2/1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> · Chung Shan Industrial & Commercial School · RISE Construction Co., Ltd. · Hung Sheng Construction Co., Ltd. 	Director ,Hong Jie Construction Co., Ltd	No	No	No	No
Director	Taiwan (R.O.C)	YongDing Investment Co., Ltd.	-	2022/6/17	3	2013/2/27	10,374,629	15.07%	10,374,629	15.07%	0	0.00%	0	0.00%	/	/	No	No	No	No
Director Representative	Taiwan (R.O.C)	Yu-Rong, Pan	Male 41-50	2022/6/17	3	2022/6/17	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> · Department of Electronic Engineering, HungKuo Delin University of Technology · Assistant Manager, GZ Electronic Co., Ltd. · Assistant Manager, Subtle Electronic Co., Ltd. 	Assistant Manager, GZ Electronic Co., Ltd.	No	No	No	No

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Title	Nationality/ Place of Incorporation	Name	Gender & Age	Date of Appointment /Election	Term (Years)	First Date of Appointment /Election	Shareholding When Elected		Current Shareholding		Current Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Key Experience/ Education	Current Positions Held at the Company and Other Companies	Directors, Supervisors, or Management Who Are Spouses or Within Two Degrees of Kinship			Notes
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	Taiwan (R.O.C)	HuaTai Management Consulting Co., Ltd.	-	2022/6/17	3	2016/6/21	6,359,230	9.24%	6,359,230	9.24%	0	0.00%	0	0.00%	/	/	No	No	No	No
Director Representative	Taiwan (R.O.C)	Hong-Jyun, Lin	Male 41-50	2022/6/17	3	2019/6/25	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Department of Agricultural Business Management, National Chiayi University Directot, ADDCN Technology Co., Ltd. 	Note 1	Director	Shih-Fung, Liao	Second-degree kinship	No
Director	Taiwan (R.O.C)	HuaTai Management Consulting Co., Ltd.	-	2022/6/17	3	2016/6/21	6,359,230	9.24%	6,359,230	9.24%	0	0.00%	0	0.00%	/	/	No	No	No	No
Director Representative	Taiwan (R.O.C)	Shih-Fung, Liao	Male 51-60	2022/6/17	3	2019/6/25	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Master of Architecture, TamKang University Bachelor of Architecture, National Cheng Kung University Architect, H.C. Chen Architects & Associates 	Note 2	Director	Hong-Jyun, Lin	Second-degree kinship	No
Director	Taiwan (R.O.C)	HuaTai Management Consulting Co., Ltd.	-	2022/6/17	3	2016/6/21	6,359,230	9.24%	6,359,230	9.24%	0	0.00%	0	0.00%	/	/	No	No	No	No
Director Representative	Taiwan (R.O.C)	Yu-Jyun, Shen	Female 41-50	2023/1/12	1.5	2023/1/12	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Department of Accounting, Tamkang University Staff at Deloitte & Touche Supervisor at Ernst & Young Associate Manager, Eastern Media International Corporation Accounting Supervisor at Senlin Trade (Shanghai) Co., Ltd. 	Associate Finance Manager, BanmuTang Environmental Integration Group Co., Ltd.	No	No	No	No

Note 1: Representative, HuaTai Management Consulting Co., Ltd.; Representative, Jiu Yi Investment Co., Ltd.; Representative, Cheng Yu Investment Co., Ltd.; Representative, Katan Technology Co., Ltd.;

Director, Jia Lin II Venture Capital Co., Ltd.; Representative, Katan Co., Ltd.; Representative, Emperor Lin Investment Co., Ltd.; Corporate Director Representative, ADDCN Technology Co., Ltd.

Note 2: Chairman, ADDCN Technology Co., Ltd.; Chairman, i-View Process Post Production Corp.; Corporate Chairman Representative, Magcom Co., Ltd.; Chairman, ADDWE Technology Co., Ltd.;

Chairman, Sheng Cheng Investment Co., Ltd.; Corporate Director Representative, Jia Lin Investment Ltd.; Corporate Chairman Representative, Qian Yi Investment Co., Ltd.;

Corporate Director Representative, Local Scenery Film Co., Ltd.; Corporate Director Representative, ADDCN Technology (Shenzhen) Ltd.; Corporate Chairman Representative, ADDCN Technology (HK) Co., Ltd.;

Corporate Chairman Representative, Jia Lin III Venture Capital Co., Ltd; Corporate Chairman Representative, Magcom (Dongguan) Co., Ltd.; Corporate Director Representative, ADDCN Technology (Samoa) Co., Ltd.

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Title	Nationality/ Place of Incorporation	Name	Gender & Age	Date of Appointment/ Election	Term (Years)	First Date of Appointment /Election	Shareholding When Elected		Current Shareholding		Current Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Key Experience/ Education	Current Positions Held at the Company and Other Companies	Directors, Supervisors, or Management Who Are Spouses or Within Two Degrees of Kinship			Notes
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	Taiwan (R.O.C)	Jyun-Yi, Jhou	Female 31-40	2022/6/17	3	2019/6/25	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Department of Accounting/Department of Finance, National Chengchi University Ernst & Young (Taiwan) Deloitte Taiwan Makalot Industrial Co., Ltd. Akzo Nobel Paints Taiwan Ltd. 	Ming Yuan Certified Public Accountants Firm	No	No	No	No
Independent Director	Taiwan (R.O.C)	Shih-Tong, Lu	Male 51-60	2022/6/17	3	2020/6/19	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Ph.D. of Dept. of Business Administration, National Central University National Audit Office, R.O.C. (Taiwan) Professor of Dept. of International Logistics and Transportation Management, Kainan University 	<ul style="list-style-type: none"> Independent Director, Taiwan Navigation Co., Ltd. Supervisor, Progroup Electronics Co., Ltd. Supervisor, Management Committee Managing Retirement, Compensation, Resignation and Severance Matters for Private School Teachers and Staff of R.O.C. 	No	No	No	No
Independent Director	Taiwan (R.O.C)	Chin-Han, Chen	Male 51-60	2022/6/17	3	2022/6/17	0	0.00%	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Department of Law, Soochow University Attorney-at-Law, Partners, Hansheng Law Firm 	<ul style="list-style-type: none"> Attorney-at-Law, Partners, Hansheng Law Firm Independent Director, Keystone Microtech Corporation 	No	No	No	No

2.1.1.1.2 Major shareholder of corporate shareholder

Corporate Shareholder	Major Shareholders of Corporate Shareholder
YongDing Investment Co., Ltd.	Niang-Chuan, Wei ; 100%
HuaTai Management Consulting Co., Ltd.	Hong-Jyun, Lin ; 100%

2.1.1.1.3 Major shareholder of corporate entities that are major shareholder of the corporate shareholder: None.

2.1.1.2 Directors' Information (Part 2)

2.1.1.2.1 Directors' Professional Qualifications and Independent Directors' Independence Information Disclosure

Conditions Name	Professional Qualifications & Experience (Note 1)	Independence Status (Note 2)	Number of Independent Directorships at Other Public Companies
Chairman Niang-Chuan, Wei	<ul style="list-style-type: none"> Professional experience in technology, agriculture, business management, etc. No circumstances under Article 30 of the Company Act. 	Not applicable.	-
Director Cing-Lang, Jhong	<ul style="list-style-type: none"> Professional experience in construction and engineering, business management, etc. No circumstances under Article 30 of the Company Act. 	Not applicable.	-
Director Yu-Rong, Pan	<ul style="list-style-type: none"> Professional experience in technology, business management, etc. No circumstances under Article 30 of the Company Act. 	Not applicable.	-
Director Hong-Jyun, Lin	<ul style="list-style-type: none"> Professional experience in technology, business management, etc. No circumstances under Article 30 of the Company Act. 	Not applicable.	-
Director Shih-Fung, Liao	<ul style="list-style-type: none"> Professional experience in technology, construction and engineering, business management, etc. No circumstances under Article 30 of the Company Act. 	Not applicable.	-
Director Yu-Jyun, Chen	<ul style="list-style-type: none"> Professional experience in finance, accounting, etc. No circumstances under Article 30 of the Company Act. 	Not applicable.	-
Independent Director Shih-Tong, Lu	<ul style="list-style-type: none"> Professional experience in education, economics, civil engineering, business management, etc. No circumstances under Article 30 of the Company Act. 	<ul style="list-style-type: none"> Independence status complies with: a.b.c.d.e.f.g.h.i.j.k.l Has not provided corporate commercial, legal, financial, accounting or other services to the Company or its affiliates in the past 2 years. 	1
Independent Director Jyun-Yi, Jhou	<ul style="list-style-type: none"> Professional experience in finance and accounting; currently a CPA at Ming Yuan Certified Public Accountants Firm. No circumstances under Article 30 of the Company Act. 	<ul style="list-style-type: none"> Independence status complies with: a.b.c.d.e.f.g.h.i.j.k.l Has not provided corporate commercial, legal, financial, accounting or other services to the Company or its affiliates in the past 2 years. 	-
Independent Director Chin-Han, Chen	<ul style="list-style-type: none"> Professional experience in law; currently an attorney at Hansheng Law Firm. No circumstances under Article 30 of the Company Act. 	<ul style="list-style-type: none"> Independence status complies with: a.b.c.d.e.f.g.h.i.j.k.l Has not provided corporate commercial, legal, financial, accounting or other services to the Company or its affiliates in the past 2 years. 	-

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Note 1: Professional Qualifications and Experience: Describe the professional qualifications and experience of individual directors and supervisors. For Audit Committee members with accounting or financial expertise, their accounting or financial background and work experience should be specified, and it should also be stated whether or not they have circumstances under Article 30 of the Company Act.

Note 2: Independence status of each director and supervisor during the two years prior to election and during their term of office. Those who comply are disclosed in the table above:

- a. Not an employee of the company or its affiliates.
- b. Not a director or supervisor of the company or its affiliates (except where independent directors are concurrently appointed between a company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or local laws).
- c. Not a natural person shareholder (including shares held by spouse, minor children, or nominees) who holds over 1% of total shares or ranks among top ten shareholders.
- d. Not a spouse, relative within the second degree of kinship, or lineal blood relative within the third degree of kinship of the managers listed in item a. or the persons listed in items b. and c.
- e. Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the company's total issued shares, is among the top five shareholders, or appoints a representative to serve as the company's director or supervisor pursuant to Article 27, Paragraph 1 or 2 of the Company Act (except where independent directors are concurrently appointed between a company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or local laws).
- f. Not a director, supervisor, or employee of another company where more than half of the company's director seats or voting shares are controlled by the same person (except where independent directors are concurrently appointed between a company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or local laws).
- g. Not a director (trustee), supervisor (monitor), or employee of another company or institution where the company's chairman, general manager, or equivalent position holder is the same person or spouse (except where independent directors are concurrently appointed between a company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or local laws).
- h. Not a director (trustee), supervisor (monitor), manager, or shareholder holding 5% or more of shares of a specific company or institution that has financial or business dealings with the company (except where the specific company or institution holds 20% or more but not exceeding 50% of the company's total issued shares, and independent directors are concurrently appointed between the company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or local laws).
- i. Not a professional, sole proprietor, partner, company, or institution that provides auditing services to the company or its affiliates, or provides commercial, legal, financial, accounting, or other related services with cumulative compensation not exceeding NT\$500,000 in the past two years, nor their business owners, partners, directors (trustees), supervisors (monitors), managers, or spouses.
- j. Not a spouse or relative within the second degree of kinship of other directors.
- k. Not elected as a representative of the government, a legal entity, or their representatives as stipulated in Article 27 of the Company Act.
- l. No circumstances under the Article 30 of the Company Act.

2.1.1.2.2 Board Diversity and Independence

- 1) The Company has clearly stipulated in its “Director Election Procedures” that diversity should be considered in the composition of the Board of Directors, and appropriate diversity policies should be formulated based on the Company’s operations, business model, and development needs, including but not limited to standards in the following two major aspects:

First, general demographics and values: gender, age, nationality, culture, etc.

Second, professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, industry experience, etc.

- 2) The Company’s ninth Board of Directors is composed of nine directors with different professional backgrounds, including three independent directors and six general directors. The Board currently has two female directors, representing 22.22% of the composition. The members of the Company’s ninth Board possess leadership, operational judgment, and crisis management capabilities, and the Board members’ backgrounds cover technology, construction and engineering, finance and accounting, agriculture, education, politics, business management, financial and accounting affairs, business management and decision-making, industry knowledge, and legal expertise. This meets the Company’s management objective that more than 50% of directors should have actual corporate management experience, successfully implementing the diversity policy. The implementation of the Board diversity policy is as follows:

Title	Chairman	Director					Independent Director		
Name	YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong	YongDing Investment Co., Ltd. Representative: Yu-Rong, Pan	HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin	HuaTai Management Consulting Co., Ltd. Representative: Shih-Fung, Liao	HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen	Jyun-Yi, Jhou	Shih-Tong, Lu	Chin-Han, Chen
Gender	Male	Male	Male	Male	Male	Female	Female	Male	Male
Age	51~60	51~60	41~50	41~50	51~60	41~50	31~40	51~60	51~60
Nationality	Republic of China								
Independent directorship of 3 years or less							✓	✓	✓

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Title	Chairman	Director					Independent Director		
Name	YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong	YongDing Investment Co., Ltd. Representative: Yu-Rong, Pan	HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin	HuaTai Management Consulting Co., Ltd. Representative: Shih-Fung, Liao	HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen	Jyun-Yi, Jhou	Shih-Tong, Lu	Chin-Han, Chen
Professional Background									
Industry Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓
Technology			✓	✓	✓			✓	
Construction and Engineering		✓							
Finance and Accounting							✓		
Audit/ Education								✓	
Law									✓
Professional Knowledge and Skills									
Operational Judgment	✓	✓	✓	✓	✓	✓	✓	✓	✓
Management and Administration	✓	✓	✓	✓	✓	✓	✓	✓	✓
Crisis Handling	✓	✓	✓	✓	✓	✓	✓	✓	✓
Leadership and Decision-Making	✓	✓	✓	✓	✓	✓	✓	✓	✓

- 3) The Company's Board of Directors currently consists of three independent directors, accounting for 33.33%; none of the directors hold employee status; two directors of the Company have kinship relationships within the second degree, which complies with Article 26-3, Paragraph 3 of the Securities and Exchange Act; the independent directors neither have spousal nor kinship relationships within the second degree among themselves or with other directors, complying with the Article 26-3, Paragraph 4 of the Securities and Exchange Act, thereby ensuring the independence of the Board. All independent directors fully comply with the regulations on independent directors set by the Financial Supervisory Commission. The details of their independence are as follows:

Name	Whether the individual, spouse, or relatives within the second degree serve as directors, supervisors, or employees of the Company or its affiliates	Number and proportion of shares held by the individual, spouse, or relatives within the second degree (or held under another's name)	Whether serving as directors, supervisors, or employees of companies with specific relationships with the Company	Amount of remuneration received in the past 2 years for providing commercial, legal, financial, accounting, or other services to the Company or its affiliates
Jyun-Yi, Jhou	No	No such situation	No	No such situation
Shih-Tong, Lu	No	No such situation	No	No such situation
Chin-Han, Chen	No	No such situation	No	No such situation

- 4) The Company's Audit Committee is composed of three independent directors. The Audit Committee aims to assist the Board of Directors in fulfilling its supervisory responsibilities regarding the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls. The professional qualifications and experience, independence, and concurrent positions at other public companies of the members are as follows:

Member	Professional Qualifications and Experience	Independence Status	Number of Audit Committee Memberships at Other Public Companies
Jyun-Yi, Jhou	Ms. Jhou Jyun-Yi has served as a CPA at Ming Yuan Certified Public Accountants Firm since June 2018. Ms. Jhou Jyun-Yi has served as an independent director of Jhen Vei Electronic Co., Ltd. since June 2019. She has also previously served as a team member at Ernst & Young (Taiwan), deputy team leader at Deloitte Taiwan, financial analyst at Akzo Nobel Paints Taiwan Ltd., and accounting manager at Makalot Industrial Co., Ltd. Ms. Jhou Jyun-Yi holds CPA licenses from both the Republic of China and the United States. Ms. Jhou Jyun-Yi obtained her undergraduate degrees – BBA in Accounting and BBA in Finance from National Chengchi University in June 2010.	Please refer to the above table in point 3.	0
Shih-Tong, Lu	Mr. Lu Shih-Tong served as a recommended auditor (7th grade) in the Fifth Section of the Taipei City Audit Office, Audit Department of the Republic of China from May 1994 to June 2004. He has been appointed as Professor in the Department of International Logistics and Transportation Management at Kainan University since 2021 and also serves as Dean of the College of Tourism and Transportation. Mr. Lu Shih-Tong has served as an independent director of Jhen Vei Electronic Co., Ltd. since June 2020, independent director of Taiwan Navigation Co., Ltd. since February 2020, and supervisor of Progroup Electronics Co., Ltd. since January 2020. Mr. Lu Shih-Tong holds a Ph.D. in Management and a Ph.D. in Civil Engineering from National Central University.		1
Chin-Han, Chen	Mr. Chen Chin-Han has served as an Attorney-at-Law at Hansheng Law Firm since April 1992. Mr. Chen Chin-Han has served as an independent director of Jhen Vei Electronic Co., Ltd. since June 2022. Mr. Chen Chin-Han holds a LLB degree from Soochow University and is qualified as an attorney in the Republic of China.		1

The Audit Committee held 5 meetings in 2024, with the main matters reviewed including:

- Financial statement auditing and accounting policies and procedures
- Internal control system and related policies and procedures
- Group's bank financing status
- Investment status of derivative financial instruments
- Major fund lending and endorsements/guarantees
- Qualifications, independence, and performance evaluation of certified public accountants
- Appointment and remuneration of certified public accountants
- Appointment and dismissal of financial and accounting executives
- 2023 earnings distribution
- Cancellation of unexecuted private placement of securities approved at 2023 Annual General Meeting
- 2024 private placement of securities
- Confirmation of merger record date with Hua Ying Energy Co., Ltd.
- Review of bank credit facility renewals
- Audit plans

Review of Financial Reports

The Board of Directors prepared the Company's 2023 annual business report, financial statements and earnings distribution, as well as 2024 financial statements (first to third quarter). The financial statements have been audited and reviewed by KPMG Taiwan. The audit and review reports have been issued. The aforementioned 2023 annual business report, financial statements and earnings distribution, and 2024 financial statements (first to third quarter) have been reviewed by the Audit Committee and found to be in compliance.

Evaluation of Internal Control System Effectiveness

The Audit Committee evaluates the effectiveness of the Company's internal control system policies and procedures (including financial, operational, risk management, information security, outsourcing, legal compliance and other control measures), and reviews regular reports from the Company's audit department, certified public accountants, and management, including risk management and legal compliance. Referencing the Internal Control-Integrated Framework published by The Committee of Sponsoring Organizations of the Treadway Commission (COSO), the Audit Committee believes that the Company's risk management and internal control systems are effective, and the Company has adopted necessary control mechanisms to monitor and correct violations.

Appointment of Certified Public Accountants

The Audit Committee is responsible for supervising the independence of the certified public accounting firm to ensure the fairness of financial statements. Generally, except for tax-related services or specially approved items, the certified public accounting firm may not provide other services to the Company. All services provided by the certified public accounting firm must be approved by the Audit Committee. To ensure the independence of the certified public accounting firm, the Audit Committee has established an independence assessment form based on Article 47 of the Certified Public Accountant Act and Professional Ethics Bulletin No. 10 "Integrity, Fairness, Objectivity and Independence," evaluating the accountants' independence, professionalism, and competence, including whether they have related party relationships, business, financial interests with the Company. The assessment was reviewed and approved that CPAs Heng-Shen, Lin and Shu-Chi, Yang from KPMG Taiwan both meet the independence assessment standards and are qualified to serve as the Company's financial and tax certified public accountants, at the 10th Audit Committee meeting of the 1st Committee (March 13, 2024) and the 12th Board of Directors meeting of the 9th Board (March 14, 2024).

2.1.1.3 Directors and Supervisors Training Status

Title	Name	Training Date		Organizer	Course
		From	To		
Chairman	YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	2024/8/13	2024/8/13	Taiwan Corporate Governance Association (TCGA)	Corporate Mergers & Acquisitions and Insider Trading
		2024/11/13	2024/11/13	Taiwan Corporate Governance Association (TCGA)	Company Law Regulatory Framework and Operational Practice
Director	YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong Representative: Yu-Rong, Pan	2024/8/13	2024/8/13	Taiwan Corporate Governance Association (TCGA)	Corporate Mergers & Acquisitions and Insider Trading
		2024/11/13	2024/11/13	Taiwan Corporate Governance Association (TCGA)	Company Law Regulatory Framework and Operational Practice
Director	HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin Representative: Shih-Fung, Liao	2024/5/14	2024/5/14	Taiwan Corporate Governance Association (TCGA)	Better, Faster, More Valuable - Green Supply Chain Optimization and Digitalization Maturity
		2024/11/12	2024/11/12	Taiwan Corporate Governance Association (TCGA)	Cross-border M&A Practices – Analysis Transaction, Company Value and Deal Terms
Director	HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen	2024/8/13	2024/8/13	Taiwan Corporate Governance Association (TCGA)	Corporate Mergers & Acquisitions and Insider Trading
		2024/11/8	2024/11/8	National Federation of CPA Associations of the R.O.C. (NFCPAA)	Key to ESG Analytic Rating Design
Independent Director	Shih-Tong, Lu	2024/8/13	2024/8/13	Taiwan Corporate Governance Association (TCGA)	Corporate Mergers & Acquisitions and Insider Trading
		2024/11/13	2024/11/13	Taiwan Corporate Governance Association (TCGA)	Company Law Regulatory Framework and Operational Practice
Independent Director	Jyun-Yi, Jhou	2024/8/13	2024/8/13	Taiwan Corporate Governance Association (TCGA)	Corporate Mergers & Acquisitions and Insider Trading
		2024/11/13	2024/11/13	Taiwan Corporate Governance Association (TCGA)	Company Law Regulatory Framework and Operational Practice
Independent Director	Chin-Han, Chen	2024/8/13	2024/8/13	Taiwan Corporate Governance Association (TCGA)	Corporate Mergers & Acquisitions and Insider Trading
		2024/11/4	2024/11/4	Taiwan Corporate Governance Association (TCGA)	International Economic Situation and China's Political-Economic Changes: Strategies for Taiwanese Businesses

2.1.1.4 For directors and supervisors who are representatives of corporate shareholders, the name of the corporate shareholder and the names and shareholding percentages of its top ten shareholders should be noted:

Major Shareholders of Corporate Shareholders

April 28, 2025

Corporate Shareholder	Major Shareholder(s) of Corporate Shareholder
YongDing Investment Co., Ltd.	Niang-Chuan, Wei; 100%
HuaTai Management Consulting Co., Ltd.	Hong-Jyun, Lin; 100%

2.1.2 General Manager, Deputy General Manager, Associate, Department Heads and Branch Office Managers

2.1.2.1 Information of General Manager, Deputy General Manager, Associate, Department Heads and Branch Office Managers

April 28, 2025

Title	Nationality/ Place of Incorporation	Name	Gender	Date Effective	Shareholding		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Key Experience/ Education	Current Positions Held at Other Companies	Managers Who Are Spouses or Within Two Degrees of Kinship			Notes
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	Taiwan (R.O.C)	Niang- Chuan, Wei	Male	2019/10/3	300,000	0.44%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> • National Siluo Agricultural Industrial High School • Director, Yi Jie Technology Co., Ltd 	<ul style="list-style-type: none"> • Chairman Representative, YongDing Investment Co., Ltd. • Director, Pors Wiring Co., Ltd. • Director, Jhen Vei Enterprise Co.,Ltd • Director, Jhen Vei Investment Ltd. • Chairman ,Huai An Jhen Vei Electronics Co., Ltd. 	No	No	No	No
General Manager	Taiwan (R.O.C)	Kevin, Ge (Note 1)	Male	2022/3/18	204,000	0.30%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> • Business Administration, University of Dallas • General Manager, Yu Ding Precision • Member of Advisory Board and General Manager of Asset Division, Fudeng Guarantee • Vice Chairman, Five Star Financial Services 	No	No	No	No	No
Accounting Officer Finance Officer	Taiwan (R.O.C)	C.T., Lan (Note 2)	Male	2023/3/28 2022/11/9	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> • Department of Accounting, Fu Jen Catholic University • Chief Financial Officer, Jianxiang International Co., Ltd. • Accounting Manager, Liwei Industrial Co., Ltd. • Director and Assistant Manager of General Administration, Yade Opto Mechatronics Co., Ltd. 	No	No	No	No	No
Accounting Officer Finance Officer	Taiwan (R.O.C)	Pi-Chu, Li (Note 2)	Female	2024/9/9 2024/9/9	0	0.00%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> • Business Administration, Chung Yuan Christian University / Accounting, Taipei College of Business • Finance and Accounting Manager, Brightness Optoelectronics Co., Ltd. • Accounting Manager, Great Eastern Textile Co., Ltd. • Deputy Accounting Manager, Lite-On Technology Corporation 	No	No	No	No	No
Associate, Sale Division	Taiwan (R.O.C)	Jheng-Long, Lin	Male	2019/11/18	99,000	0.14%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> • Department of Architecture, Tamkang University • Business Manager, Taiwan Liangde Electronics Co., Ltd. • Deputy General Manager of Business, Alisheng Electronics 	No	No	No	No	No

Note 1: General Manager, Kevin, Ge retired on April 23, 2025.

Note 2: Accounting and Finance Officer, C.T. Lan resigned on May 17, 2024, and was succeeded by Pi-Chu, Li on September 9, 2024.

2.1.2.2 Management Training Status

Title	Name	Training Date		Organizer	Course
		From	To		
Accounting and Finance Officer	C.T., Lan (Note 1)	2024/1/22	2024/1/23	Accounting Research and Development Foundation of the Republic of China	Continuing Education Program for Accounting Managers of Issuers, Securities Firms, and Stock Exchanges
Accounting and Finance Officer	Pi-Chu, Li (Note 1)	2024/12/16	2024/12/17	Accounting Research and Development Foundation of the Republic of China	Continuing Education Program for Accounting Managers of Issuers, Securities Firms, and Stock Exchanges

Note 1: Accounting and Finance Officer, C.T. Lan resigned on May 17, 2024, and was succeeded by Pi-Chu, Li on September 9, 2024.

2.2 Remuneration of Directors, General Manager and Deputy General Manager in the Most Recent Year

2.2.1 Remuneration of Directors and Independent Directors

Unit: NT\$ thousands

12.1 Remuneration of Directors and Independent Directors																						Unit: RMB thousands	
Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Relevant Remuneration Received by Directors Who Are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Remuneration from Ventures Other Than Subsidiaries or from the Parent Company (Note 1)	
		Base Compensation (A)		Severance Pay (B)		Directors Compensation (C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Employee Compensation (G)							
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company		All Companies in the Consolidated Financial Statements		The Company	All Companies in the Consolidated Financial Statements		
																Cash	Stock	Cash	Stock				
Chairman	YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	120	120	0	0	0	0	30	30	0.75	0.75	0	0	0	0	0	0	0	0	0.75	0.75	0	
Director	YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong	120	120	0	0	0	0	15	15	0.67	0.67	0	0	0	0	0	0	0	0	0.67	0.67	0	
Director	YongDing Investment Co., Ltd. Representative: Yu-Rong, Pan	120	120	0	0	0	0	20	20	0.70	0.70	0	1,691	0	87	0	0	0	0	0.70	9.53	0	
Director	HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin	120	120	0	0	0	0	25	25	0.72	0.72	0	0	0	0	0	0	0	0	0.72	0.72	0	
Director	HuaTai Management Consulting Co., Ltd. Representative: Shih-Fung, Liao	120	120	0	0	0	0	25	25	0.72	0.72	0	0	0	0	0	0	0	0	0.72	0.72	0	
Director	HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen	120	120	0	0	0	0	25	25	0.72	0.72	0	0	0	0	0	0	0	0	0.72	0.72	0	
Independent Director	Shih-Tong, Lu	360	360	0	0	0	0	65	65	2.11	2.11	0	0	0	0	0	0	0	0	2.11	2.11	0	
Independent Director	Jyun-Yi, Jhou	360	360	0	0	0	0	65	65	2.11	2.11	0	0	0	0	0	0	0	0	2.11	2.11	0	
Independent Director	Chin-Han, Chen	360	360	0	0	0	0	70	70	2.14	2.14	0	0	0	0	0	0	0	0	2.14	2.14	0	

1. Please describe the remuneration policy, system, standards, and structure for Independent Directors, and explain the correlation between their remuneration and their responsibilities, risks, and time commitment: Remuneration is paid in accordance with the Company's "Remuneration Guidelines for Directors, Independent Directors, and Managers." Additionally, the Chairman, as a representative of capital providers, is neither an employee nor holds any positions in companies stated in the consolidated financial statements. Therefore, their remuneration as employee is not disclosed.

2. Apart from the remuneration disclosed in the above table, remuneration earned by Directors in the most recent year for providing services (such as serving as non-employee consultants) to all companies included in the consolidated financial statements: None.

Remuneration Range Table

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements
Less than NT\$ 1,000,000	Directors: YongDing Investment Co., Ltd., HuaTai Management Consulting Co., Ltd. Representatives: Niang-Chuan Wei, Cing-Lang Jhong, Yu-Rong Pan, Hong-Jyun Lin, Shih-Fung Liao, Yu-Jyun Chen Independent Directors: Shih-Tong Lu, Jyun-Yi Jhou, Chin-Han Chen	Directors: YongDing Investment Co., Ltd., HuaTai Management Consulting Co., Ltd. Representatives: Niang-Chuan Wei, Cing-Lang Jhong, Yu-Rong Pan, Hong-Jyun Lin, Shih-Fung Liao, Yu-Jyun Chen Independent Directors: Shih-Tong Lu, Jyun-Yi Jhou, Chin-Han Chen	Directors: YongDing Investment Co., Ltd., HuaTai Management Consulting Co., Ltd. Representatives: Niang-Chuan Wei, Cing-Lang Jhong, Yu-Rong Pan, Hong-Jyun Lin, Shih-Fung Liao, Yu-Jyun Chen Independent Directors: Shih-Tong Lu, Jyun-Yi Jhou, Chin-Han Chen	Directors: YongDing Investment Co., Ltd., HuaTai Management Consulting Co., Ltd. Representatives: Niang-Chuan Wei, Cing-Lang Jhong, Hong-Jyun Lin, Shih-Fung Liao, Yu-Jyun Chen Independent Directors: Shih-Tong Lu, Jyun-Yi Jhou, Chin-Han Chen
NT\$1,000,000 ~ NT\$1,999,999	0	0	0	Yu-Rong Pan
NT\$2,000,000 ~ NT\$3,499,999	0	0	0	0
NT\$3,500,000 ~ NT\$4,999,999	0	0	0	0
NT\$5,000,000 ~ NT\$9,999,999	0	0	0	0
NT\$10,000,000 ~ NT\$14,999,999	0	0	0	0
NT\$15,000,000 ~ NT\$29,999,999	0	0	0	0
NT\$30,000,000 ~ NT\$49,999,999	0	0	0	0
NT\$50,000,000 ~ NT\$99,999,999	0	0	0	0
Greater than or equal to NT\$100,000,000	0	0	0	0
Total	9	9	9	9

2.2.2 Remuneration of General Manager and Deputy General Manager

Unit: NT\$ thousands

Title	Name	Salary(A)		Retirement and Pension (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Remuneration from Ventures Other Than Subsidiaries or from the Parent Company
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company		All Companies in the Consolidated Financial Statements		The Company	All Companies in the Consolidated Financial Statements	
								Cash	Stock	Cash	Stock			
General Manager	Kevin, Ge (Note 1)	1800	1800	108	108	728	728	0	0	0	0	13.10	13.10	0
Deputy General Manager	Wisley, Wei	720	2004	44	88	0	0	0	0	0	0	3.80	10.39	0

Note 1: General Manager, Kevin, Ge retired on April 23, 2025.

Range of Remuneration	Name of General Managers and Deputy General Managers	
	The Company	Companies in the Consolidated Financial Statements
Less than NT\$ 1,000,000	Wisley Wei	0
NT\$1,000,000 ~ NT\$1,999,999	0	0
NT\$2,000,000 ~ NT\$3,499,999	Kevin Ge	Kevin Ge, Wisley Wei
NT\$3,500,000 ~ NT\$4,999,999	0	0
NT\$5,000,000 ~ NT\$9,999,999	0	0
NT\$10,000,000 ~ NT\$14,999,999	0	0
NT\$15,000,000 ~ NT\$29,999,999	0	0
NT\$30,000,000 ~ NT\$49,999,999	0	0
NT\$50,000,000 ~ NT\$99,999,999	0	0
Greater than or equal to NT\$100,000,000	0	0
Total	2	2

2.2.3 Managerial Officers with the Top Five Highest Remuneration

Unit: NT\$ thousands

Title	Name	Salary(A)		Retirement and Pension (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Remuneration from Ventures Other Than Subsidiaries or from the Parent Company
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company		All Companies in the Consolidated Financial Statements		The Company	All Companies in the Consolidated Financial Statements	
								Cash	Stock	Cash	Stock			
General Manager	Kevin, Ge (Note 1)	1800	1800	108	108	728	728	0	0	0	0	13.10	13.10	0
Deputy General Manager	Wisley, Wei	720	2004	44	88	0	0	0	0	0	0	3.80	10.39	0
Accounting and Finance Officer	C.T., Lan (Note 2)	749	749	28	28	175	175	0	0	0	0	4.73	4.73	0
Accounting and Finance Officer	Pi-Chu, Li (Note 2)	458	458	7	7	0	0	0	0	0	0	2.31	2.31	0
Associate	Jheng-Long, Lin	1750	1750	98	98	208	208	0	0	0	0	10.21	10.21	0

Note 1: General Manager, Kevin, Ge retired on April 23, 2025.

Note 2: Accounting and Finance Officer, C.T. Lan resigned on May 17, 2024, and was succeeded by Pi-Chu, Li on September 9, 2024.

Managers with Employee Remuneration Distribution

Unit: NT\$ thousands

	Title	Name	Stock Amount	Cash Amount	Total	Percentage of Net Profit After Tax (%)
Executive Officers	General Manager	Kevin, Ge (Note 1)	0	0	0	0
	Deputy General Manager	Wisley, Wei	0	0	0	0
	Accounting and Finance Officer	C.T., Lan (Note 2)	0	0	0	0
	Accounting and Finance Officer	Pi-Chu, Li (Note 2)	0	0	0	0
	Associate	Jheng-Long, Lin	0	0	0	0

Note 1: General Manager, Kevin, Ge retired on April 23, 2025.

Note 2: Accounting and Finance Officer, C.T. Lan resigned on May 17, 2024, and was succeeded by Pi-Chu, Li on September 9, 2024.

2.2.4 Comparative analysis of the total remuneration paid by the Company and all companies in the consolidated financial statements to the Company’s directors, supervisors, general manager, and deputy general manager as a percentage of net profit after tax in the individual financial reports over the past two years, and explanation of remuneration payment policies, standards and composition, procedures for determining remuneration, and the relationship with business performance and future risks:

2.2.4.1 Analysis of the total remuneration paid to the Company’s directors, supervisors, general manager, and deputy general manager as a percentage of net profit after tax for the Company and all companies in the consolidated financial statements over the past two years:

Title	2024				2023			
	The Company		All Companies in the Consolidated Financial Statements		The Company		All Companies in the Consolidated Financial Statements	
	Total	Percentage of Net Profit After Tax	Total	Percentage of Net Profit After Tax	Total	Percentage of Net Profit After Tax	Total	Percentage of Net Profit After Tax
Directors	2,140	10.64%	3,918	19.47%	2,256	59.07%	7,423	194%
General Manager and Deputy General Manager	3,400	16.90%	4,728	23.49%	3,008	78.76%	3,338	87.41%
Net Profit After Tax	20,128	/	20,128	/	3,819	/	3,819	/

The decrease in the ratio of total remuneration paid to the Company’s directors, supervisors, general manager, and deputy general manager as a percentage of net profit after tax in 2024 compared to 2023 is mainly due to the increase in net profit after tax this year. In addition, the chairman is a representative of the capital side and is not considered an employee, nor does he hold relevant positions in all companies in the financial reports, so his concurrent employee remuneration is not disclosed.

2.2.4.2 Policy, Standards, Composition of Remuneration, Procedures for Determining Remuneration, and the Relationship with Business Performance and Future Risks:

2.2.4.2.1 Policy, Standards, Composition of Remuneration, and Procedures for Determining Remuneration:

The Company’s director remuneration policy is established by the Remuneration Committee with reference to the common payment standards in the industry, formulated into the “Director Remuneration Measures” and submitted to the Board of Directors for discussion, and executed according to the measures. The composition of remuneration is as follows:

A. Remuneration:

Handled in accordance with Article 20 of the Company’s Articles of Incorporation. The Company’s payment standard is NT\$10,000 to NT\$50,000 per month per seat, which may be adjusted based on actual business conditions and the level of participation and contribution to the Company’s operations.

B. Compensation:

If the Company makes a profit in the year, no more than 3% shall be allocated as director compensation. However, if the Company still has accumulated losses, the amount to cover the losses shall be reserved first, and then the allocation and director compensation shall be made according to the aforementioned proportion.

C. Business Operation Expenses:

For attending various meetings of the Company, a transportation allowance of NT\$5,000 per seat is provided; if business trips or advance payments are required due to the Company’s operations, they shall be handled in accordance with the Company’s relevant measures.

D. Remuneration for Part-time Employees:

If a director of the Company is also a part-time employee, the part-time remuneration shall be handled in accordance with the Company’s salary management measures.

2.2.4.2.2 The remuneration of the general manager and deputy general manager is handled according to their positions, contributions to the Company, and reference to the common payment standards in the industry, in accordance with the Company's personnel regulations, and submitted to the Remuneration Committee for discussion and approval before being submitted to the Board of Directors for discussion.

2.2.4.2.3 Relationship with Business Performance and Future Risks:

The fixed remuneration paid by the Company, including remuneration and business execution expenses, is fixed and meets the common industry standards; the Company has also established the "Board Performance Evaluation Measures," which consider the achievement of the Company's short-term and long-term business goals, financial performance, individual performance evaluations, and other factors. This has a high correlation with business performance and does not encourage the aforementioned personnel to engage in high-risk business activities to obtain higher remuneration, thus having a low correlation with future risks.

2.3 Implementation of Corporate Governance

2.3.1 Operations of the Board of Directors

From June 17, 2022 to May 17, 2025, the Board of Directors held 20 meetings (A). The attendance of directors is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Actual Attendance Rate (%) [(B)/(A)]	Remarks
Chairman	YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	20	0	100.00	
Director	YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong	10	2	50.00	
Director	YongDing Investment Co., Ltd. Representative: Yu-Rong, Pan	15	0	75.00	
Director	HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin	15	0	75.00	
Director	HuaTai Management Consulting Co., Ltd. Representative: Shih-Fung, Liao	18	1	90.00	
Director	HuaTai Management Consulting Co., Ltd. Representative: Jhih-Jiang, Lin	2	0	100.00	Resigned on October 31, 2022
Director	HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen	14	0	87.50	Appointed on January 12, 2023
Independent Director	Shih-Tong, Lu	18	2	90.00	
Independent Director	Jyun-Yi, Jhou	19	1	95.00	
Independent Director	Chin-Han, Chen	19	1	95.00	

Other Matters to be Disclosed:

2.3.1.1 If the Board of Directors' operations involve any of the following circumstances, the date and session of the Board meeting, agenda content, opinions of all independent directors, and the Company's handling of independent directors' opinions shall be stated:

2.3.1.1.1 Matters listed in Article 14-3 of the Securities and Exchange Act:

Date and Session of Board Meeting	Major Resolutions	Opinions of All Independent Directors and Company's Handling of Independent Directors' Opinions
June 18, 2024 9th Board, 14th Meeting	1. Appointment of Corporate Governance Officer	Approved by all attending directors.

Date and Session of Board Meeting	Major Resolutions	Opinions of All Independent Directors and Company's Handling of Independent Directors' Opinions
August 13, 2024 9th Board, 15th Meeting	<ol style="list-style-type: none"> 1. Appointment of Acting Accounting Officer 2. Q2 2024 consolidated financial statements 3. 2024 subsidiary audit plan amendment 4. Amendment of certain articles of "Corporate Governance Regulations" 5. Amendment of certain articles of "Risk Management Policy and Operating Procedures" 6. Cancellation of Taishin Bank comprehensive credit facility and subsidiary endorsement guarantee 7. Ratification of senior management personnel for derivative transactions who are not members of the financial planning team 	Approved by all attending directors.
November 13, 2024 9th Board, 16th Meeting	<ol style="list-style-type: none"> 1. Q3 2024 consolidated financial statements 2. Appointment of Financial and Accounting Officer 3. 2025 audit plan 4. Amendment of certain articles of the "Regulations of Board's Meeting" 5. Amendment of the "Management Measures for Prevention of Insider Trading" 6. 2024 annual qualification review of independent directors 7. Resolutions of the 5th Term, 7th Remuneration Committee Meeting 8. Internal control system for sustainability information management 9. Proposed acquisition by the Company's subsidiary Pors Wiring Co., Ltd. of shares from shareholder Mr. Satorn of the grandchild company JVE (Thailand) Co., Ltd. 	Approved by all attending directors.
December 26, 2024 9th Board, 17th Meeting	<ol style="list-style-type: none"> 1. Evaluation of the independence, competence, and remuneration of the certified public accountants 2. Renewal of the credit facility with Taiwan Cooperative Bank 3. 2025 budget 4. Resolutions of the 5th Term, 8th Remuneration Committee Meeting 5. Release of non-competition restrictions on managerial officers 6. Establishment of the "Approval Authority Table" for the grandchild company JVE (Thailand) Co., Ltd. 	Approved by all attending directors.
March 13, 2025 9th Board, 18th Meeting	<ol style="list-style-type: none"> 1. 2024 business report and financial statements 2. Adjustment of the Company's financial report audit certified public accountants to accommodate internal work adjustments at KPMG Taiwan 3. 2024 earnings distribution 4. 2024 internal control statement 5. 2024 directors' remuneration and employee compensation 6. Release of non-competition restrictions on managerial officers 7. Proposed amendments to certain articles of the "Articles of Incorporation" 8. Subsidiary fund lending 9. Cancellation of unexecuted private placement securities quota approved at the 2023 annual shareholders' meeting 10. 2025 private placement securities 11. Period and venue for nomination of directors (including independent directors) for the 2025 annual shareholders' meeting 12. Matters related to the convening of the 2025 annual shareholders' meeting 	Approved by all attending directors.
April 23, 2025 9th Board, 19th Meeting	<ol style="list-style-type: none"> 1. Proposed nomination list of director (including independent director) candidates 2. Release of non-competition restrictions on newly appointed directors and their representatives 3. Cathay Bank comprehensive credit facility 4. Endorsement guarantee for grandchild company Huaian Jhen Vei Electronic Co., Ltd. 5. Resolutions of the 5th Term, 9th Remuneration Committee Meeting 6. Amendment of the Company's "Approval Authority Table" 7. Appointment of managerial officers 8. Release of non-competition restrictions on managerial officers 	Approved by all attending directors.

Date and Session of Board Meeting	Major Resolutions	Opinions of All Independent Directors and Company's Handling of Independent Directors' Opinions
May 13, 2025 9th Board, 20th Meeting	1. Appointment of Acting Accounting Officer 2. Q1 2025 consolidated financial statements 3. Amendment of Integrity Management Operating Procedures and Conduct Guidelines 4. Amendment of the Company's 2025 annual shareholders' meeting agenda 5. Resolutions of the 5th Term, 10th Remuneration Committee Meeting 6. Appointment of Corporate Governance Officer and spokesperson	Approved by all attending directors.

2.3.1.1.2 Other than the above matters, other Board meeting resolutions where independent directors opposed or reserved opinions with documented records or written statements: None.

2.3.1.2 Implementation of directors' recusal from matters involving conflicts of interest, including director names, agenda content, reasons for conflict avoidance, and voting participation: None.

2.3.1.3 Listed companies shall disclose information regarding the Board of Directors' self (or peer) evaluation, including evaluation cycle and period, evaluation scope, methodology, and evaluation content, and complete the attached "Board Evaluation Implementation Status" form.

2.3.1.4 Goals for strengthening Board functions in the current year and most recent year (such as establishing audit committees, enhancing information transparency, etc.) and assessment of implementation:

2.3.1.4.1 Goals for Strengthening Board Functions

- (1) The Company established a Remuneration Committee on December 16, 2011, to provide the Board with a fair and objective remuneration system for directors and managers.
- (2) An Audit Committee was established on June 17, 2022, to provide the Board with independent and professional advice on major matters.
- (3) The Company has established "Standard Operating Procedures for Handling Directors' Requests" to provide each director with the information needed to perform their duties.
- (4) The Company has purchased directors' and officers' liability insurance to diversify directors' legal liability risks and enhance corporate governance capabilities.
- (5) The Company's Board approved the establishment of the role of Corporate Governance Officer on May 11, 2023, to implement corporate governance, enhance Board effectiveness, and assist directors with relevant information and other necessary assistance required for performing their duties.
- (6) To enhance directors' professional knowledge and implement corporate governance, the Company arranged corporate governance and management courses for directors in 2023 and 2024.
- (7) To enhance information transparency, the Company has designated personnel responsible for corporate information disclosure and company website information updates.
- (8) The Company's Board approved amendments to certain articles of the "Regulations of Board Meeting" on November 13, 2024, to meet actual operational requirements.

2.3.1.4.2 Evaluation of Implementation

The Company's Board of Directors, Remuneration Committee, and Audit Committee all operate in accordance with the "Regulations of Board Meeting," "Remuneration Committee Guidelines," and "Audit Committee Guidelines," with good implementation performance.

Attachment: Board Evaluation Implementation Status

The Company approved the establishment of the “Board Performance Evaluation Measures” at the Board Meeting on March 23, 2020, and set indicators based on actual circumstances to conduct regular internal evaluations of the performance of the Board and each functional committee annually, with evaluation results reported to the Board. The Company has completed the 2024 Board performance and individual director performance evaluations, and the evaluation results were reported to the Board on March 13, 2025.

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Evaluation Method	Evaluation Content
Once a year	2024/1/1 ~2024/12/31	Board of Directors	Board internal self-evaluation	Degree of participation in company operations, enhancement of the quality of Board decisions, Board composition and structure, appointment of directors and their continued development, and internal control
Once a year	2024/1/1 ~2024/12/31	Individual directors	Director self-evaluation	Understanding of company goals and missions, awareness of director responsibilities, degree of participation in company operations, internal relationship management and communication, director expertise and continuing education, and internal control
Once a year	2024/1/1 ~2024/12/31	Functional committees	Peer evaluation	Degree of participation in company operations, awareness of functional committee responsibilities, enhancement of quality of decisions by the functional committee, functional committee composition and member selection, and internal control

2.3.2 Operations of the Audit Committee or Supervisors' Participation in the Board of Directors' Operations:

2.3.2.1 Operation of the Audit Committee:

From June 17, 2022 to May 17, 2025, the Audit Committee held 17 meetings (A). The attendance of independent directors is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Actual Attendance Rate (%) [(B)/(A)]	Remarks
Independent Director	Jyun-Yi, Jhou	17	0	100.00	
Independent Director	Shih-Tong, Lu	17	0	100.00	
Independent Director	Chin-Han, Chen	17	0	100.00	

2.3.2.1.1 If the Audit Committee's operations involve any of the following circumstances, the date and session of the Audit Committee meeting, agenda content, independent directors' opposing opinions, reservations or major recommendations, Audit Committee resolution results, and the Company's handling of the Audit Committee's opinions shall be stated.

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

Board Meeting Major Resolutions Opinions of All Independent Directors and Company's Handling of Independent Directors' Opinions

Date and Session of Audit Committee Meeting	Agenda Content and Follow-up Actions	Matters Listed in Securities and Exchange Act §14-5	Resolutions Passed by More Than 2/3 of All Directors Without Audit Committee Approval
March 13, 2024 1st Committee, 10th Meeting	1. 2023 business report and financial statements 2. 2023 earnings distribution 3. 2023 internal control statement 4. Discussion of 2023 directors' remuneration and employee compensation 5. Evaluation of certified public accountants' independence, competence, and remuneration 6. Subsidiary fund lending	1. ✓ 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓	/
	Resolution Results of Audit Committee Meeting on March 13, 2024: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
May 13, 2024 1st Committee, 11th Meeting	1. Q1 2024 consolidated financial statements 2. Cancellation of unexecuted private placement securities quota approved at the 2023 annual shareholders' meeting 3. 2024 private placement securities 4. Confirmation of the base date for simple merger with Hua Ying Energy Co., Ltd. 5. Cathay Bank comprehensive credit facility 6. Bank SinoPac comprehensive credit facility 7. Taishin Bank comprehensive credit facility and subsidiary endorsement guarantee 8. Subsidiary fund lending 9. Subsidiary endorsement guarantee 10. Amendment of the Company's 2024 annual shareholders' meeting agenda	1. ✓ 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓ 7. ✓ 8. ✓ 9. ✓ 10. ✓	/
	Resolution Results of Audit Committee Meeting on May 13, 2024: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
August 13, 2024 1st Committee, 12th Meeting	1. Appointment of Acting Accounting Officer 2. Q2 2024 consolidated financial statements 3. Amendment of 2024 subsidiary audit plan 4. Amendment of certain articles of "Corporate Governance Best Practice Principles" 5. Amendment of certain articles of "Risk Management Policy and Operating Procedures" 6. Cancellation of Taishin Bank comprehensive credit facility and subsidiary endorsement guarantee 7. Ratification of senior management personnel for derivative transactions who are not members of the financial planning team	1. ✓ 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓ 7. ✓	/

Date and Session of Audit Committee Meeting	Agenda Content and Follow-up Actions	Matters Listed in Securities and Exchange Act §14-5	Resolutions Passed by More Than 2/3 of All Directors Without Audit Committee Approval
	Resolution Results of Audit Committee Meeting on August 13, 2024: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
November 13, 2024 1st Committee, 13th Meeting	1. Q3 2024 consolidated financial statements 2. Appointment of Financial Officer 3. 2025 Audit Plan 4. Amendment of certain articles of the "Regulations of Board Meeting" 5. Amendment of the "Regulations of Insider Trading Prevention Management" 6. Internal control system for sustainability information management	1. ✓ 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓	/
	Resolution Results of Audit Committee Meeting on November 13, 2024: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
December 26, 2024 1st Committee, 14th Meeting	1. Evaluation of the independence, competence, and remuneration of the certified public accountants 2. Renewal of the credit facility with Taiwan Cooperative Bank 3. Establishment of the "Approval Authority Table" for the grandchild company JVE (Thailand) Co., Ltd.	1. ✓ 2. ✓ 3. ✓	/
	Resolution Results of Audit Committee Meeting on December 26, 2024: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
March 13, 2025 1st Committee, 15th Meeting	1. 2024 business report and financial statements 2. Adjustment of the Company's financial report audit certified public accountants to accommodate internal work adjustments at KPMG Taiwan 3. 2024 earnings distribution 4. 2024 internal control statement 5. 2024 directors' remuneration and employee compensation 6. Proposed amendments to certain articles of the "Articles of Incorporation" 7. Subsidiary fund lending 8. Cancellation of unexecuted private placement securities quota approved at the 2024 annual shareholders' meeting 9. 2025 private placement securities	1. ✓ 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓ 7. ✓ 8. ✓ 9. ✓	/
	Resolution Results of Audit Committee Meeting on March 13, 2025: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
April 23, 2025 1st Committee, 16th Meeting	1. Cathay Bank comprehensive credit facility 2. Endorsement guarantee for grandchild company Huaian Jhen Vei Electronic Co., Ltd. 3. Amendment of the Company's "Approval Authority Table" 4. Appointment of managerial officers 5. Release of non-competition restrictions on managerial officers	1. ✓ 2. ✓ 3. ✓ 4. ✓ 5. ✓	/
	Resolution Results of Audit Committee Meeting on April 23, 2025: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		
May 13, 2025 1st Committee, 17th Meeting	1. Appointment of Acting Accounting Officer 2. Q1 2025 consolidated financial statements 3. Amendment of Integrity Management Operating Procedures and Conduct Guidelines 4. Appointment of Corporate Governance Officer and spokesperson	1. ✓ 2. ✓ 3. ✓ 4. ✓	/
	Resolution Results of Audit Committee Meeting on May 13, 2025: All Audit Committee members agreed and approved.		
	Company's Handling of Audit Committee Opinions: All attending directors agreed and approved.		

(2) Other than the above matters, other resolutions were passed by more than two-thirds of all directors without Audit Committee approval: None.

2.3.2.1.2 Implementation of independent directors' recusal from conflict of interest matters, including independent director names, agenda content, reasons for conflict avoidance, and voting participation: None.

2.3.2.1.3 Communication between independent directors and internal audit supervisors and accountants:

- (1) When the Company regularly convenes Board of Directors and Audit Committee meetings annually, the audit supervisor reports on audit operations and submits monthly audit reports for independent directors' review, with discussion items recorded in meeting minutes, ensuring adequate communication between independent directors and audit supervisors.

Date	Meeting Focus	Independent Directors' Recommendations and Handling
August 13, 2024	Report on Q2 2024 audit operations implementation and special audit reports at the Audit Committee and Board meetings.	After the internal audit supervisor's report and explanation to the independent directors, all independent directors had no comments.
November 13, 2024	Report on Q3 2024 audit operations implementation and special audit reports at the Audit Committee and Board meetings.	After the internal audit supervisor's report and explanation to the independent directors, all independent directors had no comments.
March 13, 2025	Report on Q4 2024 audit operations implementation and special audit reports at the Audit Committee and Board meetings.	After the internal audit supervisor's report and explanation to the independent directors, all independent directors had no comments.
May 13, 2025	Report on Q1 2025 audit operations implementation and special audit reports at the Audit Committee and Board meetings.	After the internal audit supervisor's report and explanation to the independent directors, all independent directors had no comments.

- (2) Before the review of Company's financial statement, the accountants explained the financial statement audit status to the Audit Committee. The accountants discussed and communicated with independent directors regarding questions raised, and separately arranged private communication with independent directors on relevant accounting issues and financial report content. The meeting details in 2024 and 2025 (as of the printing date of this annual report) are summarized as follows:

Date	Meeting Focus	Independent Directors' Recommendations and Handling
August 13, 2024	Q2 2024 financial statement audit findings, conclusions, and introduction of new regulations.	All independent directors had no comments.
November 13, 2024	Q3 2024 financial statement audit findings, conclusions, and introduction of new regulations.	All independent directors had no comments.
March 13, 2025	Q4 2024 financial statement audit findings, conclusions, and introduction of new regulations.	All independent directors had no comments.
May 13, 2025	Q1 2025 financial statement audit findings, conclusions, and introduction of new regulations.	All independent directors had no comments.

2.3.3 Corporate Governance Implementation Status and Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
1. Has the company established and disclosed Corporate Governance Best-Practice Principles in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Company has established the “Corporate Governance Regulations” in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and has disclosed it on the Company’s website.	No significant differences
2. Company Share Structure and Shareholder Rights (1) Has the company established internal operating procedures to handle shareholder suggestions, inquiries, disputes, and litigation matters, and implemented them according to the procedures? (2) Has the company identified the major shareholders who actually control the company and the ultimate controllers of the major shareholders? (3) Has the company established and implemented risk control and firewall mechanisms between related enterprises? (4) Has the company established internal regulations prohibiting company insiders from trading securities using unpublished market information?	✓ ✓ ✓ ✓		(1) The Company has established a dedicated unit to handle shareholder suggestions, inquiries, disputes, and litigation matters. A shareholder section and external contact person are set up on the Company’s website for shareholders’ reference. (2) The Company entrusts a stock affairs agency to regularly update the register of major shareholders, fully grasping the list of major shareholders controlling the Company and the ultimate controllers of the major shareholders. (3) The Company and its related enterprises operate independently, and have established and implemented internal control systems related to related-party transactions to effectively manage risks between the Company and related enterprises. (4) The Company has established measures such as “Management Measures for Prevention of Insider Trading,” “Integrity Management Regulations,” and “Code of Ethical Conduct” to prohibit insiders from trading securities using unpublished market information. At least once a year, directors, managers, and employees are reminded to pay attention to relevant legal regulations. Additionally, new directors, managers, and employees receive orientation upon appointment. The relevant measures are also disclosed on the Company’s website.	No significant differences
3. Board Composition and Responsibilities (1) Has the Board formulated diversity policies, specific management objectives, and implemented them? (2) Besides the legally required Remuneration Committee and Audit Committee, has the company voluntarily established other types of functional committees? (3) Has the company formulated Board performance evaluation procedures and assessment methodologies, performed periodic annual evaluations, presented the evaluation outcomes to the Board, and applied them as criteria for individual directors’ remuneration and nomination for renewal? (4) Does the company regularly assess the independence of the certified public accountants?	✓ ✓ ✓	✓	(1) The Company’s Board has formulated and implemented diversity policies with specific management objectives. (2) The Company has currently established a Remuneration Committee and a Audit Committee, and will evaluate the establishment of other types of functional committees as needed in the future. (3) The Company has established “Board Performance Evaluation Measures,” conducts annual Board performance evaluations and functional committee assessments, and reports the evaluation results to the Board. The Company completed the 2024 Board and functional committee performance evaluations and submitted the evaluation results to the Board on March 13, 2025. The measures also stipulate that Board performance evaluation results serve as reference criteria for selecting or nominating directors, and individual director performance evaluation results serve as reference criteria for determining their individual remuneration. (4) The Company’s Audit Committee regularly evaluates the independence and competence of the certified public accountants annually. In addition to requiring the certified public accountants to provide an “Independence Declaration” and “Audit Quality Indicators (AQIs),” evaluations are conducted based on the standards in Note 1 and the five major dimensions and 13 indicators of	No significant differences

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons
	Yes	No	Summary	
			<p>the AQI indicators in the “Guidelines for Accounting Firms to Prepare Audit Quality Indicators” issued by the Financial Supervisory Commission.</p> <p>After confirming that the accountants have no other financial interests or business relationships with the Company except for audit and tax service fees, that the accountants’ family members do not violate independence requirements, and referencing AQI indicator information, it was confirmed that the accountants and the firm have audit experience and training hours that exceed industry averages.</p> <p>Additionally, the Company’s certified public accounting firm is committed to continuous innovation, serving the public, and creating value in the following three areas:</p> <ul style="list-style-type: none"> · Audit Innovation Tools: Combining multiple technological techniques and integrating global resources to develop audit innovation tools, fully optimizing audit methods through digital tool applications and enhancing audit professionals’ work efficiency and audit quality. · Process Digitalization: To improve audit quality, actively developing new technical solutions and keeping pace with the times to reconceptualize work processes and methods, ensuring the firm’s system applications align with future new technology development trends. · Audit Support Center: Establishing standardized operational procedures for routine audit administrative tasks, with centralized processing by the audit support center (such as data organization, confirmation establishment and printing, etc.) to improve audit efficiency and allow audit staff to focus on audit work requiring professional judgment. <p>The most recent evaluation was approved by the Audit Committee on December 26, 2024, and subsequently approved by the Board of Directors on December 26, 2024.</p>	
4. Has the listed/OTC company assigned competent and appropriate numbers of corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance-related affairs (including but not limited to providing directors and supervisors with information needed to perform their duties, assisting directors and supervisors in complying with laws and regulations, handling Board and shareholders’ meeting-related matters in accordance with the law, preparing Board and shareholders’ meeting minutes, etc.)?	✓		The Company established the position of Corporate Governance Officer on May 11, 2023, responsible for corporate governance-related affairs to strengthen Board functions and thereby protect shareholder rights.	No significant differences

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
5. Has the company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers, etc.), set up a stakeholder section on the company website, and appropriately responded to important corporate social responsibility issues of concern to stakeholders?	✓		<ul style="list-style-type: none"> · The Company has appointed a spokesperson and deputy spokesperson, with relevant contact information announced on the Market Observation Post System as required. Financial and stock affairs-related information is also announced on the Market Observation Post System or the company website to establish good communication channels with investors. · The Company has established a stakeholder section on the company website, where stakeholders can communicate through the telephone numbers or email addresses disclosed on the website when needed. 	No significant differences
6. Has the company appointed a professional stock affairs agency to handle shareholders’ meeting affairs?	✓		The Company has appointed the Stock Affairs Agency Department of IBF Securities Co., Ltd., a professional stock affairs agency, to handle shareholders’ meeting affairs.	No significant differences
7. Information Disclosure (1) Has the company established a website to disclose financial, business, and corporate governance information? (2) Has the company adopted other methods of information disclosure (such as establishing an English website, designating personnel responsible for collecting and disclosing company information, implementing a spokesperson system, placing institutional investor briefing processes on the company website, etc.)? (3) Has the company announced and filed annual financial reports within two months after the end of the fiscal year, and announced and filed first, second, and third quarter financial reports and monthly operating results ahead of the prescribed deadlines?	✓ ✓ 	 ✓	(1) The Company has established a website to regularly disclose relevant information and, in accordance with regulatory requirements, announces and files company profiles and various financial and business information on the Market Observation Post System. (2) The Company has set up a website with regularly updated content. All announcements are uniformly made through the Company’s spokesperson system, and a designated person discloses company information on the Market Observation Post System in accordance with legal requirements. (3) The Company announces and files annual financial reports audited and certified by accountants, approved by the Board of Directors, and recognized by the Audit Committee within the deadlines stipulated by the Securities and Exchange Act. It also files quarterly financial reports reviewed by accountants and submitted to the Board, as well as monthly operating conditions. The Company, subject to the progress of related operations, announces and files the aforementioned financial information ahead of the prescribed deadlines.	No significant differences

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
8. Does the company have other important information that helps understand the corporate governance operations (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, continuing education of directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, the company’s purchase of liability insurance for directors and supervisors, etc.)?	✓		(1) The Company values employee benefits, employee communication, and workplace safety, providing and protecting employee rights in accordance with the law. (2) The Company implements a retirement system, handles employee group insurance, establishes an Employee Welfare Committee, and emphasizes harmonious labor relations and talent development. (3) The Company honestly discloses company information in accordance with legal requirements to protect the rights of investors and stakeholders, and fulfills corporate responsibilities to shareholders. (4) The Company maintains smooth communication channels and good relationships with customers and suppliers. (5) The Company regularly arranges for directors and supervisors to attend continuing education courses on corporate governance and other relevant professional knowledge, complying with the training hours, training scope, training system, training arrangements, and information disclosure requirements stipulated in the “Guidelines for Continuing Education of Directors and Supervisors of TWSE/TPEX Listed Companies.” (6) The Company’s directors adhere to high self-discipline principles. When agenda items of the Board involve directors’ personal interests that may harm the Company’s interests, they shall not participate in discussions and voting. (7) The Company has purchased liability insurance for directors and managers. (8) The Company does not engage in high-risk, high-leverage investments. Derivative transactions are primarily for hedging purposes and are handled in accordance with the Company’s “Procedures for Derivative Transactions,” with all related operations carefully executed considering risk conditions.	No significant differences
9. Please explain the improvements made based on the corporate governance evaluation results published by the Taiwan Stock Exchange Corporation’s Corporate Governance Center in the most recent year, and propose priority enhancement items and measures for areas not yet improved. (Companies not included in the evaluation do not need to complete this section): The Company has completed the 2024 corporate governance evaluation self-assessment. The Company will continue to improve and enhance based on the evaluation results, aiming to gradually enhance corporate governance effectiveness and continuously promote compliance with relevant regulations.				

Note 1: Evaluation Standards for Accountant Independence and Competence:

Evaluation Item	Evaluation Result	
	Yes	No
<u>Independence Evaluation:</u>		
The accountant has no direct or indirect material financial interests with the consolidated company.	✓	
No inappropriate business relationships were found between the accountant and the consolidated company, the Company's directors, supervisors, or managers.	✓	
In the most recent available shareholder register, no shareholding in the consolidated company was found.	✓	
The accountant has no monetary lending relationship with the consolidated company.	✓	
The accountant has no joint investment or profit-sharing arrangements with the consolidated company.	✓	
The accountant does not hold any position in the consolidated company or receive compensation.	✓	
The Company's chairman, general manager, or managers responsible for financial or accounting affairs have not been employed by the certified public accountant's firm or its related enterprises in the past year.	✓	
Has the certified public accountant confirmed that their accounting firm has complied with independence regulations?	✓	
Non-audit services provided to the consolidated company do not directly affect audit cases.	✓	
The consolidated company does not threaten audit team members to accept management's inappropriate choices in accounting policies or inappropriate disclosures in financial statements.	✓	
Competence Evaluation:		
The same accountant has not served as the Company's accountant for 7 consecutive years.	✓	
No disciplinary action by regulatory authorities against the accountant was found.	✓	
No circumstances that would impair the accountant's independence were found.	✓	
The accountant is approved and recognized by the Financial Supervisory Commission.	✓	

2.3.4 Operation Status of the Remuneration Committee

2.3.4.1 Information of the Remuneration Committee Members

Identity (Note 1)	Name Conditions	Professional Qualifications and Experience (Note 2)	Independence Status (Note 3)	Number of Concurrent Positions as Members of Remuneration Committees in Other Publicly Listed Companies
Convener Independent Director	Shih-Tong, Lu	Professional experience in education, economics, civil engineering, business management, etc.	Refer to pages 7-8 for director information	1
Independent Director	Jyun-Yi, Jhou	Professional experience in finance and accounting; currently a CPA at Ming Yuan Certified Public Accountants Firm.	Refer to pages 7-8 for director information	0
Independent Director	Chin-Han, Chen	Professional experience in law; currently an attorney at Hansheng Law Firm.	Refer to pages 7-8 for director information	0

Note 1: Please indicate whether the position is Independent Director or Other (if Convener, please add a note).

Note 2: Professional qualifications and experience: Describe the professional qualifications and experience of each individual member of the Remuneration Committee.

Note 3: The members of the Remuneration Committee meet the independence criteria and do not have the following situations: (1) The member, spouse, or relatives within the second degree of kinship serving as directors, supervisors, or employees of the Company or its related entities; (2) The member, spouse, or relatives within the second degree of kinship (or using another person's name) holding shares of the Company; (3) Serving as a director, supervisor, or employee of a company with specific relationships to the Company; (4) Having received remuneration for providing business, legal, financial, accounting, or otherservices to the Company or its related entities in the past two years.

2.3.4.2 Operation of the Remuneration Committee

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

2.3.4.2.1 Term of Office for the 5th Committee: June 17, 2022 to June 16, 2025

From June 17, 2022 to May 17, 2025, the Remuneration Committee held 10 meetings (A). Member attendance is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Actual Attendance Rate (%) [(B)/(A)]	Remarks
Convener	Shih-Tong, Lu	10	0	100.00	5th Committee
Committee Member	Jyun-Yi, Jhou	10	0	100.00	5th Committee
Committee Member	Chin-Han, Chen	10	0	100.00	5th Committee

Other Matters to be Disclosed:

- (1) If the Board of Directors does not adopt or modifies the Remuneration Committee's recommendations, the Board meeting date, session, agenda content, Board resolution results, and the Company's handling of the Remuneration Committee's opinions should be stated (if the remuneration approved by the Board exceeds the Remuneration Committee's recommendations, the differences and reasons should be explained): No such circumstances.
- (2) If Remuneration Committee resolutions involve members with opposing or reserved opinions that are recorded or documented in writing, the Remuneration Committee date, session, agenda content, all members' opinions, and handling of members' opinions should be stated: No such circumstances.

Notes:

- (1) If any Remuneration Committee member resigns before the end of the year, the resignation date should be noted in the remarks column, and the actual attendance rate (%) should be calculated based on the number of Remuneration Committee meetings and actual attendance during their tenure.
- (2) If there is a Remuneration Committee re-election before the end of the year, both new and former Remuneration Committee members should be listed, with notation in the remarks column indicating whether the member is former, new, or continuing, and the re-election date. The actual attendance rate (%) should be calculated based on the number of Remuneration Committee meetings and actual attendance during their tenure.

2.3.4.3 Professional Qualifications, Experience, and Independence Status of Remuneration Committee Members

Member	Professional Qualifications and Experience	Independence Status	Number of Concurrent Positions as Members of Audit Committees in Other Publicly Listed Companies
Jyun-Yi, Jhou	Ms. Jhou Jyun-Yi has served as a CPA at Ming Yuan Certified Public Accountants Firm since June 2018. Ms. Jhou Jyun-Yi has served as an independent director of Jhen Vei Electronic Co., Ltd. since June 2019. She has also previously served as a team member at Ernst & Young (Taiwan), deputy team leader at Deloitte Taiwan, financial analyst at Akzo Nobel Paints Taiwan Ltd., and accounting manager at Makalot Industrial Co., Ltd. Ms. Jhou Jyun-Yi holds CPA licenses from both the Republic of China and the United States. Ms. Jhou Jyun-Yi obtained her undergraduate degrees – BBA in Accounting and BBA in Finance from National Chengchi University in June 2010.	Remuneration Committee members meet independence requirements and do not have the following circumstances: (1) The person, spouse, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its related enterprises; (2) The person, spouse, or relatives within the second degree of kinship (or using others' names) hold shares in the Company; (3) Serve as directors, supervisors, or employees of companies having specific relationships with the Company; (4) Have received compensation for providing business, legal, financial, accounting, or other services to the Company or its related enterprises in the past 2 years.	0
Shih-Tong, Lu	Mr. Lu Shih-Tong served as a recommended auditor (7th grade) in the Fifth Section of the Taipei City Audit Office, Audit Department of the Republic of China from May 1994 to June 2004. He has been appointed as Professor in the Department of International Logistics and Transportation Management at Kainan University since 2021 and also serves as Dean of the College of Tourism and Transportation. Mr. Lu Shih-Tong has served as an independent director of Jhen Vei Electronic Co., Ltd. since June 2020, independent director of Taiwan Navigation Co., Ltd. since February 2020, and supervisor of Progroup Electronics Co., Ltd. since January 2020. Mr. Lu Shih-Tong holds a Ph.D. in Management and a Ph.D. in Civil Engineering from National Central University.		1
Chin-Han, Chen	Mr. Chen Chin-Han has served as an Attorney-at-Law at Hansheng Law Firm since April 1992. Mr. Chen Chin-Han has served as an independent director of Jhen Vei Electronic Co., Ltd. since June 2022. Mr. Chen Chin-Han holds a LLB degree from Soochow University and is qualified as an attorney in the Republic of China.		0

2.3.5 Implementation Status of Sustainable Development Initiatives and Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons								
	Yes	No	Summary									
1. Has the company established a governance structure to promote sustainable development, set up a dedicated (or concurrent) unit for sustainable development promotion, authorized senior management by the Board of Directors to handle it, and the Board’s supervision status?	✓		<p>Led by the General Manager as convener, the Company established a ‘Sustainable Governance Team’ under the General Manager’s Office. This top-down collaborative approach, based on each department’s responsibilities, drives the company toward sustainable development.</p> <p>To strengthen the execution of sustainable development strategies, the Company has formulated the “Sustainable Development Best Practice Principles.” The Management Department concurrently serves as the sustainable development promotion unit, conducting risk assessments on environmental, social, or corporate governance issues related to the company’s operations based on materiality principles. Based on the assessed risks, relevant risk management policies and implementation measures are established, and reports on handling status are submitted to the Board of Directors. The Company has established governance, environmental sustainability, social welfare, sustainability information disclosure, product responsibility teams, and five major working groups to comprehensively promote ESG work in various fields. The Sustainable Development Team regularly reports to the Board, with the most recent report dated December 26, 2024.</p>	No significant differences								
2. Has the company conducted risk assessments on environmental, social, and corporate governance issues related to company operations based on materiality principles, and established relevant risk management policies or strategies?	✓		<p>i. This disclosure and risk assessment scope covers the sustainable development performance of the consolidated company from January 2024 to December 2024.</p> <p>ii. The Sustainable Development Team conducts analysis based on the materiality principles of the sustainability report, communicates with internal and external stakeholders, and evaluates significant ESG issues by reviewing domestic and international research reports, literature, and integrating assessment data from various departments and subsidiaries. Based on this, effective risk management policies for identification, measurement, evaluation, supervision, and control are formulated, along with concrete action plans to mitigate the impact of related risks.</p> <p>iii. Based on the assessed risks, the following relevant risk management policies or strategies are established:</p> <table><tr><th colspan="2">Major Issue</th></tr><tr><th>Risk Assessment Item</th><th>Details</th></tr><tr><th colspan="2">Environmental</th></tr><tr><td>Environmental Impact and Management</td><td><p>1. Through process safety management and institutionalized management cycles, effectively reduce pollution emissions and environmental impact.</p><p>2. Continuously implement international standard certifications such as ISO9001 (Quality Management), ISO14001 (Environmental Management), and ISO50001 (Energy Management) to ensure production processes meet environmental protection and energy-saving requirements, and reduce environmental impact through systematic management.</p><p>3. Actively cooperate with government environmental policies, promote waste sorting, recycling, reduction, and reuse, and enhance employee environmental awareness through internal advocacy to promote effective resource utilization and reduce waste generation.</p></td></tr></table>	Major Issue		Risk Assessment Item	Details	Environmental		Environmental Impact and Management	<p>1. Through process safety management and institutionalized management cycles, effectively reduce pollution emissions and environmental impact.</p> <p>2. Continuously implement international standard certifications such as ISO9001 (Quality Management), ISO14001 (Environmental Management), and ISO50001 (Energy Management) to ensure production processes meet environmental protection and energy-saving requirements, and reduce environmental impact through systematic management.</p> <p>3. Actively cooperate with government environmental policies, promote waste sorting, recycling, reduction, and reuse, and enhance employee environmental awareness through internal advocacy to promote effective resource utilization and reduce waste generation.</p>	No significant differences
Major Issue												
Risk Assessment Item	Details											
Environmental												
Environmental Impact and Management	<p>1. Through process safety management and institutionalized management cycles, effectively reduce pollution emissions and environmental impact.</p> <p>2. Continuously implement international standard certifications such as ISO9001 (Quality Management), ISO14001 (Environmental Management), and ISO50001 (Energy Management) to ensure production processes meet environmental protection and energy-saving requirements, and reduce environmental impact through systematic management.</p> <p>3. Actively cooperate with government environmental policies, promote waste sorting, recycling, reduction, and reuse, and enhance employee environmental awareness through internal advocacy to promote effective resource utilization and reduce waste generation.</p>											

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
			<p>4. To reduce paper usage and environmental pollution, the Company has introduced a document management system, fully digitizing standard operating documents, reducing paper printing, improving administrative efficiency, and reducing carbon emissions.</p> <p>5. In greenhouse gas emission management, the Company actively promotes energy-saving and carbon reduction measures, including: advocating water conservation and improving water resource utilization efficiency. Establish internal management regulations to reduce air conditioning use before the environmental temperature reaches a certain high level, and turn off unnecessary power during lunch breaks to implement energy-saving actions.</p> <p>6. The Company installed solar power generation systems within the plant area to actively increase the proportion of renewable energy use, reduce carbon emissions, achieve green energy carbon reduction benefits, and lay the foundation for achieving net-zero carbon emissions.</p> <p>7. Completed the 2023 greenhouse gas inventory and third-party verification; the 2024 internal greenhouse gas inventory has been completed and will undergo third-party verification.</p> <p>8. Completed the 2023 product carbon footprint inventory and third-party verification; the 2024 internal product carbon footprint inventory and third-party verification are ongoing.</p> <p>9. To strengthen corporate carbon reduction management, the Company plans to establish an internal carbon reduction promotion team and conduct greenhouse gas inventories according to ISO14064-1, gradually expanding the scope to include Scope 3 other indirect carbon emissions to fully grasp carbon emission sources.</p> <p>10. In product carbon management, the Company plans to implement ISO14067 carbon footprint verification and set a goal to reduce product carbon emissions by 10%, achieving a green manufacturing vision through process optimization, use of low-carbon materials, and improved energy efficiency.</p> <p>11. The Company actively develops renewable energy and sets the following goals: achieve RE30 (30% renewable energy usage) by 2027 and RE40 (40% renewable energy usage) by 2029. The Company will continue to expand green energy, invest in solar facilities, and advance steadily towards a low-carbon sustainable enterprise by improving energy management technology.</p> <p>Social</p> <p>Occupational Safety and Health The Company conducted occupational safety training to cultivate employees’ emergency response capabilities and self-safety management skills, preventing employees from exposure to situations that may cause injury or illness (such as high pressure, noise, fire).</p> <p>Product Quality and Safety 1. The Company completed quality management certification “ISO9001” and tracks product quality and safety through hazardous substance management systems.</p>	

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
			<p>2. To protect the sustainable development of the Earth’s environment, the Company explicitly stipulates in procurement contracts that products provided by suppliers must comply with environmentally compliant raw materials.</p> <p>Employee Health, Safety and Community Development</p> <p>1. The Company continuously improves the safety and comfort of employees’ work environment, including hardware such as adequate lighting, air quality monitoring and maintenance, regular health examinations and health consultations.</p> <p>2. The Company established human rights policies and sexual harassment prevention measures, with employee grievance channels in place. As of the end of 2024, no sexual harassment complaints have been received.</p> <p>3. The Company is committed to implementing information security and personal data protection controls, establishing “Information and Communication Security Management Measures” and “Personal Data Management Measures” for information security audits and related matters. In recent years, there have been no incidents of hacker intrusion or malware implantation causing computer system failures or ransomware attacks.</p> <p>4. The Company supports community development and assists disadvantaged groups, including material donations and monetary contributions.</p> <p>Corporate Governance</p> <p>Legal Compliance</p> <p>The Company ensures all personnel and operations comply with relevant legal regulations through establishing governance organizations and implementing internal control mechanisms.</p> <p>Strengthening Director Functions</p> <p>1. The Company plans relevant continuing education topics for directors, providing directors with the latest regulations, system developments, and policies annually.</p> <p>2. The Company purchases directors’ liability insurance to protect them from litigation or claims.</p> <p>3. The Company conducts Board self-evaluation according to the “Board Performance Evaluation Measures.”</p> <p>Stakeholder Communication</p> <p>1. To avoid misunderstandings caused by different positions between stakeholders and the Company that may lead to operational or litigation risks, the Company analyzes important stakeholders and their key concerns.</p> <p>2. The Company establishes various communication channels and actively communicates to reduce confrontation and misunderstandings. An investor mailbox is set up, handled by the spokesperson who is responsible for responses.</p> <p>The above evaluation and implementation are reported to the Board at least once a year, with the most recent Board report dated March 13, 2025.</p>	

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
<p>3. Environmental Issues</p> <p>(1) Has the company established an appropriate environmental management system based on the characteristics of its industry?</p> <p>(2) Is the company committed to improving energy use efficiency and using renewable materials with low environmental impact?</p> <p>(3) Has the company assessed the potential risks and opportunities of climate change to the enterprise now and in the future, and taken relevant response measures?</p> <p>(4) Has the company compiled statistics on greenhouse gas emissions, water usage, and total waste weight over the past two years, and established policies for greenhouse gas reduction, water use reduction, or other waste management?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) The Company has established an appropriate environmental management system based on industry characteristics, obtained ISO14001 Environmental Management System certification, and continuously promotes policy measures such as greenhouse gas management, renewable energy introduction, waste classification, reduction, and resource recycling to implement environmental sustainability.</p> <p>(2) The Company has introduced the ISO 50001 Energy Management System to strengthen power usage efficiency and gradually increase the proportion of renewable energy use. The Company promotes RE30/RE100 targets, demonstrating proactive actions in energy conservation, carbon reduction, and clean energy use.</p> <p>(3) According to Article 17 of the Company’s “Sustainable Development Best Practice Principles,” the Company identifies risks and opportunities brought by climate change and takes concrete response measures, including promoting greenhouse gas inventory, energy conservation and carbon reduction, water resource management, renewable energy use, temperature control management, and hazardous waste disposal, as important components of the Company’s overall climate management and adaptation strategy.</p> <p>(4) The Company continuously promotes environmental sustainability management, monitoring and managing greenhouse gas emissions, water usage, and waste generation:</p> <p>1. Greenhouse Gas Emission Statistics and Reduction Policies: Since 2023, the Company has conducted greenhouse gas inventories for the parent company Jhen Vei Electronic Co., Ltd. and the main production facility Huai’an Zhenwei according to ISO 14064-1, with third-party verification. Total emissions were 9,581.27 tonnes CO₂e. The 2024 carbon inventory is currently ongoing and will be disclosed in the annual sustainability report upon completion. For carbon reduction measures, the Company promotes energy management, discusses carbon reduction policies and targets, facility optimization, and employee education and training to implement phased reduction targets and indicator monitoring.</p> <p>2. Water and Waste Management Implementation:</p> <ul style="list-style-type: none"> • Sanchong Headquarters: The Sanchong headquarters is office-based, located in a commercial building, generating only general domestic water use and office waste, which has not been included in the Company’s material issues. Water meters and waste collection are uniformly managed by the building, with handling procedures following building regulations. However, the Company continues to conduct greenhouse gas verification and energy management. • Huaian Jhenvei Plant: Regular statistics are conducted on factory water use and waste volume, with electronic component waste and cardboard waste handled by waste collection companies to ensure proper management. <p>3. Waste and Pollution Control Policies: The Company implements hazardous waste treatment plans according to the “Waste Control Operating Procedures” and implements management mechanisms such as energy use control, record tracking, and education and training. Additionally, the Company has introduced the IECQ QC080000 Hazardous Substance Process Management System to strengthen control of hazardous substances from product design, production to operational processes, actively reducing pollution risks and promoting green production.</p>	No significant differences

Initiatives	Implementation Status					Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons																																																
	Yes	No	Summary																																																			
			<div>Statistics Table of Waste Generation and Treatment</div> <table><tr><th rowspan="2">Plant Area</th><th rowspan="2">Category</th><th rowspan="2">Waste Material</th><th colspan="2">Amount of Waste Generated (tons)</th><th rowspan="2">Treatment / Remarks</th></tr><tr><th>2024</th><th>2023</th></tr><tr><td rowspan="5">Huaian Plant</td><td>Hazardous</td><td>None</td><td>0</td><td>0</td><td>The plant did not generate hazardous waste.</td></tr><tr><td>Non-Hazardous</td><td>General Waste</td><td>No statistics</td><td>No statistics</td><td>Disposed by waste collection contractor.</td></tr><tr><td>Non-Hazardous</td><td>Electronic Component Waste</td><td>108.964</td><td>80.842</td><td rowspan="2">Disposed by waste collection contractor and recycled.</td></tr><tr><td>Non-Hazardous</td><td>Paperboard Waste</td><td>4.530</td><td>3.215</td></tr><tr><td colspan="2">Total</td><td>113.494</td><td>84.057</td><td></td></tr><tr><td colspan="2">Waste Generation Intensity (kg/revenue (thousand NTD))</td><td>0.1422</td><td>0.1919</td><td>Revenue for 2024: 793,764 thousand NTD; Revenue for 2023: 536,701 thousand NTD</td></tr></table> <div>Note: The waste generation intensity (kg/revenue) listed above is calculated based on the revenue data of the Wire Business Division.</div> <table><tr><th colspan="3">Water Usage at Huaian Jhenvei Plant</th></tr><tr><th>Year</th><th>2024</th><th>2023</th></tr><tr><td>Water Intake (tons)</td><td>6,090</td><td>6,135</td></tr></table>				Plant Area	Category	Waste Material	Amount of Waste Generated (tons)		Treatment / Remarks	2024	2023	Huaian Plant	Hazardous	None	0	0	The plant did not generate hazardous waste.	Non-Hazardous	General Waste	No statistics	No statistics	Disposed by waste collection contractor.	Non-Hazardous	Electronic Component Waste	108.964	80.842	Disposed by waste collection contractor and recycled.	Non-Hazardous	Paperboard Waste	4.530	3.215	Total		113.494	84.057		Waste Generation Intensity (kg/revenue (thousand NTD))		0.1422	0.1919	Revenue for 2024: 793,764 thousand NTD; Revenue for 2023: 536,701 thousand NTD	Water Usage at Huaian Jhenvei Plant			Year	2024	2023	Water Intake (tons)	6,090	6,135	
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4. Social Issues			<div>(1) The Company has established “Work Rules” and “Employee Handbook” based on the “Labor Standards Act,” “Gender Equality in Employment Act,” “Sexual Harassment Prevention Act,” and other laws, as well as international human rights conventions, and implements them accordingly to provide a good working environment and protect employees’ work rights.</div> <div>(2) In accordance with the “Labor Standards Act,” “Labor Pension Act,” and other labor-related regulations, the Company implements basic employee benefit protections, provides labor and health insurance for employees, implements a retirement system, and establishes an Employee Welfare Committee to handle matters such as wedding and funeral celebrations and continuing education subsidies. Additionally, the Company follows salary management measures as the basis for compensation and reward implementation, continuously providing attractive and supportive value-added benefits, aiming to create a safe, friendly, and humanistic working environment to enhance employee well-being and corporate belonging.</div> <div>a) Compensation System</div> <div>i. The Company’s Articles of Incorporation have stipulated the percentage or range of remuneration for employees, directors, and supervisors: “If the Company has profits in a fiscal year, it shall allocate no less than 2.5% as employee</div>			No significant differences																																																
(1) Has the company established relevant management policies and procedures in accordance with relevant laws and international human rights conventions?	✓																																																					
(2) Has the company established and implemented reasonable employee benefit measures (including compensation, leave, and other benefits), and appropriately reflected operating performance or results in employee compensation?	✓																																																					

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons						
	Yes	No	Summary							
			<p>remuneration, which shall be distributed in shares or cash as resolved by the Board of Directors. The recipients include employees of controlling and subsidiary companies who meet certain conditions. The Company may allocate no more than 3% of the aforementioned profit amount as directors’ and supervisors’ remuneration as resolved by the Board of Directors. The distribution plans for employee remuneration and directors’ and supervisors’ remuneration shall be reported to the shareholders’ meeting. However, when the Company still has accumulated losses, it shall reserve the amount to cover such losses first, and then allocate employee remuneration and directors’ and supervisors’ remuneration according to the aforementioned percentages.”</p> <p>ii. Employees enjoy variable compensation such as year-end bonuses, performance bonuses, and project bonuses, and may participate in employee stock ownership trusts. The Company’s governance and operational management policies not only focus on achieving substantial operational results, but also fully integrate sustainability indicators from management-level indicators, departmental work objectives, and individual performance, with the mission of practicing corporate social responsibility. In addition to achieving corporate profitability, more importantly, the entire company from top to bottom must accomplish every step that is environmentally friendly, nature-centered, and aimed at social benefits.</p> <p>[Performance Bonuses] In addition to year-end employee profit sharing, the Company has established "Performance Incentive Management Measures," calculating and distributing bonuses monthly based on target achievement rates and product gross profit margins to motivate sales units to actively expand performance and develop new customers, with achievement bonuses for new product and new customer development. Monthly production bonuses and technical allowances are also distributed based on production line assessment results. Additionally, once or twice a year, project bonuses are distributed irregularly based on market conditions, customer demands, or specific project targets (such as workplace safety, carbon reduction, quality indicators) according to target achievement rates.</p> <p>[Employee Stock Ownership Trust] The employee stock ownership trust plan was officially launched in 2023. According to the Company's Employee Stock Ownership Association Charter, eligible participants are qualified employees of the Company and related enterprises. A fixed amount is deducted from monthly salaries, while the Company also contributes matching 1:1 funds. These are jointly deposited into a dedicated trust account and managed and utilized for the benefit of all members to help members accumulate wealth, secure their future living stability, and achieve the Company's talent retention objectives.</p> <p>b) Welfare Measures</p> <p>i. Basic Welfare Provided According to Law The Company comprehensively provides the following statutory welfare protections to ensure the basic rights of workers, reduce workplace risks, and employment uncertainties:</p> <table><tr><th>Category</th><th>Content</th></tr><tr><td>Social Insurance</td><td>Health Insurance, Labor Insurance, Occupational Accident Insurance</td></tr><tr><td>Retirement Preparation</td><td>Monthly statutory contributions to individual labor pension accounts</td></tr></table>	Category	Content	Social Insurance	Health Insurance, Labor Insurance, Occupational Accident Insurance	Retirement Preparation	Monthly statutory contributions to individual labor pension accounts	
Category	Content									
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			<table><tr><th>Category</th><th>Content</th></tr><tr><td>Labor Protection</td><td>Provision of wage arrears compensation fund to protect employee rights</td></tr><tr><td>Family Care</td><td>Provision of family-friendly leave types such as parental leave without pay, paternity leave, vaccination leave, and epidemic care leave</td></tr></table> <p>ii. Self-Administered Welfare Measures (Superior to Legal Requirements)</p> <p>The Company designs diverse welfare content focusing on four major aspects: employee life support, health promotion, financial incentives, and emotional connection, to enhance overall workplace attractiveness and employee loyalty:</p> <table><tr><th>Welfare Aspect</th><th>Description</th></tr><tr><td>Incentives and Rewards</td><td>Year-end bonuses, performance bonuses, employee profit-sharing system</td></tr><tr><td>Health Care</td><td>Free health check-ups, group insurance (including life insurance, accident insurance, medical insurance)</td></tr><tr><td>Learning Support</td><td>Various educational training and external course subsidies to strengthen competency growth</td></tr><tr><td>Care and Sympathy</td><td>Compassionate leave system, childbirth subsidies, condolence for weddings and funerals, illness care subsidies</td></tr><tr><td>Life Support</td><td>Employee purchase of company products at discounted prices, holiday bonuses, birthday bonuses</td></tr><tr><td>Welfare Activities</td><td>Welfare committee organizes travel subsidies, lunch days, group activities, etc., to promote employee interaction and emotional connection</td></tr></table> <p>c) Retirement System</p> <p>The Company's retirement application procedures and conditions are specified in the "Work Rules" to protect employees' retirement rights. Employees may apply for retirement according to the Labor Standards Act retirement criteria, with payment made within thirty days from the employee's retirement date. The Company currently has no employees under the old labor retirement system. For employees under the new labor retirement system, the Company contributes 6% of retirement funds monthly to each employee's individual retirement account in accordance with the "Labor Pension Act." The accumulated contributions under the new retirement system in 2024 totaled NT\$851,686.</p>	Category	Content	Labor Protection	Provision of wage arrears compensation fund to protect employee rights	Family Care	Provision of family-friendly leave types such as parental leave without pay, paternity leave, vaccination leave, and epidemic care leave	Welfare Aspect	Description	Incentives and Rewards	Year-end bonuses, performance bonuses, employee profit-sharing system	Health Care	Free health check-ups, group insurance (including life insurance, accident insurance, medical insurance)	Learning Support	Various educational training and external course subsidies to strengthen competency growth	Care and Sympathy	Compassionate leave system, childbirth subsidies, condolence for weddings and funerals, illness care subsidies	Life Support	Employee purchase of company products at discounted prices, holiday bonuses, birthday bonuses	Welfare Activities	Welfare committee organizes travel subsidies, lunch days, group activities, etc., to promote employee interaction and emotional connection	
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Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons								
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(3) Does the company provide employees with a safe and healthy work environment and regularly implement safety and health education for employees?	✓		<p>(3) Occupational Safety and Health Policy</p> <p>To maintain employee health, prevent occupational illness, and appropriately allocate work according to employees' physical and mental conditions, the Company has established "Employee Health Management Measures" in accordance with the Occupational Safety and Health Act and Labor Health Protection Rules. General health examinations are conducted for all active employees once every three years, and once a year for those aged 65 and above, with costs fully subsidized by the employer.</p> <p>Additionally, to maintain gender equality in the workplace and personal dignity, the Company has established "Sexual Harassment Prevention Measures, Complaint and Disciplinary Procedures," setting up a Sexual Harassment Complaint Review Committee to handle related complaint cases and prevent sexual harassment in the workplace, comprehensively maintaining employees' physical and mental health.</p> <p>No sexual harassment complaints were received in 2024.</p> <p>For production operations, the Company has established an "Education and Training Management System" and "Safety and Health Work Rules," regulating the responsibilities of occupational safety and health management personnel, maintenance and inspection of machinery and equipment, work safety and hygiene standards, etc., ensuring factory operations comply with local safety regulations and that all employees complete pre-job operation SOP training before operating machinery.</p> <p>No fires incidents occurred in 2024.</p> <p>4 occupational accidents occurred in 2024, with 4 person-times injured, accounting for 0.97% of total employees in 2024. The Management Department maintains records and tracks injuries for all occupational accident victims, providing corresponding compensation. The Company has formulated 2025 annual safety drill plans and safety education training plans to strengthen employee safety operation and safety awareness education and training, including planned courses for special operation personnel and practical drills for accident response procedures to remind and ensure personnel maintain workplace safety awareness.</p> <p><u>Operating Environment Maintenance</u></p> <p>To provide workers with a healthy and comfortable working environment and protect workers from potential hazards in the workplace, all offices are equipped with access control measures, and cleaning personnel are hired to clean the environment once a week. The factory environment is inspected weekly by general affairs staff to ensure clear walkways and complete lighting. Fire safety inspections are conducted annually to check the normal operation of fire extinguishers, fire hydrants, escape indicators, and emergency lighting, ensuring long-term maintenance of environmental comfort and safety.</p> <p><u>Equipment Safety Management</u></p> <p>Machinery and equipment in the factory area undergo regular maintenance, with safety inspections conducted quarterly by facility personnel with records kept. Work areas are equipped with protective covers and warning signs, and are fitted with emergency stop devices and sensor-based safety equipment.</p> <p><u>Education, Training, and Drills</u></p> <p>In 2024, seven occupational safety education and training sessions were held for active employees, totaling 10 hours with 946 total attendees. Post-training assessments were conducted with a 100% pass rate. Detailed training course information is shown in the following table:</p> <table><tr><th>Date</th><th>Course Content</th><th>Participants</th><th>Hours</th></tr><tr><td>2024.3.13</td><td>National Security Law Promotion, Safety Production Management Knowledge, Safety Production Technical Professional Knowledge</td><td>161</td><td>1</td></tr></table>	Date	Course Content	Participants	Hours	2024.3.13	National Security Law Promotion, Safety Production Management Knowledge, Safety Production Technical Professional Knowledge	161	1	No significant differences
Date	Course Content	Participants	Hours									
2024.3.13	National Security Law Promotion, Safety Production Management Knowledge, Safety Production Technical Professional Knowledge	161	1									

Initiatives	Implementation Status				Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons																																
	Yes	No	Summary																																		
(4) Has the company established an effective career competency development training program for employees?	✓		<table><tr><th>Date</th><th>Course Content</th><th>Participants</th><th>Hours</th></tr><tr><td>2024.5.10</td><td>Position Safety Operating Procedures</td><td>157</td><td>2</td></tr><tr><td>2024.5.17</td><td>Dual Risk Identification, Hidden Hazard Investigation</td><td>155</td><td>2</td></tr><tr><td>2024.7.26</td><td>Fire Safety Knowledge Training Education, Summer Safety Knowledge Education</td><td>154</td><td>2</td></tr><tr><td>2024.9.09</td><td>Typical Accident and Emergency Case Analysis</td><td>155</td><td>1</td></tr><tr><td>2024.9.19</td><td>Special Operation Personnel Safety Education</td><td>5</td><td>1</td></tr><tr><td>2024.11.19</td><td>Labor Protection Equipment Usage Safety Education</td><td>159</td><td>1</td></tr></table>	Date	Course Content	Participants	Hours	2024.5.10	Position Safety Operating Procedures	157	2	2024.5.17	Dual Risk Identification, Hidden Hazard Investigation	155	2	2024.7.26	Fire Safety Knowledge Training Education, Summer Safety Knowledge Education	154	2	2024.9.09	Typical Accident and Emergency Case Analysis	155	1	2024.9.19	Special Operation Personnel Safety Education	5	1	2024.11.19	Labor Protection Equipment Usage Safety Education	159	1						
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			10 emergency response drills were conducted for various possible accidents, with designated supervisors and relevant department personnel implementing on-site response exercises. Department heads organized command teams to direct employee responses. Drill scenarios included fire and explosion accidents, evacuation and escape, etc., ensuring that when accidents occur, employees can evacuate the scene promptly via escape routes and firefighting personnel can extinguish fires as quickly as possible, striving to minimize damage. Total training participants numbered 383 people. Detailed drill contents are shown in the following table:																																		
			<table><tr><th>Date</th><th>Drill Content</th><th>Participants</th></tr><tr><td>2024.2.24</td><td>Fire and Explosion Accident Special Fire Drill</td><td>161</td></tr><tr><td>2024.3.1</td><td>Emergency Evacuation Special Waste Area Fire</td><td>159</td></tr><tr><td>2024.3.15</td><td>Electrical Shock Accident On-site Response Plan</td><td>9</td></tr><tr><td>2024.4.12</td><td>Mechanical Injury Accident Response Plan</td><td>9</td></tr><tr><td>2024.5.8</td><td>Poisoning and Suffocation Accident On-site Response Plan</td><td>9</td></tr><tr><td>2024.6.21</td><td>Confined Space Safety Accident Emergency Rescue Drill</td><td>7</td></tr><tr><td>2024.8.16</td><td>Vehicle Injury On-site Response Plan</td><td>8</td></tr><tr><td>2024.10.18</td><td>Burn Injury Accident Response Plan</td><td>8</td></tr><tr><td>2024.11.22</td><td>Fall from Height On-site Response Plan</td><td>8</td></tr><tr><td>2024.12.06</td><td>Special Equipment Accident Response Plan</td><td>5</td></tr></table>	Date	Drill Content	Participants	2024.2.24	Fire and Explosion Accident Special Fire Drill	161	2024.3.1	Emergency Evacuation Special Waste Area Fire	159	2024.3.15	Electrical Shock Accident On-site Response Plan	9	2024.4.12	Mechanical Injury Accident Response Plan	9	2024.5.8	Poisoning and Suffocation Accident On-site Response Plan	9	2024.6.21	Confined Space Safety Accident Emergency Rescue Drill	7	2024.8.16	Vehicle Injury On-site Response Plan	8	2024.10.18	Burn Injury Accident Response Plan	8	2024.11.22	Fall from Height On-site Response Plan	8	2024.12.06	Special Equipment Accident Response Plan	5	
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(4) The company differentiates training directions based on employee job levels and functional needs, distinguishing between supervisors and non-supervisors. Supervisor courses focus on leadership, communication, organizational development, and strategic thinking; non-supervisors focus on work skills, regulatory compliance, and workplace soft skills.																																					
a) Training Objectives Short-term goals: Address current work challenges, such as improving communication skills, learning new tools or technologies. Long-term goals: Support employees' career development, such as leadership cultivation, cross-department collaboration, etc.																																					
b) Enhancing Regulatory Compliance Awareness To improve employees' awareness and implementation of compliance with laws and internal company regulations in daily operations, the company proactively sends promotional content to all employees via email and other channels:																																					

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons																					
	Yes	No	Summary																						
			<p>i. Updates on laws relevant to the company as a whole or to employees themselves.</p> <p>ii. Key explanations of changes in internal company regulations.</p> <p><u>Education Subsidies and Continuing Education Support</u> The company encourages employees to enhance their competencies through external resources, providing a continuing education subsidy system that allows employees to continue learning and self-growth during their employment. In 2023, a total of NT\$54,700 was subsidized for external training expenses, accumulating 90 hours of external training.</p> <p>[2024 Education Subsidy and External Training Statistics] Total External Training Hours: 90 hours Total External Training Expenses: NT\$ 54,700</p> <p><u>Performance and Skill Enhancement</u> Assisting non-supervisory employees to strengthen basic competencies and professional abilities, the Company plans multiple free or subsidized training sessions and arranges individual continuing education paths based on departmental business needs. Special emphasis is placed on the following three areas:</p> <ul style="list-style-type: none">• Corporate Governance and Compliance (including ESG ethics)• Information Security and Risk Prevention• Accounting, Taxation, and Audit Expertise <p>Through training records and assessment systems, these serve as references for future promotions, salary adjustments, and departmental rotations.</p> <p>Jhen Vei Electronic Co., Ltd. values the cultivation of employee professional abilities and the enhancement of performance management, especially designing diverse training courses for non-supervisory employees to meet three core goals: daily operational needs, risk awareness improvement, and professional quality growth. Training content covers company-wide courses such as corporate governance, human rights, information security, and occupational safety and health, as well as advanced external training courses arranged according to departmental functions. Accounting and audit personnel are encouraged to continue their studies to improve overall organizational operations and internal control capabilities.</p> <p>Employee Professional Training Records (Mainly Non-Supervisory)</p> <table><tr><th>Course</th><th>Participants</th><th>Hour(s)</th></tr><tr><td>Corporate Governance and Human Rights Promotion</td><td>All Employees</td><td>1</td></tr><tr><td>General Occupational Safety and Health Education and Training</td><td>All Employees</td><td>2</td></tr><tr><td>Information Security - Social Engineering Drill</td><td>All Employees</td><td>1</td></tr><tr><td>Audit Agent External Training Course (2 sessions)</td><td>Management Department</td><td>12</td></tr><tr><td>Audit Professional Training Course (2 sessions)</td><td>Auditing Team</td><td>12</td></tr><tr><td>Accounting Supervisor Continuing Education Class (2 sessions)</td><td>Accounting Department</td><td>30</td></tr></table>	Course	Participants	Hour(s)	Corporate Governance and Human Rights Promotion	All Employees	1	General Occupational Safety and Health Education and Training	All Employees	2	Information Security - Social Engineering Drill	All Employees	1	Audit Agent External Training Course (2 sessions)	Management Department	12	Audit Professional Training Course (2 sessions)	Auditing Team	12	Accounting Supervisor Continuing Education Class (2 sessions)	Accounting Department	30	
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Initiatives	Implementation Status				Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEx Listed Companies” and Reasons														
	Yes	No	Summary																
(5) Regarding issues such as customer health and safety, customer privacy, marketing and labeling of products and services, does the company comply with relevant laws and international standards, and establish policies and complaint procedures to protect consumer or customer rights?	✓		<table><tr><td>Course</td><td>Participants</td><td>Hour(s)</td></tr><tr><td>Manufacturing Industry Income Tax Settlement and Tax Planning</td><td>Accounting Department</td><td>6</td></tr><tr><td>Corporate Governance Supervisor Initial Course</td><td>Chief Financial Officer</td><td>18</td></tr><tr><td>Supervisor Continuing Education (12HR) Course</td><td>Chief Financial Officer</td><td>12</td></tr><tr><td colspan="2">Total Training Hours</td><td>94</td></tr></table>		Course	Participants	Hour(s)	Manufacturing Industry Income Tax Settlement and Tax Planning	Accounting Department	6	Corporate Governance Supervisor Initial Course	Chief Financial Officer	18	Supervisor Continuing Education (12HR) Course	Chief Financial Officer	12	Total Training Hours		94
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Corporate Governance Supervisor Initial Course	Chief Financial Officer	18																	
Supervisor Continuing Education (12HR) Course	Chief Financial Officer	12																	
Total Training Hours		94																	
			Course Coverage: Corporate Governance, Occupational Safety and Health, Information Security Awareness, Accounting and Taxation, Internal Audit																
			(5) The Company strictly complies with international quality and environmental management standards to ensure products meet market demands and regulatory requirements, and has obtained multiple international certifications, including: ISO 14001 Environmental Management System certification, UL certification (Underwriters Laboratories), IECQ QC080000 system certification, JQA (Japan Quality Assurance Organization), CAS (Canadian Standards Association), and other international certifications to ensure product safety and compliance with strict international market safety standards for electrical and electronic products. The Company enhances product and service quality, values customer privacy and information security, and establishes contracts with customers including quality assurance, confidentiality agreements, integrity clauses, and creates product approval documents to ensure mutual understanding of product quality and specifications. The Company actively promotes regulations for protecting customer trade secrets, ensuring transaction information, technical documents, and cooperation content are properly protected, strictly complying with laws and contractual regulations to maintain customer trust and rights. The Company manages and controls the product value chain from raw materials and logistics to customer-designated locations, establishes management mechanisms, continuously tracks product safety information, and maintains sound internal reporting mechanisms to fulfill product safety commitments. The Company provides comprehensive after-sales service for customers, establishes procedural documents related to customer complaints, and sets up effective complaint channels announced on the company website to ensure customers can quickly report product or service issues. The Company adheres to the principle of immediate processing, analyzing, improving, and tracking customer feedback to protect customer rights and product quality.																
(6) Has the company established supplier management policies requiring suppliers to comply with relevant standards on environmental protection, occupational safety and health, or labor human rights issues, and what is the implementation status?	✓		(6) Supplier Management Policy and Implementation Status a) Supplier Management Policy The Company has established relevant systems and regulations and requires suppliers to comply with them. Specific details are as follows: i. Supplier Management Policy and Operating Procedures The Company has established "Supplier Evaluation Operating Rules" and "Supplier Management Measures," and clearly stipulates in "Supplier Quality Contracts" and "Procurement Contracts" that suppliers must comply with international or domestic environmental protection, occupational safety and health, and labor human rights-related laws and standards to ensure sustainable supply chain operations.																

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
			<p>ii. Management Standards for Supplier Compliance</p> <ul style="list-style-type: none"> Suppliers must comply with "Environmental Hazardous Substance Management Standards," not use raw materials containing specific hazardous substances, and meet RoHS and REACH regulatory requirements. When customers have specific requirements, suppliers must cooperate in updating and signing commitment letters or providing necessary certification documents. <p>iii. Third-Party Inspection and Reporting Requirements</p> <p>Suppliers are required to provide environmental hazardous substance testing reports issued by third-party impartial organizations annually.</p> <p>iv. Commitment to Not Using Specific Raw Materials</p> <p>Suppliers must sign "Guarantee Letters for Non-Use of Prohibited Environmental Management Substances," committing not to use metals from conflict zones and cooperating in providing guarantee documents regularly.</p> <p>b) Supplier Evaluation and Management Implementation Status</p> <p>To promote continuous supplier improvement, the Company regularly conducts supplier evaluations according to "Supplier Evaluation Operating Rules" and manages suppliers based on evaluation results. Management operations include cooperation evaluation procedures, annual evaluation and grading, monthly quality assessments, supply chain risk management, and sustainable development document management.</p> <p>c) Supplier Guidance and Improvement Measures</p> <p>The Company promotes supplier guidance projects, with relevant departments (such as engineering, quality assurance, procurement) responsible for order quantities, daily incoming material quality, material HSF characteristic management, and data collection, providing guidance and assessment for supplier issues to continuously improve the environmental and quality standards of the entire supply chain.</p> <p>d) 2024 Supplier Management Results</p> <ul style="list-style-type: none"> 18 new suppliers evaluated, 17 qualified suppliers, achieving a 94% qualification rate. Annual supplier assessments conducted for 35 suppliers: <ul style="list-style-type: none"> Grade A: 30 suppliers Grade B: 4 suppliers Grade C: 1 supplier (improved to Grade B after guidance) <p>Through rigorous supplier management and continuous guidance and improvement mechanisms, the Company effectively enhances supply chain environmental compliance, quality stability, and risk resilience, achieving sustainable development goals.</p>	

Initiatives	Implementation Status			Deviations from the “Corporate Governance Best Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Summary	
5. Does the company refer to internationally recognized reporting standards or guidelines to prepare sustainability reports and other reports disclosing the company's non-financial information? Has the aforementioned report obtained assurance or verification opinions from third-party verification units?	✓		<p>The Company is currently preparing the 2024 Sustainability Report based on the Universal Standards, Sector Standards, and Topic Standards issued by the Global Reporting Initiative (GRI). The report will be submitted to the Board of Directors for approval according to the preparation schedule and completed by the end of August.</p> <p>However, the Company has not yet arranged for third-party assurance or verification opinions for the sustainability report. In the future, it will refer to Chapter 5 of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and assess the need to introduce third-party verification mechanisms based on actual operational requirements to enhance the credibility and transparency of the report, gradually building an information transparency mechanism.</p>	<ul style="list-style-type: none"> · Future arrangements will be made as needed and in accordance with legal requirements. · No significant differences.
<p>6. If the company has its own sustainable development principles based on the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," please describe the operation and differences from the established principles:</p> <p>The Company established the "Corporate Social Responsibility Best Practice Principles" approved by the Board of Directors in December 2017, and revised the principles in March 2021 to respond to changes in the corporate environment and strengthen the implementation of corporate social responsibility. In January 2022, in line with the latest revision of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," the "Corporate Social Responsibility Best Practice Principles" was amended to the "Sustainable Development Best Practice Principles," and related operations are carried out in accordance with the spirit of these principles to manage the company's economic, environmental, and social risks and impacts and make improvements accordingly. There are no significant differences between actual operations and the established principles.</p>				
<p>7. Other important information to help understand the implementation of sustainable development:</p> <ul style="list-style-type: none"> a) The Company cares about environmental issues, including the installation of a solar power generation system at the Huaian plant (investment of NT\$12,340,000, carbon reduction of 268.7 tons in 2024). b) The Energy Department in Taiwan invested NT\$21,080,000 in power plants in 2024, achieving a carbon reduction of 162.9 tons. c) In response to Earth Day, the Company turns off lights for 1 hour every noon, reducing carbon emissions by 62.5 kg per year. d) The Company purchases gift boxes from public welfare organizations and lunch boxes from sheltered workshops, continuously supporting interactions with these groups. Currently, donations have been made to 2 public welfare organizations, with purchases and donations totaling nearly NT\$84,000. e) Employee travel includes an Ocean Friendly Day, visiting Gongliao to learn about local aquaculture knowledge and making small night lights from marine waste, supporting ocean-friendly environmental activities. 				

2.3.5.1 Implementation Status of Related Climate Information

Item	Implementation Status
<p>1. Describe the supervision and governance of climate-related risks and opportunities by the Board of Directors and management.</p> <p>2. Describe how identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).</p> <p>3. Describe the financial impacts of extreme climate events and transition actions.</p> <p>4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.</p> <p>5. If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analytical factors, and key financial impacts used.</p> <p>6. If there are transition plans to manage climate-related risks, describe the plan content and the indicators and targets used to identify and manage physical and transition risks.</p>	<p>1. The Company has established a Sustainable Development Team, with the General Manager serving as the convener, coordinating the promotion of ESG strategies. The team holds quarterly meetings, with the Management Department integrating risk and opportunity reports and reporting to the Board of Directors to ensure climate issues are incorporated into the corporate governance mechanism.</p> <p>2. The climate risks identified by the Company include rising energy costs and the impact of extreme weather on operational stability, posing challenges to short-term operating costs and medium- to long-term industry layout. Opportunities include increased use of renewable energy and expansion of the low-carbon product market, influencing the Company's future investment directions and energy policy adjustments.</p> <p>3. The Company's plants have backup power and disaster prevention mechanisms to reduce losses from operational stoppages caused by extreme weather. In response to the transition trend, solar power systems have been installed, and the Company independently conducts greenhouse gas inventories, product carbon footprint inventories, and energy-saving actions, expecting to reduce energy expenses financially in the medium to long term.</p> <p>4. The Company has listed climate risk as a major risk item, coordinated and responded to by the Sustainable Development Team, and incorporated into the overall risk management policy with regular rolling reviews.</p> <p>5. A complete scenario analysis model has not yet been established. The Company will evaluate the introduction of scientific scenario simulation tools in the future based on regulations and industry trends.</p> <p>6. To address climate change challenges and promote corporate sustainable transformation, Jhen Vei Electronic Co., Ltd. follows its self-defined carbon reduction pathway and sets the following phased targets:</p> <p>By 2027</p> <ul style="list-style-type: none"> · Plan to achieve a renewable energy usage ratio of 30% (RE30) target. · Gradually increase the proportion of renewable energy use through multiple measures such as self-built solar photovoltaic systems, signing power purchase agreements (PPA), and purchasing green power certificates, reducing reliance on traditional energy. <p>By 2029</p> <ul style="list-style-type: none"> · Plan to achieve a renewable energy usage ratio of 40% (RE40) target. · Continue to expand renewable energy equipment capacity and introduce artificial intelligence (AI) and Internet of Things (IoT) technologies to optimize energy management and supply-demand balance. <p>By 2030</p> <ul style="list-style-type: none"> · Using 2023 as the base year, the target is to reduce the organization's overall greenhouse gas emission intensity by 30% before 2030. · The main promotion directions include improving energy efficiency, process improvement, renewable energy transformation, digital technology introduction, and circular economy development. <p>By 2050</p> <ul style="list-style-type: none"> · Aim to achieve RE100. · Through comprehensive measures such as introducing low-carbon technologies, carbon pricing mechanisms, carbon offsets, green manufacturing, and supply chain carbon reduction, complete the corporate low-carbon transformation and realize the vision of sustainable operation. <p>The Company will continuously track target progress with a rolling review and adjustment management mechanism, deepen carbon reduction actions, fulfill corporate social responsibility, and actively contribute to global climate action.</p>

Item	Implementation Status
7. If internal carbon pricing is used as a planning tool, explain the basis for price setting.	7. Internal carbon pricing has not yet been formally adopted but will be evaluated as a reference for future capital expenditures and low-carbon project investments.
8. If climate-related targets are set, describe the activities covered, greenhouse gas emission scopes, planning timelines, annual progress, and if carbon offsets or renewable energy certificates (RECs) are used to achieve targets, explain the sources and quantities of offsets or RECs.	8. Jhen Vei Electronic Co., Ltd. has set climate-related targets covering organizational-level greenhouse gas emissions (Scope 1 and Scope 2) and gradually including Scope 3 items. The planning timeline includes short-term (2025-2027), medium-term (up to 2030), and long-term (up to 2050), with targets to reduce emission intensity by 30% before 2030 and achieve RE100 by 2050.
9. Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans (to be filled in sections I and II).	9. Jhen Vei Electronic Co., Ltd. and Huai An Jhen Vei Electronics Co., Ltd. have completed the 2023 organizational-level greenhouse gas inventory according to ISO 14064-1 standards, with third-party verification. Regarding reduction targets, Jhen Vei Electronic Co., Ltd. has set a goal to reduce organizational greenhouse gas emission intensity by 30% before 2030 and plans to achieve RE100 by 2050. Reduction strategies include expanding the inventory scope to Scope 3, introducing smart meters, promoting energy-saving facilities (such as replacing LED lighting and upgrading air conditioning systems), optimizing production processes, using low-carbon or green raw materials, and increasing the proportion of renewable energy use.

I. Greenhouse Gas Inventory and Assurance Status in the Most Recent Two Years

i. Greenhouse Gas Inventory Information

Description of greenhouse gas emissions (tons CO ₂ e), intensity (tons CO ₂ e/million NTD), and data coverage for the past two years:			
<p>1. The parent company entity should start inventory from 2025.</p> <p>2. Subsidiaries in the consolidated financial report should start inventory from 2026.</p> <p>The Company began conducting greenhouse gas inventories ahead of legal requirements since 2023. The 2023 inventory has been completed and verified; the 2024 greenhouse gas inventory is currently underway and is expected to be disclosed in the sustainability report to be submitted by the end of August.</p> <p>The inventory boundary for the past two years is set as the parent company Jhen Vei Electronic Co., Ltd. and the main production plant Huaian Jhenvei Plant, which differs from the consolidated financial report boundary and is stated first.</p> <p>Both years' inventories follow the ISO 14064-1:2018 standard issued by the International Organization for Standardization (ISO), setting the reporting boundary to include direct and indirect greenhouse gas emission sources. The greenhouse gases include seven types: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). The inventory aggregates greenhouse gas emissions based on operational control method. The 2023 data are as follows:</p>			
		2023	
		Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/million NTD revenue)
Jhen Vei Electronic Co., Ltd.	Scope 1: Direct greenhouse gas emissions	4.9233	
	Scope 2: Indirect greenhouse gas emissions	21.4707	
	Subtotal	26.3940	
Huai An Jhen Vei Electronics Co., Ltd.	Scope 1: Direct greenhouse gas emissions	74.7615	
	Scope 2: Indirect greenhouse gas emissions	835.0378	
	Subtotal	909.7993	
Total		936.1933	1.5895

Note 1: The organizational boundary for the 2023 greenhouse gas inventory covers the parent company Jhen Vei Electronic Co., Ltd. and its subsidiary Huai An Jhen Vei Electronics Co., Ltd.. Therefore, the revenue figures calculated here refer to the combined statistics of the aforementioned two units.

ii. Greenhouse Gas Assurance Information

Description of the assurance status for the most recent two years as of the annual report printing date, including assurance scope, assurance institution, assurance standards, and assurance opinions.
<ol style="list-style-type: none">1. The parent company entity should start assurance from 2027.2. Subsidiaries in the consolidated financial report should start assurance from 2029. <p>The Company, according to its sustainable development roadmap, has not yet reached the assurance execution schedule but still conducted third-party verification for the 2023 greenhouse gas inventory and obtained a verification report opinion, described as follows:</p> <p>AFNOR ASIA conducted verification of the 2023 greenhouse gas inventory report based on ISO 14064-1:2018 standard, achieving a reasonable assurance level with no reservations.</p> <p>The 2024 greenhouse gas inventory report is also planned to be verified in August 2025 and is expected to obtain a verification opinion within this year.</p>

II. Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Description of the baseline year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and achievement status of reduction targets.
<p>The Company adopts the first year of conducting Scope 1 to Scope 6 inventory and third-party verification according to ISO 14064-1:2018 as the baseline year; the baseline year is set as 2023. In the future, according to the schedule stipulated by the regulations for annual reports of publicly listed companies, consolidated financial report subsidiaries must be included in the inventory, and if the boundary needs to be adjusted, the baseline year will be reset.</p> <p>From this greenhouse gas inventory, it is known that electricity consumption and raw materials are the main sources of greenhouse gas emissions in this inventory. Reducing electricity consumption and low-carbon procurement should be the most effective reduction measures. Therefore, the Company actively promotes infrastructure optimization, including comprehensive replacement of LED energy-saving lamps, introduction of variable frequency air conditioners and environmentally friendly refrigerants, and installation of smart meters for electricity monitoring. In addition, the Company is gradually introducing MES (Manufacturing Execution System) and EMS (Machine Energy Consumption Monitoring System) to improve production energy management through digital technology, and plans to switch to electric forklifts and AGVs to further reduce transportation energy consumption. To promote long-term energy transition and actively increase the proportion of renewable energy use, the targets are to achieve RE30 by 2027, RE40 by 2029, and ultimately RE100 (100% renewable energy) by 2050.</p> <p>Currently, the Company has installed solar power generation systems at production bases, with renewable energy accounting for 26.37% in 2024, and will continue to expand. Planning for long-term power purchase agreements (PPA) and renewable energy certificates (RECs) is underway to further increase green power usage.</p>

2.3.6 Implementation Status of Integrity Management and Deviations from the “Integrity Management Guidelines for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from the “Integrity Management Guidelines for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary	
<p>1. Establishment of Integrity Management Policies and Initiatives</p> <p>(1) Has the company formulated integrity management policies approved by the Board of Directors, clearly stating the policies and practices of integrity management in regulations and external documents, as well as the commitment of the Board and senior management to actively implement the management policies?</p> <p>(2) Has the company established a risk assessment mechanism for dishonest behavior, regularly analyzing and evaluating business activities with higher risks of dishonest behavior within the scope of operations, and accordingly formulating prevention initiatives for dishonest behavior, covering at least the preventive measures for behaviors listed in Article 7, Paragraph 2 of the "Integrity Management Guidelines for TWSE/TPEX Listed Companies"?</p> <p>(3) Does the company clearly define operational procedures, behavioral guidelines, disciplinary actions for violations, and complaint systems within the prevention programs for dishonest behavior, effectively implement them, and regularly review and revise the aforementioned initiatives?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) The Company has established "Integrity Management Guidelines" approved by the Board of Directors. When entering into various contracts with external parties, the Company adheres to the principles of integrity and mutual benefit, negotiating reasonable contract terms and actively fulfilling contractual commitments.</p> <p>(2) The Company evaluates and analyzes risk factors in all aspects of business activities according to the "Risk Management Policy" and establishes prevention programs for dishonest behavior in the "Integrity Management Guidelines." All employees must promptly notify management when they discover violations of integrity management policies and ethical behavioral standards.</p> <p>(3) The Company has established "Integrity Management Operating Procedures and Behavioral Guidelines," continuously promoting the importance of integrity behavior and establishing complaint and reporting channels. When employees engage in dishonest behavior, they will be given warnings or disciplinary actions according to the severity and significance of the impact, based on the reward and punishment regulations in the employee handbook.</p>	No significant differences
<p>2. Implementation of Integrity Management</p> <p>(1) Does the company evaluate the integrity records of business partners and clearly stipulate integrity behavioral clauses in contracts signed with business partners?</p> <p>(2) Has the company established a dedicated unit under the Board of Directors to promote corporate integrity management, and does it regularly (at least once a year) report to the Board of Directors on its integrity management policies, prevention initiatives for dishonest behavior, and supervision of implementation status?</p>	<p>✓</p> <p>✓</p>		<p>(1) The Company has established evaluation mechanisms for both customers and contractors. When entering into contracts with them, the rights and obligations of both parties are detailed, and relevant disposal methods are stipulated for dishonest behaviors that violate contractual provisions.</p> <p>(2) · The Company has the General Manager as the convener, with a "Sustainable Governance Team" established under the General Manager's Office. According to the responsibilities and scope of each unit, this team coordinates and promotes corporate governance matters such as integrity management, anti-corruption, anti-bribery, and legal compliance for the Group. This dedicated unit reports to the Board of Directors annually on implementation status, with the 2024 report date being August 13, 2024.</p> <p>· The Company implements integrity management policies, with the following related implementation status in 2024:</p> <p>i. Supplier Commitments</p> <p>Promulgated supply chain codes of conduct, promoted the Company's integrity policies to suppliers, and required commitments to confidentiality responsibilities, as well as delivery of products that meet agreed quality, design, function, technical specifications, and inspection standards.</p>	No significant differences

Evaluation Item	Implementation Status			Deviations from the "Integrity Management Guidelines for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			<p>ii. Legal Compliance Promotion and Education Training Arranged a 3-hour course on "Corporate Legal Framework and Operational Practices" to implement educational promotion of corporate compliance operations. Arranged new employee training for new hires, with a total of 81 people trained in 2024 and 2 new supervisors trained, to promote the Company's integrity management policies. Conducted annual promotion of national security laws and regulations, safety production management knowledge, and safety production technical professional knowledge for all company employees; arranged on-the-job training for employees, with the 2024 "Production Workshop Quality Control and QC" course having 22 participants and a total of 300 hours. All these help establish a corporate culture of legal compliance, safe production, and high-quality products, consolidating the core elements of integrity management.</p> <p>iii. Integrity Commitment Requirements All employees and senior managers signed employee integrity commitment letters, and all directors signed declarations of non-violation of integrity principles.</p> <p>iv. Reporting System and Whistleblower Protection Established "Integrity Management Guidelines" and "Integrity Management Operating Procedures and Behavioral Guidelines," thereby establishing a reporting system where internal and external personnel can report violations of integrity management. The Company designates the Management Department as the dedicated unit for handling reports and follows confidentiality principles, taking appropriate measures to protect whistleblowers' personal data. A reporting communication channel for employees, customers, suppliers, investors, stakeholders, and external parties is provided in the stakeholder section of the official website to protect their rightful interests. No reports were received in 2024, with no incidents involving dishonest behavior.</p> <p>v. Regular Audits Conduct risk assessments for corruption-related matters in operational activities at all operating locations to achieve effective control and implementation, with independent audits by the audit unit to ensure the operation of the overall mechanism and jointly manage and prevent the occurrence of dishonest behavior.</p>	
(3) Has the company formulated conflict of interest prevention policies, provided appropriate reporting channels, and effectively implemented them?	✓		(3) i. The Company has established conflict of interest prevention policies and practices in the "Integrity Management Guidelines" and "Integrity Management Operating Procedures and Behavioral Guidelines."	
(4) To implement integrity management, has the company established effective accounting systems and internal control systems, with the internal audit unit formulating relevant audit plans based on the assessment results of dishonest behavior risks, and accordingly auditing compliance with prevention programs for dishonest behavior, or commissioning accountants to conduct audits?	✓		<p>ii. Regarding conflict of interest matters, employees can express their opinions to management through various communication channels and receive proper handling.</p> <p>iii. Directors or other persons attending or present at Board meetings must recuse themselves from discussions and voting on agenda items where they have conflicts of interest.</p> <p>(4) The Company has established effective accounting systems and internal control systems. The Audit Office formulates annual audit plans as required, which are approved by the Board of Directors and implemented on schedule, with regular attendance at Board meetings to report on implementation status.</p>	

Evaluation Item	Implementation Status			Deviations from the "Integrity Management Guidelines for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Summary	
(5) Does the company regularly conduct internal and external education and training on integrity management?	✓		(5) The Company has established "Integrity Management Guidelines," embedding integrity management into the corporate culture. Senior management regularly promotes these principles in various meetings, requiring all units to implement them effectively.	
3. Operation of the Company's Reporting System (1) Has the company established specific reporting and reward systems, established convenient reporting channels, and assigned appropriate dedicated personnel to handle reported subjects? (2) Has the company established standard operating procedures for investigating reported matters, follow-up measures to be taken after investigation completion, and related confidentiality mechanisms? (3) Has the company adopted measures to protect whistleblowers from improper treatment due to their reporting?	✓ ✓ ✓		(1) The Company has established "Integrity Management Operating Procedures and Behavioral Guidelines," thereby establishing a reporting system. Internal and external personnel who discover violations of integrity management regulations can report to the Company via email or telephone, with the Company assigning dedicated personnel from the Management Department to handle such matters. (2) Whistleblowers' personal information will be kept confidential according to law, and appropriate protective measures will be taken to protect personal privacy. After receiving reports, the investigation process for reported cases employs multiple techniques including reverse analysis, observation, inquiry, analysis, verification, investigation, and evaluation to collect accurate evidence. After investigation completion, follow-up actions are taken according to national laws and company regulations. (3) The Company's reporting process maintains confidentiality regarding the handling process and whistleblower information, ensuring that whistleblowers will not suffer improper treatment due to their reporting.	No significant differences
4. Enhancing Information Disclosure Does the company disclose the content of its integrity management guidelines and implementation results on its website and the Market Observation Post System?	✓		The Company has established a website disclosing the content of the "Integrity Management Guidelines" and discloses relevant integrity management information with materiality and reliability in the annual report.	No significant differences
5. If the company has established its own integrity management guidelines based on the "Integrity Management Guidelines for TWSE/TPEX Listed Companies," please describe the differences between its operations and the established guidelines: The Company has established "Integrity Management Guidelines," and their operations and content comply with the "Integrity Management Guidelines for TWSE/TPEX Listed Companies" with no significant differences.				
6. Other important information helpful for understanding the company's integrity management operations: (such as the company's review and revision of its established integrity management guidelines) (1) The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, TWSE/TPEX related regulations, or other laws related to commercial behavior as the foundation for implementing integrity management, and operates according to the aforementioned principles. (2) The Company's "Board Meeting Rules" stipulate a director conflict of interest avoidance system. For agenda items listed by the Board that have conflicts of interest with directors themselves or the legal entities they represent, which may harm the company's interests, directors may state opinions and respond to inquiries but may not participate in discussions and voting. They must recuse themselves during discussions and voting and may not exercise voting rights on behalf of other colleagues. (3) The Company has newly established "Operating Standards for Financial and Business Related Operations Among Related Parties," formulated according to "Article 17 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," "Regulations Governing the Establishment of Internal Control Systems by Public Companies," and "Taiwan Financial Supervisory Commission Letter No. 0930000939," regulating matters that related parties should comply with in their mutual financial and business operations.				

2.3.7 Other important information that can enhance understanding of the company's corporate governance operations may be disclosed together:

1. Please refer to the explanation in "Corporate Governance Operations and Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Therefor - Item 8" above.
2. If the company has established corporate governance principles and related regulations, the inquiry method should be disclosed:

Regarding corporate governance principles and related regulations, please refer to the Company's website www.jve-tech.com (Corporate Governance Section).

2.3.8 The implementation status of the internal control system shall disclose the following matters:

2.3.8.1 Internal Control System Statement: Please refer to MOPS/ Internal control statement announcement. (<https://mops.twse.com.tw/mops/#/web/t06sg20>)

2.3.8.2 For companies that engage certified public accountants to conduct special reviews of internal control systems, the CPA review report should be disclosed: None.

2.3.9 Important Resolutions of Shareholders' Meetings and Board of Directors Meetings in the Most Recent Year and Up to the Annual Report Printing Date:

2.3.9.1 Important Resolutions of Shareholders' Meetings

Meeting Date	Resolution	Remarks	Execution Status
June 25, 2024 (Regular Meeting)	1. 2023 Business Report and Financial Statements 2. 2023 Profit Distribution Proposal 3. The Company's 2024 Private Placement of Securities	Approved as Proposed	(1) The profit distribution proposal has been executed and related information has been disclosed on the Market Observation Post System as required. (2) The quota for the private placement of securities was valid within one year from the date of the 2024 shareholders' regular meeting resolution. The quota was canceled at the 18th meeting of the 9th Board of Directors.

2.3.9.1 Important Resolutions of Board of Directors Meetings

Meeting Date	Resolution	Remarks	All Independent Directors' Opinions and the Company's Handling of Independent Directors' Opinions
June 18, 2024	1. Appointment of Corporate Governance Officer	Approved as Proposed	All independent directors approved with no comments
August 13, 2024	1. Appointment of Acting Accounting Officer 2. Q2 2024 consolidated financial statements 3. 2024 subsidiary audit plan amendment 4. Amendment of certain articles of "Corporate Governance Regulations" 5. Amendment of certain articles of "Risk Management Policy and Operating Procedures" 6. Cancellation of Taishin Bank comprehensive credit facility and subsidiary endorsement guarantee 7. Ratification of senior management personnel for derivative transactions who are not members of the financial planning team	Approved as Proposed	All independent directors approved with no comments
November 13, 2024	1. Q3 2024 consolidated financial statements 2. Appointment of Financial and Accounting Officer 3. 2025 audit plan 4. Amendment of certain articles of the "Regulations of Board's Meeting" 5. Amendment of the "Management Measures for Prevention of Insider Trading" 6. 2024 annual qualification review of independent directors 7. Resolutions of the 5th Term, 7th Remuneration Committee Meeting 8. Internal control system for sustainability information management 9. Proposed acquisition by the Company's subsidiary Pors Wiring Co., Ltd. of shares from shareholder Mr. Satorn of the grandchild company JVE (Thailand) Co., Ltd.	Approved as Proposed	All independent directors approved with no comments

Meeting Date	Resolution	Remarks	All Independent Directors' Opinions and the Company's Handling of Independent Directors' Opinions
December 26, 2024	<ol style="list-style-type: none"> 1. Evaluation of the independence, competence, and remuneration of the certified public accountants 2. Renewal of the credit facility with Taiwan Cooperative Bank 3. 2025 budget 4. Resolutions of the 5th Term, 8th Remuneration Committee Meeting 5. Release of non-competition restrictions on managerial officers 6. Establishment of the “Approval Authority Table” for the grandchild company JVE (Thailand) Co., Ltd. 	Approved as Proposed	All independent directors approved with no comments
March 13, 2025	<ol style="list-style-type: none"> 1. 2024 business report and financial statements 2. Adjustment of the Company’s financial report audit certified public accountants to accommodate internal work adjustments at KPMG Taiwan 3. 2024 earnings distribution 4. 2024 internal control statement 5. 2024 directors’ remuneration and employee compensation 6. Release of non-competition restrictions on managerial officers 7. Proposed amendments to certain articles of the “Articles of Incorporation” 8. Subsidiary fund lending 9. Cancellation of unexecuted private placement securities quota approved at the 2023 annual shareholders’ meeting 10. 2025 private placement securities 11. Period and venue for nomination of directors (including independent directors) for the 2025 annual shareholders’ meeting 12. Matters related to the convening of the 2025 annual shareholders’ meeting 	Approved as Proposed	All independent directors approved with no comments
April 23, 2025	<ol style="list-style-type: none"> 1. Proposed nomination list of director (including independent director) candidates 2. Release of non-competition restrictions on newly appointed directors and their representatives 3. Cathay Bank comprehensive credit facility 4. Endorsement guarantee for grandchild company Huaian Jhen Vei Electronic Co., Ltd. 5. Resolutions of the 5th Term, 9th Remuneration Committee Meeting 6. Amendment of the Company’s “Approval Authority Table” 7. Appointment of managerial officers 8. Release of non-competition restrictions on managerial officers 	Approved as Proposed	All independent directors approved with no comments
May 13, 2025	<ol style="list-style-type: none"> 1. Appointment of Acting Accounting Officer 2. Q1 2025 consolidated financial statements 3. Amendment of Integrity Management Operating Procedures and Conduct Guidelines 4. Amendment of the Company’s 2025 annual shareholders’ meeting agenda 5. Resolutions of the 5th Term, 10th Remuneration Committee Meeting 6. Appointment of Corporate Governance Officer and spokesperson 	Approved as Proposed	All independent directors approved with no comments

2.3.10 Main content of recorded or written dissenting opinions by directors or supervisors regarding important Board resolutions for the most recent year and up to the annual report printing date: None.

2.4 Information on Certified Public Accountant Fees

Unit: NT\$ thousands

Accounting Firm	CPA	Audit Period	Audit Fees	Non-Audit Fees	Total	Remarks
KPMG (Taiwan)	Heng-Shen lin Shu-Chi Yang	January 1, 2024 - December 31, 2024	2,250	400	2,650	Annual report, payroll review 50, financial statement translation, and transfer pricing fees 350

- (1) If the company changed CPA firms this year and the audit fees paid in the year of change were lower than the audit fees of the year before the change: No such situation.
- (2) If audit fees decreased by 10% or more compared to the previous year: No such situation.

2.5 Information on Changes of Certified Public Accountants

No such situation.

2.6 Company's Chairman, General Manager, or managers responsible for financial or accounting affairs who have worked at the auditing CPA firm or its affiliated companies within the most recent year: None.

2.7 Changes in equity transfers and pledge variations of directors, supervisors, managers, and shareholders holding more than 10% of shares for the most recent year (as of the date of annual report printing)

2.7.1 Changes in shareholdings of directors, supervisors, managers, and major shareholders Unit: shares

Title	Name	2024 (Note 1)		As of April 28, 2025 (Note 1)	
		Increase/ (Decrease) of Shares Held	Increase/ (Decrease) of Pledged Shares	Increase/ (Decrease) of Shares Held	Increase/ (Decrease) of Pledged Shares
Corporate Chairman (Major Shareholder)	YongDing Investment Co., Ltd.	0	0	0	0
Chairman Representative	YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	0	0	0	0
Director Representative	YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong	0	0	0	0
Director Representative	YongDing Investment Co., Ltd. Representative: Yu-Rong, Pan	0	0	0	0
Director Representative	HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin	0	0	0	0
Director Representative	HuaTai Management Consulting Co., Ltd. Representative: Shih-Fung, Liao	0	0	0	0
Director Representative	HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen (Note 2)	0	0	0	0
Independent Director	Jyun-Yi, Jhou	0	0	0	0
Independent Director	Shih-Tong, Lu	0	0	0	0
Independent Director	Chin-Han, Chen	0	0	0	0
Corporate Supervisor (Major Shareholder)	HuaTai Management Consulting Co., Ltd.	0	0	0	0
General Manager	Kevin, Ge (Note 3)	0	0	0	0
Accounting Officer and Finance Officer	C.T., Lan (Note 4)	0	0	0	0
Accounting Officer and Finance Officer	Pi-Chu, Li (Note 5)	0	0	0	0
Associate	Jheng-Long, Lin	0	0	0	0

Note 1: This refers to information during the tenure or employment period of directors, supervisors, managers, and major shareholders.

Note 2: Newly appointed director on January 12, 2023.

Note 3: Retired on April 23, 2025.

Note 4: Stepped down on May 17, 2024.

Note 5: Newly appointed Financial and Accounting Officer on September 9, 2024.

2.7.2 Cases where equity transfer counterparties are related parties: None.

2.7.3 Cases where equity pledge counterparties are related parties: None.

2.8 Information on relationships among the top ten shareholders by shareholding percentage who are related parties or spouses, relatives within the second degree of kinship

April 28, 2025

Name	Shares Held by Individual		Shares Held by Spouse and Minor Children		Shares Held Under Others' Names		Relationships Among Top Ten Shareholders as Related Parties or Spouses, Relatives Within Second Degree of Kinship		Remarks
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name	Relationship	
YongDing Investment Co., Ltd.	10,374,629	15.07%	0	0.00%	0	0.00%	No	No	
YongDing Investment Co., Ltd. Representative: Niang-Chuan, Wei	300,000	0.44%	0	0.00%	0	0.00%	No	No	
YongDing Investment Co., Ltd. Representative: Cing-Lang, Jhong	0	0.00%	0	0.00%	0	0.00%	No	No	
YongDing Investment Co., Ltd. Representative: Yu-Rong, Pan	0	0.00%	0	0.00%	0	0.00%	No	No	
HuaTai Management Consulting Co., Ltd.	6,359,230	9.24%	0	0.00%	0	0.00%	No	No	
HuaTai Management Consulting Co., Ltd. Representative: Hong-Jyun, Lin	0	0.00%	0	0.00%	0	0.00%	Shih-Fung, Liao	Second degree of kinship	
HuaTai Management Consulting Co., Ltd. Representative: Shih-Fung, Liao	0	0.00%	0	0.00%	0	0.00%	Hong-Jyun, Lin	Second degree of kinship	
HuaTai Management Consulting Co., Ltd. Representative: Yu-Jyun, Chen	0	0.00%	0	0.00%	0	0.00%	No	No	
Huei-Jhen, Jhuang	1,196,000	1.74%	0	0.00%	0	0.00%	No	No	
Syue-Ying, Liou	1,151,773	1.67%	0	0.00%	0	0.00%	No	No	
Ciou-Yue, Jhang	892,034	1.30%	0	0.00%	0	0.00%	No	No	
Shih-Sheng, Gai	744,292	1.08%	0	0.00%	0	0.00%	No	No	
Jin-Chih, Lin	715,000	1.04%	0	0.00%	0	0.00%	No	No	
Ding-Sian, Yang	707,076	1.03%	0	0.00%	0	0.00%	No	No	
Sheng-Cong, Wu	671,000	0.97%	0	0.00%	0	0.00%	No	No	
Yong-Wei, Lin	632,923	0.92%	0	0.00%	0	0.00%	No	No	

2.9 Shareholdings of the Company, its directors, supervisors, managers, and directly or indirectly controlled enterprises in the same investee companies, with combined shareholding ratios calculated

Combined Shareholding Ratios

May 13, 2025

Investee Company	Company's Investment		Investment by Directors, Supervisors, Managers and Directly or Indirectly Controlled Enterprises		Combined Investment	
	Shares (Thousands)	Shareholding Ratio (%)	Shares (Thousands)	Shareholding Ratio (%)	Shares (Thousands)	Shareholding Ratio (%)
Jhen Vei Enterprise Co., Ltd.	48	100.00	0	0	48	100.00
Pors Wiring Co., Ltd.	48	100.00	0	0	48	100.00
Huai An Jhen Vei Electronics Co., Ltd.	0	0	(Note 1)	100.00	(Note 1)	100.00
Jhen Vei Investment Co., Ltd.	0	0	810	100.00	810	100.00
GZ Electronic Co., Ltd.	20,000	100.00	0	0	20,000	100.00
JVE (Thailand) Co., Ltd.	650	65.00	0	0	650	65.00

Note 1: As it is a limited liability company, no shares are issued.

Note 2: Jhen Vei Enterprise Co., Ltd. reported to the competent authority for a simplified merger with the Company, with June 30, 2024 as the merger base date. All related procedures have been completed.

Note 3: The Company's subsidiary Pors Wiring Co., Ltd. made a capital injection of THB 1,400 thousand to JVE (Thailand) Co., Ltd. on November 27, 2024, increasing its shareholding ratio to 65%.

III. Capital Overview

3.1 Source of Capital

3.1.1 Issued Shares

April 28, 2025; Unit: NT\$

Month/ Year	Issue Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Property Other Than Cash Used to Pay for Shares	Others
March 1986	10.00	100,000	1,000,000	100,000	1,000,000	Cash capital increase of NT\$1,000,000 upon establishment	None	Approval date and document number: February 21, 1986, Ref. No. Jian-San-Zi 53737
August 1988	10.00	500,000	5,000,000	500,000	5,000,000	Cash capital increase of NT\$4,000,000	None	Approval date and document number: August 29, 1988, Ref. No. Jian-San-Zi 341569
November 1992	10.00	1,499,000	14,990,000	1,499,000	14,990,000	Cash capital increase of NT\$9,990,000	None	Approval date and document number: November 13, 1992, Ref. No. Jian-San-Zi. 375310
June 1997	10.00	3,600,000	36,000,000	3,600,000	36,000,000	Cash capital increase of NT\$21,010,000	None	Approval date and document number: July 4, 1997, Ref. No. Jian-San-Zi 193694
July 2002	10.00	25,000,000	250,000,000	25,000,000	250,000,000	Cash capital increase of NT\$214,000,000	None	Approval date and document number: August 19, 2002, Ref. No. Shou-Shang-Zi 09101333610
March 2005	10.00	45,000,000	450,000,000	20,500,000	205,000,000	Capital reduction to offset accumulated losses of NT\$45,000,000	None	Approval date and document number: April 13, 2005, Ref. No. Shou-Shang-Zi 09431939160
March 2005	10.00	45,000,000	450,000,000	30,500,000	305,000,000	Cash capital increase of NT\$100,000,000	None	Approval date and document number: April 13, 2005, Ref. No. Shou-Shang-Zi 09431939160
May 2006	40.00	45,000,000	450,000,000	35,500,000	355,000,000	Cash capital increase of NT\$50,000,000	None	Approval date and document number: May 29, 2006, Ref. No. Shou-Shang-Zi 09532233540
July 2006	10.00	45,000,000	450,000,000	39,912,754	399,127,540	Capital increase by earnings of NT\$35,500,000 and employee bonus of NT\$8,627,540	None	Approval date and document number: August 1, 2006, Ref. No. Shou-Shang-Zi 09532604540
June 2007	10.00	45,000,000	450,000,000	42,658,391	426,583,910	Capital increase by earnings of NT\$19,956,370 and employee bonus of NT\$7,500,000	None	Approval date and document number: August 20, 2007, Ref. No. Shou-Shang-Zi 09632633410
August 2007	26.00	65,000,000	650,000,000	49,658,391	496,583,910	Cash capital increase of NT\$70,000,000	None	Approval date and document number: October 25, 2007, Ref. No. Shou-Shang-Zi 09632948610
September 2008	10.00	65,000,000	650,000,000	50,880,338	508,803,380	Capital increase by earnings of NT\$9,888,470 and employee bonus of NT\$2,331,000	None	Approval date and document number: September 5, 2008, Ref. No. Jing-Shou-Shang-Zi 09701222460
August 2009	10.00	65,000,000	650,000,000	51,885,564	518,855,640	Capital increase by earnings of NT\$10,052,260	None	Approval date and document number: August 18, 2009, Ref. No. Jing-Shou-Shang-Zi 09801187240

Month/ Year	Issue Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Property Other Than Cash Used to Pay for Shares	Others
April 2011	10.00	65,000,000	650,000,000	51,266,564	512,665,640	Cancellation of treasury shares of NT\$6,190,000	None	Approval date and document number: April 15, 2011, Ref. No. Jing-Shou-Shang-Zi 10001074840
May 2015	14.10	65,000,000	650,000,000	53,394,222	533,942,220	Conversion of NT\$30,000,000 of the first domestic secured convertible corporate bonds (2013) into 2,127,658 shares at a conversion price of NT\$14.10	None	Approval date and document number: June 29, 2015, Ref. No. Jing-Shou-Shang-Zi 10401098210
August 2016	14.10	65,000,000	650,000,000	54,599,895	545,998,950	Conversion of NT\$17,000,000 from 2013 first domestic secured convertible corporate bonds (private placement) into 1,205,673 shares at NT\$14.10	None	Approval date and document number: August 25, 2016, Ref. No. Jing-Shou-Shang-Zi 10501209600
November 2016	14.10	65,000,000	650,000,000	64,032,517	640,325,170	Conversion of NT\$133,000,000 from 2013 first domestic secured convertible corporate bonds (private placement) into 9,432,622 shares at NT\$14.10	None	Approval date and document number: December 7, 2016, Ref. No. Jing-Shou-Shang-Zi 10501278130
October 2018	6.00	90,000,000	900,000,000	74,032,517	740,325,170	Private placement cash capital increase (2018 first and second rounds) of NT\$100,000,000	None	Approval date and document number: October 25, 2018, Ref. No. Jing-Shou-Shang-Zi 10701135470
November 2018	10.00	90,000,000	900,000,000	38,846,778	388,467,780	Capital reduction of NT\$351,857,390 to offset accumulated losses	None	Approval date and document number: November 14, 2018, Ref. No. Jing-Shou-Shang-Zi 10755543200
April 2020	7.18	90,000,000	900,000,000	48,846,778	488,467,780	Private placement cash capital increase (2019 first round) of NT\$100,000,000	None	Approval date and document number: May 12, 2020, Ref. No. Fu-Chan-Ye-Shang-Zi 10948683910
December 2021	12.80	90,000,000	900,000,000	68,846,778	688,467,780	Cash capital increase of NT\$200,000,000	None	Approval date and document number: December 20, 2021, Ref. No. Jing-Shou-Shang-Zi 11001234440

3.1.2 Types of Shares

April 28, 2025 / Unit: Share

Type of Shares	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Registered Common Shares	68,846,778	51,153,222	120,000,000	46,900,893 shares listed on OTC 21,945,885 shares privately placed

3.1.3 Information Related to the Aggregate Reporting System: Not applicable.

3.2 List of Major Shareholders (Shareholders holding 5% or more equity or ranking among the top ten by shareholding ratio)

April 28, 2025

Name of Major Shareholder	Shares	Number of Shares Held	Shareholding Ratio (%)
YongDing Investment Co., Ltd.		10,374,629	15.07%
HuaTai Management Consulting Co., Ltd.		6,359,230	9.24%
Huei-Jhen, Jhuang		1,196,000	1.74%
Syue-Ying, Liou		1,151,773	1.67%
Ciou-Yue, Jhang		892,034	1.30%
Shih-Sheng, Gai		744,292	1.08%
Jin-Chih, Lin		715,000	1.04%
Ding-Sian, Yang		707,076	1.03%
Sheng-Cong, Wu		671,000	0.97%
Yong-Wei, Lin		632,923	0.92%

3.3 Company Dividend Policy and Implementation Status

3.3.1 Company Dividend Distribution Policy:

The Company's dividend distribution is conducted in accordance with its Articles of Incorporation, and may be paid in the form of cash dividends or stock dividends. However, taking into consideration factors such as the investment environment, domestic and international competition, shareholder interests, long-term financial planning, funding needs, and the impact on company operations, the actual type and ratio of dividends distributed each year are proposed by the Board of Directors based on the Company's annual profitability and cash position, and are subject to discussion and resolution at the shareholders' meeting.

3.3.2 Proposed Dividend Distribution at This Shareholders' Meeting:

The Company's 2024 (Year 113) earnings distribution proposal was approved by the Board of Directors on March 13, 2025, with a resolution to distribute a cash dividend of NT\$0.1 per share.

3.4 Impact of the Proposed Stock Dividend Distribution at This Shareholders' Meeting on Company Operating Performance and Earnings Per Share: Not applicable.

3.5 Compensation for Employees, Directors, and Supervisors

3.5.1 The Company's Articles of Incorporation stipulate the percentage or range for employee, director, and supervisor compensation:

"If the Company has profit in a given year, at least 2.5% shall be allocated as employee compensation, to be distributed in stock or cash as resolved by the Board of Directors. The recipients may include employees of the Company's controlling or subordinate companies who meet certain criteria. The Company may also allocate up to 3% of the aforementioned profit as compensation for directors and supervisors, as resolved by the Board of Directors. The proposals for employee and director/supervisor compensation shall be reported to the shareholders' meeting. However, if the Company still has accumulated losses, the amount to offset such losses shall be reserved in advance before allocating employee, director, and supervisor compensation according to the above ratios."

3.5.2 Employees are entitled to variable compensation such as year-end bonuses, performance bonuses, and project bonuses, and may participate in the employee stock ownership trust.

The Company's governance and operational management policies are not only focused on achieving tangible business results, but also integrate sustainability indicators into management-level metrics, departmental goals, and individual performance, with the mission of fulfilling corporate social responsibility. In addition to achieving corporate profitability, it is even more important that the entire company, from top to bottom, takes every step to be environmentally friendly, nature-oriented, and committed to social benefit.

[Performance Bonus]

In addition to year-end employee profit sharing, the Company has established a "Performance Incentive Management Policy." Based on target achievement rates and product gross margins, performance bonuses are calculated and distributed monthly to motivate the business units to actively expand sales and develop new customers. Bonuses are awarded for achieving new product and new customer development targets. Additionally, monthly production bonuses and technical allowances are distributed according to production line evaluations. Furthermore, one to two times per year, special project bonuses may be awarded based on market or customer needs or specific project goals (such as occupational safety, carbon reduction, quality indicators, etc.), with the amount determined by the achievement rate of the set objectives.

[Employee Stock Ownership Trust]

In 2023, the Company officially launched its Employee Stock Ownership Trust Program. According to the Company's Employee Stock Ownership Association Charter, eligible employees of the Company and its affiliates may participate. A fixed amount is deducted from each participating employee's monthly salary, and the Company matches this amount at a 1:1 ratio, both of which are deposited into a dedicated trust account. The trust is managed and utilized for the benefit of all members, helping them accumulate wealth, secure their future livelihoods, and achieve the Company's goal of talent retention through collective participation.

3.5.3 Board Approval of Compensation Distribution:

3.5.3.1 Amounts of Employee Compensation and Director/Supervisor Compensation Distributed in Cash or Stock. If there is any difference from the estimated amount recognized as expenses for the year, the difference, reasons, and handling must be disclosed:

Employee Compensation		Director Compensation		Difference from Estimated Amount Recognized as Expense for the Year
Cash Amount (NT\$)	Stock Amount (NT\$)	Total (NT\$)	Cash Amount (NT\$)	
695,246	0	695,246	834,295	No Difference

3.5.3.1 Amount of Employee Compensation Distributed in Stock and Its Proportion to the Current Period's Standalone Financial Report Net Income After Tax and Total Employee Compensation: Not applicable.

3.5.4 Actual distribution of employee, director, and supervisor compensation for the previous year (including number of shares distributed, amount, and share price), and if there is any difference from the recognized employee, director, and supervisor compensation, the difference amount, reasons, and handling must be stated:

For the year 2024, the distribution of employee, director, and supervisor compensation was NT\$0, which is consistent with the estimated employee, director, and supervisor compensation expense recognized for the year 2023, with no differences.

3.6 Status of Company Share Buybacks: None.

3.7 Issuance of Corporate Bonds, Preferred Shares, Overseas Depositary Receipts, Employee Stock Options, Restricted Employee Shares, and Mergers & Acquisitions (including mergers, acquisitions, and demergers) or issuance of new shares for acquiring shares of other companies: None.

3.8 Status of Fund Utilization Plans

3.8.1 Plan Details

As of the end of the most recent quarter before the annual report publication date, this includes previously issued or privately placed securities that have not yet been completed, or those completed within the past three years for which the planned benefits have not yet been realized.

[Uncompleted Previous Issuances or Private Placements of Securities]

- i. On August 27, 2021, the Company passed a resolution at the shareholders' regular meeting to conduct a cash capital increase to replenish operating funds and meet the Company's future operational development capital needs. The plan was to privately place up to 10,000 thousand shares of common stock with a par value of NT\$10 per share. The total amount of the private placement would depend on the issue price and the actual number of shares issued. The issuance of these shares would be carried out in two installments within one year from the date of the shareholders' meeting resolution, depending on the Company's actual operational needs. As of the end of the quarter prior to the annual report printing date, there was no application to change the issuance plan. However, as of May 12, 2022, before the 24th meeting of the 5th Board of Directors, there was no issuance plan, and the Board resolved to cancel this quota and not execute it.
- ii. On June 17, 2022, the Company passed a resolution at the shareholders' regular meeting to conduct a cash capital increase to replenish operating funds and meet the Company's future operational development capital needs. The plan was to privately place up to 10,000 thousand shares of common stock with a par value of NT\$10 per share. The total amount of the private placement would depend on the issue price and the actual number of shares issued. The issuance of these shares would be carried out in two installments within one year from the date of the shareholders' meeting resolution, depending on the Company's actual operational needs. As of the end of the quarter prior to the annual report printing date, there was no application to change the issuance plan. As of May 11, 2023, before the 6th meeting of the 9th Board of Directors, there was no issuance plan, and the Board resolved to cancel this quota and not execute it.
- iii. On June 29, 2023, the Company passed a resolution at the shareholders' regular meeting to conduct a cash capital increase to replenish operating funds and meet the Company's future operational development capital needs. The plan was to privately place up to 10,000 thousand shares of common stock with a par value of NT\$10 per share. The total amount of the private placement would depend on the issue price and the actual number of shares issued. The issuance of these shares would be carried out in two installments within one year from the date of the shareholders' meeting resolution, depending on the Company's actual operational needs. As of the end of the quarter prior to the annual report printing date, there was no application to change the issuance plan. As of May 13, 2024, before the 13th meeting of the 9th Board of Directors, there was no issuance plan, and the Board resolved to cancel this quota and not execute it.

[Completed within the past three years but with planned benefits not yet realized]

No such situation.

3.8.2 Implementation Status

For each plan mentioned above, analyze item by item the execution status and comparison with the originally projected benefits as of the end of the quarter prior to the annual report printing date.

[2019]

The private placement of common shares for 2019, approved at the Board of Directors meeting on April 8, 2020, has the following implementation status and comparison with the originally projected benefits:

A) Plan Details

- a. The 2019 private placement of common shares for cash capital increase, approved by the Board of Directors, was implemented to replenish operating funds.
 - i. Subscription Payment Completion: Completed on April 13, 2020.
 - ii. Cash Capital Increase Reference Date: April 14, 2020.
 - iii. Regulatory Approval: The private placement cash capital increase application was approved by the competent authority on May 12, 2020, Ref. No. Fu-Chan-Ye-Shang-Zi 10948683910.

- b. Total Funds Required: The 2019 private placement of common shares raised NT\$71,800 thousand.
- c. Source of Funds: Issuance of 10,000 thousand common shares at NT\$7.18 per share, totaling NT\$71,800 thousand.
- d. Cash Capital Increase Plan and Fund Utilization Progress:
 - i. Plan and Fund Utilization Progress: The consolidated utilization status of the 2019 private placement of common shares is as follows:

Plan	Expected Completion Date	Total Required Funds (NT\$ thousands)	Expected Fund Utilization Progress (NT\$ thousands)
			Q3 2020
Replenish Operating Funds	Q3 2020	71,800	71,800

- ii. Rationale for Expected Benefits: This initiative is expected to support future business expansion, strengthen the Company's financial structure, enhance profitability, and increase shareholder equity.
- e. Plan Amendments, Reasons for Amendments, and Pre/Post-Amendment Benefits: No changes were made to the 2019 private placement cash capital increase plan; therefore, this section is not applicable.
- f. Date of Submission to the Financial Supervisory Commission's Designated Information Reporting System: May 15, 2020.

B) Implementation Status:

The consolidated utilization status of the 2019 private placement of common shares is as follows:

Plan	Implementation Status	As of Q3 2020		Reasons for Schedule Advancement/Delay and Improvement Plans
		Expected	Actual	
Replenish Operating Funds	Funds Utilized (NT\$ thousands)	Expected	71,800	Funds were utilized according to actual operational needs.
		Actual	71,800	
	Implementation Progress	Expected	100.00%	
		Actual	100.00%	

C) Assessment of Implementation Benefits

- i. Changes in Current Assets, Current Liabilities, Interest Expenses, Operating Revenue, and Earnings Per Share

Unit: NT\$ thousands

Item	March 31, 2020 (Before Capital Increase)	June 30, 2020 (After Capital Increase)	Increase/(Decrease) Amount	Increase/(Decrease) Percentage
Current Assets	554,803	691,238	136,435	24.59%
Current Liabilities	207,424	277,232	69,808	33.65%
Total Liabilities	287,627	353,427	65,800	22.88%
Interest Expenses	690	575	(115)	(16.67%)
Operating Revenue	131,273	272,613	141,340	107.67%
Earnings Per Share	(0.11)	0.17	0.28	254.55%

As a result of the successful fundraising, the Company's current assets, operating revenue, and profitability in the second quarter of 2020 all increased significantly compared to the first quarter of 2020. Although current liabilities and total liabilities also increased due to the growth in operating revenue, overall, the Company's financial position showed a marked improvement compared to the first quarter of 2020.

ii. Financial Structure and Solvency Analysis

Item		March 31, 2020 (Before Capital Increase)	June 30, 2020 (After Capital Increase)
Financial Structure	Debt-to-Asset Ratio (%)	41.19%	42.06%
	Long-term Capital to Fixed Assets Ratio (%)	526.97%	566.33%
Solvency	Current Ratio (%)	267.47%	249.34%
	Quick Ratio (%)	194.21%	182.98%

The 2019 private placement cash capital increase of NT\$71,800 thousand was completed in April 2020, with funds utilized according to the planned schedule. Post-capital increase, the financial structure and solvency improved due to a doubling of operating revenue. However, as the revenue growth exceeded the capital increase amount, the sustainability of these financial metrics requires further observation.

[2021]

The 2021 cash capital increase plan for issuing common shares, approved at the Board of Directors meeting on August 5, 2021, has the following implementation status and comparison with the originally projected benefits:

A) Plan Details

- Total Issuance Under This Plan: Cash capital increase issuance of 20,000 thousand common shares with a par value of NT\$10 per share, totaling NT\$200,000 thousand.
- Source of Funds for This Plan: Cash capital increase issuance of 20,000 thousand common shares at an issue price of NT\$12.80 per share, raising a total of NT\$256,000 thousand.
- Plan and Scheduled Fund Utilization Progress

Plan	Expected Completion Date	Total Required Funds (NT\$ thousands)	Expected Fund Utilization Progress (NT\$ thousands)	
			Q4 2021	Q1 2022
Repayment of Bank Loans	Q4 2021	129,395	129,395	/
Replenishment of Operating Funds	Q1 2022	126,605	35,000	91,605
Total		256,000	144,395	111,605

- Expected Benefits:
 - Repayment of Bank Loans: The consolidated utilization status of the 2019 private placement of common shares is as follows: The Company will use NT\$129,395 thousand from the raised funds to repay bank loans. This will reduce interest expenses, decrease reliance on bank borrowing, strengthen the financial structure, and enhance debt repayment capacity. Based on the interest rates of the loans to be repaid and the scheduled repayment dates, annual interest savings are projected to be approximately NT\$1,232 thousand starting in 2022.
 - Replenishment of Operating Funds: The Company will allocate NT\$126,605 thousand to meet working capital needs for material procurement. Using raised funds instead of bank financing will improve long-term capital stability, increase funding flexibility, reduce operational risks, and support mid-to-long-term development. If this funding need were met through bank loans (at the Company's current weighted average borrowing rate of 0.95%), annual interest savings are projected to be approximately NT\$1,203 thousand starting in 2022.
- Plan Amendments, Reasons, and Pre/Post-Amendment Benefits: No changes were made to the 2021 (Year 110) cash capital increase plan; therefore, this section is not applicable.
- Date of Submission to the Financial Supervisory Commission's Designated Information Reporting System: November 5, 2021.

B) Implementation Status:

The utilization status of the 2021 cash capital increase for issuing common shares is as follows:

Plan	Implementation Status		As of Q4 2021	As of Q1 2022	Reasons for Schedule Advancement/Delay and Improvement Plans
Repayment of Bank Loans	Funds Utilized (NT\$ thousands)	Expected	129,395	-	The fund utilization progress is in line with the original plan.
		Actual	129,395	-	
	Implementation Progress	Expected	100.00%	-	
		Actual	100.00%	-	
Replenishment of Operating Funds	Funds Utilized (NT\$ thousands)	Expected	35,000	91,605	The fund utilization progress is in line with the original plan.
		Actual	35,000	91,605	
	Implementation Progress	Expected	27.65%	100.00%	
		Actual	27.65%	100.00%	

C) Assessment of Implementation Benefits

i. Changes in Current Assets, Current Liabilities, Interest Expenses, Operating Revenue, and Earnings Per Share

Unit: NT\$ thousands

Item	September 30, 2021 (Before Capital Increase)	March 31, 2022 (After Capital Increase)	Increase/(Decrease) Amount	Increase/(Decrease) Percentage
Current Assets	800,522	878,125	77,603	9.69%
Current Liabilities	466,503	416,462	(50,041)	(10.73)%
Total Liabilities	576,454	660,613	84,159	14.60%
Interest Expenses	1,124	1,792	668	59.43%
Operating Revenue	321,970	242,018	(79,952)	(24.83)%
Earnings Per Share	0.19	0.90	0.71	373.68%

As the capital increase was completed on December 13, 2021, the first quarter of 2022 provides a more comparable basis for analysis. Following the capital increase, current assets and profitability in Q1 2022 showed improvement compared to Q3 2021. The decline in operating revenue was primarily due to the divestment of a major subsidiary, Uniforce Technology Corporation, whose revenue was reclassified under discontinued operations. Current liabilities also decreased post-capital increase. However, total liabilities and interest expenses increased because costs from completed solar project sites were reclassified as long-term liabilities. Overall, the Company's financial position demonstrated significant improvement compared to Q3 2021.

ii. Financial Structure and Solvency Analysis

Item		September 30, 2021 (Before Capital Increase)	March 31, 2022 (After Capital Increase)
Financial Structure	Debt-to-Asset Ratio (%)	53.10%	46.05%
	Long-term Capital to Fixed Assets Ratio (%)	370.99%	242.53%
Solvency	Current Ratio (%)	171.60%	210.85%
	Quick Ratio (%)	134.96%	170.59%

The 2021 cash capital increase totaled NT\$256,000 thousand and was completed in December 2021. The funds have been utilized progressively according to the planned schedule. After the capital increase, the Company's debt repayment capacity improved significantly. However, the expected benefits to the financial structure were not fully realized, as the energy business segment required substantial capital expenditures that depended heavily on bank financing, and, upon project completion, these expenditures were reclassified as fixed assets, which limited the improvement in the financial structure.

IV. Operational Highlights

4.1 Business Activities

4.1.1 Scope of Business

4.1.1.1 Main business activities of the consolidated company:

- (1) Production, manufacturing, and sales of electronic components
- (2) Post-processing of electronic components
- (3) Development, planning, construction, and operation of solar photovoltaic power generation systems

4.1.1.2 Revenue Distribution:

Unit: NT\$ thousands

Main Product (Service)	Total Sales in 2024	Proportion of Total Sales (%)
Electronic Components	793,764	72.31
Electronic Manufacturing Services(EMS)	206,428	18.80
Energy	97,602	8.89
Total	1,097,794	100.00

4.1.1.3 Current Main Products (Services):

Main Product (Service)	Application / Use
Electronic Components	Components for consumer electronics, industrial electronics, medical devices, and automotive products
Electronic manufacturing services(EMS)	Services such as SMT, DIP, coating, assembly, and testing/packaging
Energy	Solar power plant electricity sales and provision of integrated system services for plant construction and long-term operation & maintenance

4.1.1.4 Newly Product Development:

The Company continues to develop wire and cable products for various application fields, providing new specifications in line with customers' product evolution. In addition, the Company continues to invest in equipment for Electronic Manufacturing Services (EMS) to offer comprehensive, cross-functional services. In the energy sector, the Company is continually planning new power plant development and providing services for power plant construction and operation & maintenance.

4.1.2 Industry Overview

4.1.2.1 Industry Status and Development

The Company's electronic components and processing business adapts in response to changes in downstream industries, providing essential components and processing services for end products. With the rise of regional economies worldwide, supply chains are also shifting accordingly. Additionally, as global industries place increasing emphasis on ESG (Environmental, Social, and Governance) factors, product trends are moving toward greater environmental friendliness. This includes the use of eco-friendly raw materials, greener manufacturing processes, and more sustainable waste management practices.

As the global transition to net zero accelerates, ensuring industrial competitiveness has led to a continued rise in demand for renewable energy. The sale of renewable energy will gradually return to a market-driven mechanism to meet the green electricity procurement needs of different types of enterprises. Through diversified electricity sales models, the domestic transition to net zero can be accelerated, supporting stable growth in the green energy market.

4.1.2.2 Relationships Between Upstream, Midstream, and Downstream Companies

	Electronic Components	Electronic Manufacturing Services (EMS)	Energy
Upstream	Metal materials, electroplating materials, plastics	Semiconductors, metal/plastic components, firmware, electronic components	Solar cell modules, power generation equipment, building materials
Midstream	Connectors, terminals, wires, cable assemblies	SMT, DIP, coating, assembly, testing/packaging	Solar power plants, systems, and engineering
Downstream	Consumer electronics, industrial electronics, medical, automotive	Consumer electronics, industrial electronics, medical, automotive	Taiwan Power Company, self-owned power plants, electricity sales/service providers
Relationship			
Electronic Components	Our company's products are various components used in electronic products. Upstream suppliers include metal and plastic providers, while downstream customers are manufacturers of consumer electronics, industrial electronics, medical devices, and automotive products.		
Electronic Manufacturing Services (EMS)	For our electronic manufacturing services (EMS), upstream suppliers include semiconductors, metal and plastic components, firmware, and electronic components, while downstream customers are manufacturers of consumer electronics, industrial electronics, medical devices, and automotive products.		
Energy	In our energy business, upstream suppliers include solar cell modules, power generation equipment, and building materials, while downstream customers are Taipower, self-owned power plants, and electricity sales/service providers.		

4.1.2.3 Product Development Trends and Competition

4.1.2.3.1 Product Development Trends

Products related to electronic components and manufacturing services continue to evolve towards designs that are lighter, thinner, shorter, and smaller. At the same time, there is an increasing emphasis on environmentally friendly and recyclable materials to reduce environmental impact.

In addition to domestic solar power plants gradually adopting higher-efficiency modules upstream, the shift of electricity sales back to market mechanisms and the diversification of sales channels have led to a growing demand for imported modules.

4.1.2.3.2 Competition

The prices of metal and plastic materials are highly volatile, and rising labor costs significantly impact the components and manufacturing business. The Company continues to invest in automation equipment and process improvements to mitigate these effects and maintain competitiveness.

With government policy support and the global supply chain driving voluntary adoption, the domestic green energy industry has been developing for many years. Consumers now have easy access to information about the solar industry. As the market develops, competition in all aspects has become intense. The Company must continue developing solar power plants, integrating upstream and downstream resources, and deepening its local presence. By consistently building a track record and earning customer trust, the Company aims to enhance its competitiveness.

4.1.3 Research and Development

4.1.3.1 R&D Expenses in the Most Recent Fiscal Year as of Q1 2025:

The Company's technology investment in electronic components and manufacturing services is primarily focused on equipment upgrades and process improvements, with related expenses recorded as R&D costs. For energy-related business products, R&D is carried out by upstream suppliers; the Company continues to work closely with these suppliers to obtain raw materials with higher power generation efficiency. Related expenses are disclosed under administrative expenses.

4.1.3.2 Research and Development Achievements:

In the most recent fiscal year (as of the annual report publication date), the Company has completed the establishment of a halogen-free production line for electronic components and has sequentially introduced products that comply with halogen-free standards. In the area of manufacturing services, the Company has also established higher-precision production equipment.

4.1.4 Long-Term and Short-Term Development

4.1.4.1 Short-Term Development

In addition to strengthening cooperation with existing customers in the Company's three business segments, efforts will continue to develop new customers in order to deepen and expand current business operations.

4.1.4.2 Long-Term Development

With the rise of regional economies, the Company has already established a presence in Southeast Asia and will evaluate expansion into other regions as circumstances warrant. Additionally, the Company will continue to assess investments in other businesses to broaden its business scope and reduce the operational risks associated with the economic cycles of a single industry.

4.2 Market and Sales Overview

4.2.1 Market Analysis

4.2.1.1 Sales Region

Unit: NT\$ thousands

Region \ Year		2024		2023	
		Net Sales Revenue	%	Net Sales Revenue	%
Domestic Sales	Taiwan	241,999	22.04	213,225	25.50
Export	China	718,284	65.43	498,485	59.60
	America	106,900	9.74	114,901	13.74
	Others	30,611	2.79	9,715	1.16
Total		1,097,794	100.00	836,326	100.00

4.2.1.2 Market Share and Future Supply-Demand Conditions and Growth Potential

Our company has been providing cable assembly services since 1986 and has established a considerable degree of brand recognition in the industry. Most of our customers are industry-leading manufacturers; however, we have not compiled market share statistics. In the electronic components processing and energy businesses, the company has actively expanded its customer base in recent years, resulting in significant growth in market share. Looking ahead, both revenue and profitability are expected to gradually increase.

The target customers for the electronic components processing business partially overlap with those of the electronic components business. Group-wide business promotion will help drive growth in the processing business. In the energy sector, the company has completed multiple project engineering cases, which will support future self-built power plant operations or the provision of power plant construction and operation services.

4.2.1.3 Competitive Advantages

- (1) Since its establishment in 1986, the company has accumulated over 38 years of experience in electronics manufacturing and sales. Most of its clients are well-known companies, and it maintains strong relationships with both upstream and downstream partners. This enables the company to effectively grasp product development directions and technologies in electronic components and EMS services.
- (2) The company possesses mature production processes and equipment, and its team consists of highly experienced industry professionals, allowing the company to provide high-quality and competitive products and services.
- (3) In the energy sector, HuaYing Energy Co., Ltd. has successfully operated multiple solar power plants and offers related services such as plant construction and operation. The company's brand reputation and proven project track record provide customers with a high level of trust.

4.2.1.4 Favorable and Unfavorable Factors for Future Development and Corresponding Strategies

4.2.1.4.1 Favorable Factors

- a. The management team has extensive industry experience and can provide the right direction for company development in areas such as strategy, technology development, and operational management.
- b. The company's major clients are leading electronics manufacturers, enabling the company to stay at the forefront of product development and technology.
- c. The company is moving toward a group structure, and resource integration will drive the growth of each business segment.

4.2.1.4.2 Unfavorable Factors and Countermeasures

a. Electronic Components and EMS

Major challenges include significant fluctuations in raw material prices, rising labor costs, and price competition. The company addresses these by maintaining good relationships with suppliers to respond early to material price changes, upgrading automation to reduce reliance on manual labor, and strengthening employee training to increase per capita productivity and maintain price competitiveness.

b. Energy Business

With Taiwan's energy transition policies, more companies are entering the solar power industry, leading to intense competition, especially given limited land and building resources.

The company relies on sound financial management and a strong track record in engineering to earn customer trust and secure more partnerships.

4.2.2 Main Uses and Production Processes of Major Products

4.2.2.1 Main Uses of Major Products

Main Product	Main Use
Electronic Components	Wire harnesses for consumer electronics, industrial electronics, medical devices, and automotive products
Electronic Manufacturing Services (EMS)	PCB processing for consumer electronics, industrial electronics, medical devices, and automotive products
Construction and Operation of Power Plants, and Related Services	Solar power generation and assisting customers with power plant construction and operation

4.2.2.2 Production Processes of Major Products

Main Product	Production Process
Electronic Components	Brass wire drawing → Winding → Plastic coating → Assembly of other parts → Inspection and testing → Packaging and shipping
Electronic Manufacturing Services (EMS)	OEM for electronic products: SMT, DIP, testing, coating, assembly, packaging
Construction and Operation of Power Plants, and Related Services	Construction materials, solar photovoltaic materials, and system installation to complete solar power plants

4.2.3 Supply Status of Major Raw Materials

Major Raw Material	Source of Supply	Supply Status
Copper	A	Good

4.2.4 Major Suppliers and Clients

4.2.4.1 Major Suppliers in the Consolidated Financial Statements for the Last Two Years

Unit: NT\$ thousands

Item	2024				2023				Q1 2025			
	Supplier	Net Purchase	%	Relationship	Supplier	Net Purchase	%	Relationship	Supplier	Net Purchase	%	Relationship
1	A	218,548	30.65	/	A	148,371	32.04	/	A	56,014	30.99	/
	Others	494,607	69.35	/	Others	314,639	67.96	/	Others	124,728	69.01	/
	Total	713,155	100.00	/	Total	463,010	100.00	/	Total	180,742	100.00	/

Note: The above supplier pertains to the Electronic Components Business Unit. The increase in purchases this period compared to the previous period is mainly due to rising material prices and increased procurement quantities, resulting in a higher purchase amount.

4.2.4.2 Major Clients in the Consolidated Financial Statements for the Last Two Years

Unit: NT\$ thousands

Item	2024				2023				Q1 2025			
	Client	Net Sales Revenue	%	Relationship	Client	Net Sales Revenue	%	Relationship	Client	Net Sales Revenue	%	Relationship
1	a	378,592	34.49	/	a	288,471	34.49	/	a	80,266	33.25	/
2	b	372,579	33.94	/	b	209,183	25.01	/	b	52,939	21.93	/
3	c	/	/	/	c	/	/	/	c	25,146	10.42	/
	Others	346,623	31.57	/	Others	338,672	40.50	/	Others	83,035	34.40	/
	Total	1,097,794	100.00	/	Total	836,326	100.00	/	Total	241,386	100.00	/

Note: All are clients of the Company's electronic components business. The increase in net sales revenue compared to the previous period was due to an increase in order volume.

4.3 Employees

Information of consolidated company employees for the last two years and as of the annual report publication date:

Year		2024	2023	As of May 13, 2025
Number of Employees	Office Staff	227	126	244
	Production Line Staff	69	256	69
	Total	296	382	313
Average Age		42.37	41.69	42.32
Average Years of Service		4.1	4.75	4.08
Education	Ph.D.	/	/	/
	Masters	0.34%	1.31%	0.96%
	Bachelor's Degree	18.24%	20.42%	17.57%
	High School	9.12%	21.46%	8.63%
	Below High School	72.3%	56.81%	72.84%

4.4 Environmental Protection Expenditure Information

For the most recent year and up to the date of the annual report, the Company has not incurred any losses or penalties due to environmental pollution. Therefore, no significant related expenditures are expected in the future.

4.5 Labor Relations

4.5.1 List the company's employee welfare measures, continuing education, training, retirement system and its implementation, as well as labor-management agreements and measures for the protection of employee rights:

4.5.1.1 Employee Welfare

- 4.5.1.1.1 All company employees are enrolled in labor insurance from their first day of employment. Benefits related to childbirth, injury, disability, old age, and death are handled in accordance with the Labor Insurance Act or the relevant regulations of the local government where the company is located. Employees and their dependents are also enrolled in National Health Insurance or as required by local government regulations. The company also provides group accident insurance for employees.
- 4.5.1.1.2 For companies that have established an Employee Welfare Committee, a certain percentage of welfare funds is allocated at the time of establishment according to the committee's organizational regulations. Additionally, a fixed percentage of monthly operating income is deposited into a designated bank account as welfare funds.
- 4.5.1.1.3 In January 2023, the company established an Employee Stock Ownership Association to manage an employee stock ownership trust, aiming to enhance employee welfare and strengthen employees' sense of belonging to the company.
- 4.5.1.1.4 Employee welfare benefits provided by the Company include:
 - a. Subsidies for marriage, childbirth, illness or injury, bereavement, and major disasters.
 - b. Subsidies for short outings and long-distance domestic or overseas travel.
 - c. Financial assistance for employees' continuing education and on-the-job training.
 - d. Regular employee health check-ups.

4.5.1.2 Employee Training and Development

To cultivate employees' moral character, improve their quality, professional abilities, and work efficiency, the company not only organizes various training programs but also selects outstanding staff members to attend relevant courses at vocational training institutions for professional development. Additionally, experts and scholars are invited to the company to deliver a series of lectures, further improving employees' academic and professional skills to help them accomplish their tasks effectively.

4.5.1.3 Retirement Policy and Implementation

For consolidated companies that adopt the "Labor Pension Act" pension system, this is a government-managed defined contribution retirement plan. 6% of each employee's monthly salary is contributed to their individual pension account at the Bureau of Labor Insurance. Some consolidated companies also use defined contribution retirement plans, whereby a certain percentage of the employee's salary, along with a matching contribution from the company, is deposited into a designated retirement fund account. This account is managed by a local statutory insurance institution, and upon retirement, employees may withdraw both their own contributions and the company's matching contributions, along with any accrued interest.

For the Company itself, under Taiwan's "Labor Standards Act" retirement pension system, this is a defined benefit retirement plan. Retirement payments are calculated based on the employee's years of service and the average salary during the six months prior to the approved retirement date. The Company allocates 2% of the total monthly employee salaries to the employee retirement fund, which is deposited under the name of the Supervisory Committee for the Labor Retirement Reserve into a special account at the Bank of Taiwan. If, before the end of the year, the balance of this account is estimated to be insufficient to pay employees expected to retire in the following year, the shortfall is made up with a one-time contribution by the end of March of the following year. This account is managed by the Bureau of Labor Funds, Ministry of Labor, and the Company has no right to influence investment management strategies.

4.5.1.4 Labor-Management Agreements and Measures for Protecting Employee Rights

4.5.1.4.1 The Company has always emphasized humane management and employs multiple methods for communication on labor-management issues. Employee welfare and two-way communication are valued on a daily basis, and regular labor-management meetings are held. As a result, labor relations are very harmonious.

4.5.1.4.2 The Company will continue to improve welfare measures to maintain positive labor relations and minimize the possibility of labor disputes.

4.5.1.5 Measures for Protecting the Work Environment and Employee Safety

4.5.1.5.1 The Company places great importance on occupational safety and health for employees, with "Safety First" as the fundamental principle. Safe hardware facilities are provided in the manufacturing environment.

4.5.1.5.2 Comprehensive protective measures for machinery and equipment are in place, and standardized work procedures have been established to ensure operational safety. The factory area is also landscaped to provide a safe, hygienic, and comfortable working environment.

4.5.1.5.3 Regular occupational safety and health training is conducted for operational staff to strengthen safety awareness, enhance safety knowledge, reduce human error, and promote self-awareness regarding safety, thereby eliminating potential hazards.

4.5.1.5.4 The Company has strict access control and surveillance systems. Periodic maintenance and inspection of various equipment (such as manufacturing machinery and fire safety equipment) are carried out to ensure the personal safety of employees.

4.5.2 Losses incurred due to labor disputes and estimated future losses and countermeasures, for the most recent year and up to the date of the annual report: None.

4.6 Information Security Management

4.6.1 To effectively control the information security risks faced by the Company and to prevent or mitigate potential losses, the Company has established relevant management procedures for compliance. This includes a risk management framework for information security, information security policies, concrete management measures, and the allocation of resources to information security management.

4.6.1.1 Information Security Risk Management Framework and Policies

The Company's information security controls are established with reference to the information security management regulations of the Executive Yuan and its affiliated agencies. The Company has formulated its own "Information Security Management Measures." The Information Security Committee is responsible for building the information security risk management framework, setting information security policies, and developing concrete management plans. The head of the Information Department serves as the convener of the Information Security Committee, overseeing the overall management of information security-related matters.

4.6.1.2 Specific Information Security Management Plans and Resources Invested

4.6.1.2.1 Access control and authorization basis:

- a. Connections between external networks and the company's local area network must pass through network equipment in the server room and require firewall authorization.
- b. The Company has purchased professional firewall software and hardware, and has established firewall control policies as the basis for managing external access.
- c. There are at least two external network lines from different providers to ensure that backup connectivity is available in case one line is interrupted.
- d. User access to internal systems and files is controlled based on user accounts set up by the IT department, as provided by each user.

4.6.1.2.2 Anti-virus Mechanisms

- a. To prevent viruses and trojans from infiltrating, the Company has purchased antivirus software and installed it on all computers, with regular virus definition updates. IT personnel and users are prohibited from executing files and emails from unknown sources, and from downloading and installing unknown software from websites.
- b. IT personnel must regularly review virus logs.
- c. The mail server must have virus scanning and spam filtering capabilities as the first line of defense, and professional spam isolation software has been implemented to effectively quarantine spam emails.

4.6.1.2.3 Security Updates

- a. An operating system update notification platform is provided. Employees should promptly update their systems upon receiving notifications to prevent issues arising from security vulnerabilities in the operating system.
- b. System administrators in the server room should regularly check for operating system and software security updates. IT personnel should assess whether updates are necessary and evaluate their impact, then proceed with the updates.

4.6.1.2.4 Data Backup

- a. Employees should store important personal data both on their company personal computers and on the server host to ensure effective backup.
- b. IT personnel should regularly review the backup results of systems and databases. In addition to local snapshot backups, backup systems have been established within the same server room on different machines as well as at remote locations.
- c. The storage devices of the hosts storing system databases in the server room are configured with mirroring and RAID functions to achieve automatic data redundancy.

4.6.1.2.5 Flexible Adjustments

- a. IT personnel should regularly review firewall and mail server logs, as well as periodically audit system logs for various network services to monitor for anomalies. Parameters should be adjusted as necessary to maintain network security.
- b. If IT personnel identify accounts that have not been used for an extended period, these accounts should be disabled first. After investigating the reason, accounts may be reactivated if necessary; otherwise, they should be permanently disabled or deleted.
- c. In urgent situations, IT personnel may use employee accounts to access or delete data.
- d. If there are concerns about password leakage, IT personnel have the authority to initiate a complete password reset.
- e. When necessary, IT personnel may review data stored by users in the shared server areas and, in accordance with IT equipment and software usage policies, may delete data as needed.
- f. All of the above actions require approval from the head of the IT department before proceeding.

4.6.1.2.6 Audit and Control

Annual audits are conducted in coordination with internal auditors to ensure that procedures are properly implemented.

4.6.2 Losses, potential impacts, and countermeasures resulting from major information security incidents for the most recent year and up to the date of the annual report: None.

4.7 Important Contracts

None.

V. Review and Analysis of Financial Condition, Financial Performance, and Risk Factors

5.1 Financial Condition

Unit: NT\$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	917,518	815,293	102,225	12.54
Non-Current Assets	634,693	615,466	19,227	3.12
Total Assets	1,552,211	1,430,759	121,452	8.49
Current Liabilities	379,389	301,329	78,060	25.91
Non-Current Liabilities	352,346	337,622	14,724	4.36
Total Liabilities	731,735	638,951	92,784	14.52
Share Capital	688,468	688,468	0	0.00
Capital Reserve	61,539	61,539	0	0.00
Legal Reserve	7,821	7,451	370	4.97
Retained Earnings	64,061	50,106	13,955	27.85
Other Equity	-4,277	(15,756)	11,479	-72.85
Equity Attributable to Parent Company	817,612	791,808	25,804	3.26
Non-Controlling Interests	2,864	/	/	/
Total Equity	820,476	791,808	28,668	3.62

Explanation of significant changes in the last two years with changes reaching 20% and amounts reaching NT\$10 million:

(1) Increase in Current Liabilities:

Primarily due to higher customer order demand compared to the previous year, leading to increased procurement of raw materials, which resulted in higher short-term borrowings and accounts payable. Additionally, a subsidiary refunded prepayments received from a Singaporean client due to non-compliant transactions, causing a reduction in contract liabilities.

(2) Increase in Retained Earnings:

Driven by increased customer order demand in the current year.

(3) Increase in Other Equity:

Mainly attributable to exchange rate fluctuations impacting the translation differences in the financial statements of foreign operating entities.

Note: Financial data for all years has been audited and certified by CPAs.

5.2 Financial Performance

5.2.1 Analysis of Operating Results

Unit: NT\$ thousands

Item \ Year	2024	2023	Increase (Decrease)	Change %
Operating Revenue	1,097,794	836,326	261,468	31.26
Operating Costs	938,347	707,690	230,657	32.59
Gross Profit	159,447	128,636	30,811	23.95
Operating Expenses	141,679	135,026	6,653	4.93
Operating Income (Loss)	17,768	(6,390)	24,158	(378.06)
Non-Operating Income & Expenses	13,565	9,243	4,322	46.76
Income Before Tax	31,333	2,853	28,480	998.25
Income Tax	11,700	(966)	12,666	(1,311.18)
Discontinued Operations	/	/	/	/
Net Income (Loss)	19,633	3,819	15,814	414.09
Other Comprehensive Income (Loss)	12,813	(3,469)	16,282	(469.36)
Total Comprehensive Income (Loss)	32,689	350	32,339	9,239.71
Explanation of significant changes in the last two years with changes reaching 20% and amounts reaching NT\$10 million: (1) The amounts and ratios of income statement items in the current year increased compared to the previous year, primarily due to increased customer order demand. (2) Increase in Non-Operating Income and Expenses: Mainly due to increased foreign exchange gains from currency fluctuations. (3) Changes in Other Comprehensive Income (Loss) and Total Comprehensive Income (Loss): Primarily due to exchange rate fluctuations affecting translation differences in foreign operations' financial statements.				

Note: Financial data for all years has been audited and certified by CPAs.

5.2.2 Projected Sales Volume and Its Basis

Based on the Company's internal business planning, overall sales volume is expected to maintain growth momentum this year. However, the extent of growth will depend on changes in the overall economic environment and the progress of the Company's business development initiatives.

5.3 Analysis of Cash Flow

5.3.1 Analysis of Cash Flow Changes in Recent Years

Item \ Year	2024	2023	Increase (Decrease) %
Cash Flow Ratio (%)	(32.31)	34.95	(67.26)
Cash Flow Adequacy Ratio (%)	42.10	64.31	(22.21)
Cash Reinvestment Ratio (%)	(9.57)	6.70	(16.27)
Analysis of Changes in Increase/Decrease Ratios: The changes are primarily due to increased customer order demand in the current year, which led to increases in accounts receivable and inventory, resulting in reduced cash inflows from operating activities.			

5.3.2 Improvement Plan for Liquidity Shortage: None.

5.3.3 Cash Flow Analysis for the Coming Year

Unit: NT\$ thousands

Beginning Cash Balance	Projected Annual Net Cash Flow from Operating Activities	Projected Annual Cash Inflow (Outflow)	Projected Cash Surplus (Deficit)	Remedial Measures for Cash Shortage	
				Investment Plan	Financial Plan
215,711	54,665	16,704	232,415	—	—

The expected cash flow required for operational turnover in the next year shows no cash shortage due to insufficient liquidity.

5.4 Impact of Major Capital Expenditures on Financial Operations in the Most Recent Year: None.

5.5 Investment Policy, Main Reasons for Profit or Loss, Improvement Plans, and Investment Plans for the Next Year

5.5.1 Investment Policy

In addition to continuing to strengthen business development for previously invested companies in electronic components and solar photovoltaic sectors, and adjusting the disposal of non-core investment businesses based on the Group's future development prospects, the Company will also enter the electronic manufacturing services sector to create diversification and future growth potential for the Group.

5.5.2 Main Reasons for Profit or Loss

Key explanations for the profit or loss of invested companies are as follows:

5.5.2.1 Jhen Vei Enterprise Co., Ltd.

This is an investment holding company with no substantial operating activities. Its main profit and loss comes from the share of profits and losses of associated companies recognized using the equity method, interest income generated from foreign currency (USD) loans to related companies, and foreign exchange gains (losses). In 2024, in addition to interest income from loans to related companies, the main factors were the profitable consolidated operating results of invested companies and favorable net foreign exchange gains from exchange rate fluctuations, resulting in net profit after tax for the year.

5.5.2.2 Pors Wiring Co., Ltd.

This is an investment holding company whose main (losses) and profits come from interest income and foreign exchange (losses) and gains generated by related companies. For its operating results in 2024, besides interest income from loans to the related company Huai An Jhen Vei Electronics Co., Ltd., net foreign exchange gains and investment losses were generated due to exchange rate fluctuations and recognition of the consolidated operating results of invested companies as losses, resulting in a net profit for 2024.

5.5.2.3 Priceplay.com Inc.

In the second quarter of 2016, the company assessed that Priceplay.com Inc.'s operating status (contract litigation status) had no future economic benefits. Therefore, in the second quarter of 2016, after recognizing an investment loss of NT\$1,862 thousand, an impairment loss of NT\$3,214 thousand was recorded on the remaining book value, resulting in a book value of zero at the end of 2016.

5.5.2.4 Huai An Jhen Vei Electronics Co., Ltd.

Primarily an electronic components manufacturing facility engaged in the production and sales of various signal cables. Due to the company's efforts in new e-sports product development and benefiting from new orders from the top two major group customers, as well as efforts to reduce costs and expenses, a net profit was generated in 2024.

5.5.2.5 Jhen Vei Investment Co., Ltd.

An investment holding company with no substantial operating activities. Its main profit and loss come from interest income generated from foreign currency (USD) loans to related companies and foreign exchange (losses) and gains. In 2024, besides interest income from loans to the related company Huai An Jhen Vei Electronics Co., Ltd., net foreign exchange gains were generated due to exchange rate fluctuations, resulting in a net profit for 2024.

5.5.2.6 HuaYin Energy Co., Ltd.

On May 13, 2024, the company's board of directors approved a simple merger with HuaYing Energy Co., Ltd. The merger base date was June 30, 2024, and approval was obtained from the Ministry of Economic Affairs on September 3, 2024.

5.5.2.7 GZ Electronic Co., Ltd.

Engaged in electronic manufacturing services, mainly the company's back-end processing business. In 2024, due to a major US customer undergoing a product transformation phase, order volume declined, resulting in a loss for 2024.

5.5.3 Improvement Plans:

To strive for and enhance the optimal operating performance of consolidated companies, the Company has implemented the following strengthened management measures for its invested companies in terms of operational management.

5.5.3.1 Management Operations

5.5.3.1.1 Production Control

- i. Strengthen production process improvements and ensure thorough implementation of process operations to maintain effective control of costs and expenses.
- ii. Enhance the introduction of automated production operations to improve production efficiency, enhance product quality, and increase production yield rates, while avoiding losses caused by human operational errors.
- iii. Actively recruit industry talent through different compensation systems to improve work efficiency and reduce direct labor turnover rates.

5.5.3.1.2 Business Development

- i. Continue to actively negotiate with major customers to secure favorable product pricing, avoiding price competition with competitors that could lead to declining gross margins and profitability.
- ii. Continue developing new customers and actively seek new clients to obtain more orders and explore revenue opportunities in new industries to increase profitability.

5.5.3.2 Response to Exchange Rate Fluctuation Impact:

Through business departments referencing exchange rate factors, pricing to customers is adjusted in a timely manner; forward exchange hedging instruments are also utilized as appropriate to mitigate the impact of exchange rate fluctuations.

5.5.4 Investment Plan for the Next Year:

Plans to invest in the electronic manufacturing services sector to diversify business industry risks.

5.6 Analysis of Risk Management

5.6.1 Impact of Interest Rate, Exchange Rate Changes, and Inflation on Company Profit and Loss and Future Countermeasures

5.6.1.1 Interest Rate

Unit: NT\$ thousands

Item/Year	2024	2023	Q1 2025
Financial Costs - Interest Expenses	9,620	8,201	2,661

Due to the Company's substantial capital expenditures in the energy sector requiring bank financing support, the Company will continue to closely monitor market interest rate changes. In addition to actively strengthening the expansion of company operational performance, the Company will maintain close contact and communication with financial institutions to secure reasonable and favorable interest rates, thereby mitigating the impact on overall company operations.

5.6.1.2 Foreign Exchange Rates

Unit: NT\$ thousands

Item/Year	2024	2023	Q1 2025
Net Foreign Exchange Gain (Loss) (A)	16,613	914	3,909
Operating Revenue (B)	1,097,794	836,326	241,386
(A)/(B) (%)	1.51	0.11	1.62

The Company's product sales and procurement are primarily denominated in USD transactions. Therefore, the Company uses natural hedging to address exchange rate fluctuation risks. While exchange rate changes affect the Company's revenue risk, the exposure level of this risk is within an acceptable range. The Company will continue to reference exchange rate factors based on feedback from business and procurement departments, adjusting customer pricing in a timely manner to reduce the impact of exchange rate fluctuations.

Compared to 2023, the USD appreciated by approximately 6% in 2024, resulting in increased exchange gains compared to the previous year. In the future, the Company will continue to maintain close contact with financial institutions, monitor market exchange rate trends at all times, and appropriately adjust foreign currency asset and liability positions or enter into forward foreign exchange contracts as relevant countermeasures.

5.6.1.3 Inflation

Due to the government's appropriate control over overall inflation conditions, there are no significant inflationary phenomena in the Company's operating regions. Therefore, for the most recent year and up to the date of the annual report publication, there have been no instances where inflation has caused significant adjustments in raw material procurement prices, resulting in increased costs that erode profits. Nevertheless, the Company does not take future inflationary situations lightly. To prevent operational pressure caused by rising international raw material prices, the Company will continue to actively improve internal production and sales processes, enhance product quality, and reduce various cost and expense expenditures to mitigate potential impacts from inflation. Additionally, the Company will strengthen efforts to persuade customers to accept product price increases, thereby reducing the pressure of the Company bearing inflation impacts alone.

5.6.2 Policies for High-Risk, High-Leverage Investments, Lending to Others, Endorsements and Guarantees, and Derivative Transactions; Main Reasons for Profit or Loss; and Future Countermeasures:

5.6.2.1 For the most recent year and up to the date of the annual report publication, the Company has not engaged in high-risk, high-leverage investments or derivative transactions.

5.6.2.2 As of the end of April 2025, except for inter-company loans between parent and subsidiaries (equivalent to NT\$181,580 thousand), the Company has no instances of lending funds to others. Should the Company lend funds to others, all transactions are handled in accordance with the Company's relevant operating procedures. The aforementioned inter-subsidiary lending does not have a materially adverse impact on the Company's financial condition.

5.6.2.3 As of the end of April 2025, except for endorsements and guarantees provided to subsidiaries (equivalent to NT\$154,106 thousand), the Company provides no endorsements and guarantees to others.

5.6.2.4 The Company has established "Derivative Transaction Processing Procedures" and executes accordingly. However, for the most recent year and up to the date of the annual report publication, the Company has not engaged in derivative transactions and therefore has not generated related gains or losses.

5.6.3 Future R&D Plans and Projected R&D Expenses

5.6.3.1 In 2024, the JVE Group evaluated product lines and gradually improved production environments and raw materials to meet environmental protection requirements for products in various countries.

5.6.3.2 Investment in precision equipment for electronic component processing to expand business order capacity.

5.6.3.3 Investment in automated equipment for electronic components to improve efficiency and reduce production costs.

5.6.4 Impact of Major Domestic and International Policy and Legal Changes on the Company's Financial Operations and Countermeasures:

For the most recent year and up to the date of the annual report publication, major domestic and international policy and legal changes have not had any materially adverse impact on the Company's financial operations and business.

5.6.5 Impact of Technological Changes (Including Information Security Risks) and Industry Changes on the Company's Financial Operations and Countermeasures:

The Company continuously monitors technological changes (including information security risks) in its industry and tracks relevant market trends. When necessary, the Company assigns dedicated personnel or project teams to evaluate and study how these changes may impact the Company's future development and their potential effects on financial operations and business, while planning relevant countermeasures. However, for the most recent year and up to the date of the annual report publication, there have been no significant technological changes (including information security risks) that have materially impacted the Company's financial operations.

5.6.6 Impact of Corporate Image Changes on Corporate Crisis Management and Countermeasures:

For the most recent year and up to the date of the annual report publication, there have been no major events affecting the Company's corporate image.

5.6.7 Expected Benefits, Possible Risks, and Countermeasures for Mergers and Acquisitions:

For the most recent year and up to the date of the annual report publication, the Company has not engaged in any merger and acquisition activities. However, on May 13, 2024, the board of directors approved a simple merger with its 100% owned subsidiary HuaYing Energy Co., Ltd. in accordance with Article 19 of the Business Mergers and Acquisitions Act to integrate resources from both parties and enhance overall group operational efficiency. The merger base date was June 30, 2024. This merger did not involve issuing new shares or paying cash as merger consideration. The merger does not affect shareholder equity and has no impact on net asset value per share or earnings per share.

5.6.8 Expected Benefits, Possible Risks, and Countermeasures for Plant Expansion:

For the most recent year and up to the date of the annual report publication, the Company has not undertaken any plant expansion activities.

5.6.9 Possible Risks from Concentrated Procurement or Sales and Countermeasures:

5.6.9.1 Procurement:

The Company's procurement, except for copper materials required for the electronic components business group's production (primarily purchased from Walsin LihwaGroup), has relatively diversified suppliers for other raw material purchases. Since suppliers in the copper market are not scarce and supply is not constrained, the Company's overall procurement situation is not expected to face significant risks from procurement concentration. Additionally, the electronic components business group outsources labor-intensive processing stages to various subcontractors, and since there are numerous such processing manufacturers, no significant risks are anticipated.

However, the Company will continue to seek and evaluate new suppliers' supply quality, capacity, and cooperation levels to avoid risks from material shortages. For the most recent year and up to the date of the annual report publication, the Company has not undertaken any plant expansion activities.

5.6.9.2 Sales:

The Company's top two customers in 2024 and 2023 were both customers of the electronic components business group, with their sales revenue accounting for approximately 65% of consolidated revenue on average. To avoid operational losses due to idle capacity and labor resulting from order shortages or order cancellations caused by sales concentration, the Company has added an energy business division and an electronic components back-end processing business division. The Company continues to pursue diversified operations while developing new customers and new products, aiming to reduce operational risks that may arise from sales concentration.

5.6.10 Impact, Risks, and Countermeasures of Large Transfers or Changes in Shareholding by Directors, Supervisors, or Major Shareholders Holding More Than 10%: None.

5.6.11 Impact, Risks, and Countermeasures of Changes in Management Control:

5.6.11.1 Changes in Management Control:

The Company has had no changes in management control in the past two years.

5.6.11.2 Impact, Risks, and Countermeasures on the Company: None.

5.6.12 Litigation or Non-Litigation Matters:

On May 16, 2017, the Company entered into an investment agreement with a program production company, with an agreed investment amount of NT\$65,000 thousand. This investment was a principal-guaranteed investment agreement, whereby the Company was entitled to receive a share of the project's net profits upon maturity. If the amount recovered at maturity was less than NT\$65,000 thousand, the counterparty was required to make up the shortfall within one month from the investment termination date. Additionally, to support the program's broadcast, the Company invested RMB 3,000 thousand (equivalent to NT\$13,664 thousand) in licensing and marketing fees, as well as NT\$2,991 thousand for Taiwan broadcasting rights. However, after the program aired on mainland Chinese television stations in July 2017, production and broadcasting were suspended after the fourth episode in August 2017. Therefore, the Company signed a repayment agreement with the counterparty based on the contract's principal guarantee clause, stipulating installment repayment of NT\$77,341 thousand (including the investment of NT\$65,000 thousand, unused licensing fees of NT\$9,350 thousand and NT\$2,991 thousand) by December 31, 2017. The Company has recovered NT\$19,125 thousand and fully provided for bad debt losses for the unrecovered amount in 2017.

Furthermore, in November 2018, the Company filed a lawsuit with the Taipei District Court based on the aforementioned contract. The Taipei District Court ruled in favor of the Company on January 31, 2019, in Civil Judgment No. 1339 of 2018, which became final on September 11, 2019. In 2021, the Company engaged lawyers to apply to the Beijing Fourth Intermediate People's Court for recognition and enforcement of the Taipei District Court's judgment. On December 10, 2021, the Company obtained a civil ruling from the Beijing Fourth Intermediate People's Court approving the recognition and enforcement of Civil Judgment No. 1339 of 2018 from the Taipei District Court. The Company applied for compulsory enforcement to the People's Court on March 8, 2022, which was completed on August 25, 2022. However, the aforementioned receivables have still not been recovered, and the Company continues to consult with lawyers to seek feasible solutions.

5.6.13 Other Important Risks and Countermeasures: None.

5.7 Other Important Matters:

None.

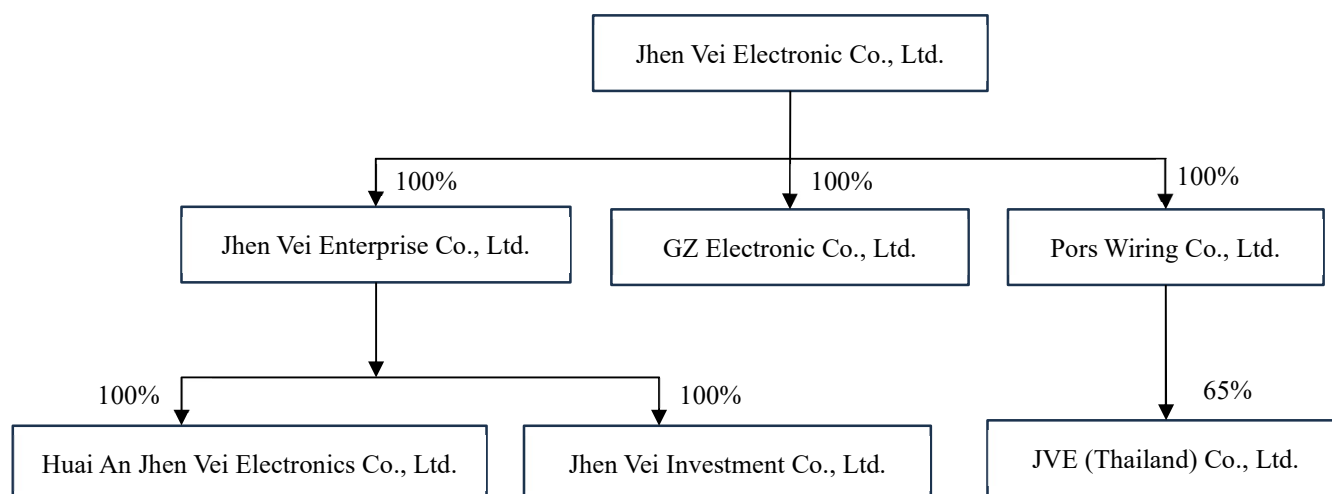
VI. Special Disclosure

6.1 Information of Affiliated Companies

6.1.1 Summary of Affiliated Companies

6.1.1.1 Affiliated Companies Diagram

March 31, 2025



6.1.1.2 Basic information of Affiliated Companies

March 31, 2025 / Unless otherwise noted, amounts are in NT\$

Company Name	Establishment Date	Address	Paid-in Capital	Main Business or Production Items
Jhen Vei Enterprise Co., Ltd.	November 21, 2002	British Virgin Islands	USD 9,671K	Investment Holding
Pors Wiring Co., Ltd.	October 3, 2002	British Virgin Islands	USD 2,595K	Investment Holding
Jhen Vei Investment Co., Ltd.	December 7, 2015	Belize	USD 810K	Investment Holding
Huai An Jhen Vei Electronics Co., Ltd.	April 19, 2006	Lianshui County Industrial Park, Huaian County, Jiangsu Province	USD 7,000K	Manufacturing and Sale of Various Signal Cables
GZ Electronic Co., Ltd.	December 29, 2021	3/F, No. 168 Liancheng Road, Zhonghe District, New Taipei City	200,000K	Electronic Manufacturing Services
JVE (Thailand) Co., Ltd.	January 2, 2024	Thailand	THB 10,000K	Manufacturing and Sale of Various Signal Cables

Note 1: On May 13, 2024, the Company's board of directors approved a simple merger with HuaYing Energy Co., Ltd. The merger base date was June 30, 2024, and approval was obtained from the Ministry of Economic Affairs on September 3, 2024. Therefore, it is not listed here.

6.1.1.3 Identical shareholder of companies with presumption of a relationship of control or subordination: None.

6.1.1.4 Industry and Division of Labor of Affiliated Companies:

6.1.1.4.1 Jhen Vei Enterprise Co., Ltd., Pors Wiring Co., Ltd., and Jhen Vei Investment Co., Ltd. are all planned as investment holding companies, with no substantial production or sales functions.

6.1.1.4.2 Huai An Jhen Vei Electronics Co., Ltd. is mainly engaged in the manufacturing and sales of wire connectors, sockets, and computer cables, serving as an important base for the Company's production and business expansion in the East China region.

6.1.1.4.3 HuaYing Energy Co., Ltd. is mainly engaged in solar power generation and supply. The Company has thus entered the green energy industry, contributing to environmental protection.

6.1.1.4.4 GZ Electronic Co., Ltd. is mainly engaged in electronic manufacturing services, complementing and synergizing with the Company's existing wire business, expanding the Group's diversification.

6.1.1.4.5 JVE (Thailand) Co., Ltd. is mainly engaged in the manufacturing and sales of wire connectors, sockets, and computer cables, serving as an important base for the Company's production and business expansion in the Southeast Asia region.

6.1.1.5 Information of Directors, Supervisors and General Manager of Affiliated Companies

March 31, 2025

Company Name	Title	Name or Representative	Shares Held	
			Shares (Thousands)	Shareholding Ratio (%)
Jhen Vei Enterprise Co., Ltd.	Director(s)	Jhen Vei Electronic Co., Ltd. Representative: Niang-Chuan, Wei Representative: Cing-Lang, Jhong	48	100
	Supervisor	None	0	0
	General Manager	Niang-Chuan, Wei	0	0
Pors Wiring Co., Ltd.	Director(s)	Jhen Vei Electronic Co., Ltd. Representative: Niang-Chuan, Wei Representative: Cing-Lang, Jhong	48	100
	Supervisor	None	0	0
	General Manager	Niang-Chuan, Wei	0	0
Jhen Vei Investment Co., Ltd.	Director(s)	Jhen Vei Enterprise Co., Ltd. Representative: Niang-Chuan, Wei Representative: Cing-Lang, Jhong	810	100
	Supervisor	None	0	0
	General Manager	Niang-Chuan, Wei	0	0
Huai An Jhen Vei Electronics Co., Ltd.	Director(s)	Jhen Vei Enterprise Co., Ltd. Representative: Niang-Chuan, Wei Representative: Chi-Chu, Lu Representative: Cing-Lang, Jhong	(Note 1)	100
	Supervisor	Niang-Chuan, Wei	0	0
	General Manager	Kevin, Ge	0	0
GZ Electronic Co., Ltd.	Director(s)	Jhen Vei Electronic Co., Ltd. Representative: Min-Hung, Lin	20,000	100
	Supervisor	Jhen Vei Electronic Co., Ltd. Representative: Kevin, Ge (Note 2)		
	General Manager	Min-Hung, Lin		
JVE (Thailand) Co., Ltd.	Director(s)	Pors Wiring Co., Ltd. Representative: Niang-Chuan, Wei Representative: Cing-Lang, Jhong Representative: Chi-Chu, Lu Representative: Hung-Yuan, Ko Representative: Mr. Kocharoenchai	650,000	65
	Supervisor	None		
	General Manager	Niang-Chuan, Wei		

Note 1: It is a limited company, therefore no shares were issued.

Note 2: Kevin, Ge, the legal supervisor representative of GZ Electronic Co., Ltd., retired on April 23, 2025.

Note 3: On May 13, 2024 (Year 113), the company's board of directors approved a simple merger with HuaYing Energy Co., Ltd. The merger base date was June 30, 2024, and approval was obtained from the Ministry of Economic Affairs on September 3, 2024. Therefore, it is not listed here.

Note 4: The company's subsidiary, Pors Wiring Co., Ltd., increased capital by 1,400 thousand Thai Baht to JVE (Thailand) Co., Ltd. on November 27, 2024, increasing its shareholding ratio to 65%.

6.1.1.6 Financial Condition and Operating Results of Affiliated Companies

December 31, 2024 / Unless otherwise noted, amounts are in NT\$

Company Name	Paid-in Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenue	Operating Income (Loss)	Current Period Net Income (Loss) After Tax	Earnings (Loss) Per Share After Tax (NTD)
Jhen Vei Electronic Co., Ltd. (As Individual Entity)	688,468	1,265,281	447,669	817,612	470,628	(14,416)	20,128	0.29
Jhen Vei Enterprise Co., Ltd.	324,312	177,631	/	177,631	/	(72)	34,331	1.06
Pors Wiring Co., Ltd.	90,018	71,016	850	70,166	/	(74)	1,689	0.02
Jhen Vei Investment Co., Ltd.	24,742	29,337	/	29,337	/	(76)	436	0.02
Huai An Jhen Vei Electronics Co., Ltd.	235,759	614,591	527,145	87,446	752,555	33,895	31,438	/
GZ Electronic Co., Ltd.	200,000	297,825	201,478	96,347	206,228	(17,937)	(23,260)	(1.16)
JVE (Thailand) Co., Ltd.	9,025	11,049	2,848	8,202	2,011	(1,504)	(1,413)	(1.57)

Note 1: Balance sheet exchange rates: USD:NTD = 1:32.785; CNY:NTD = 1:4.5608; THB:NTD = 1:0.9623

Income statement exchange rates: USD:NTD = 1:32.112; CNY:NTD = 1:4.4543; THB:NTD = 1:0.9159

Note 2: On May 13, 2024, the Company's board of directors approved a simple merger with HuaYing Energy Co., Ltd. The merger base date was June 30, 2024, and approval was obtained from the Ministry of Economic Affairs on September 3, 2024. Therefore, it is not listed here.

Note 3: JVE (Thailand) Co., Ltd. was established on January 2, 2024 (Year 113).

6.1.2 Consolidated business report:

Please refer to MOPS/ Three reporting forms for affiliated enterprises/ Consolidated business report.(https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

6.1.2 Consolidated financial statements of affiliated companies:

The companies required to be included in the consolidated financial statements of affiliates under these Criteria are all the same as companies required to be included in the consolidated financial statements of parent and subsidiary companies as provided in Financial Accounting Criteria Gazette No. 7, and the relevant information that should be disclosed in the consolidated financial statements of affiliates has all been disclosed in the consolidated financial statements of parent and subsidiary companies. The company has also placed a declaration to this effect on the first page of the consolidated financial statements of parent and subsidiary companies, thus the company does not prepare separate consolidated financial statements of affiliates or produce the Declaration. Related information please refer to MOPS/ Electronic Books/ Financial Statement. (<https://emops.twse.com.tw/server-java/t58query>)

6.1.3 Affiliation Reports: None.

6.2 Private Placement of Securities in the Most Recent Year

Information of Private Placement of Securities:

Item	First Private Placement in 2019 Issue Date: April 14, 2020
Type of Private Placement Securities	Private Common Stock
Date/Amount Approved by Shareholders' Meeting	<ol style="list-style-type: none"> The Company resolved at the shareholders' meeting on June 25, 2019, to proceed with a cash capital increase, with a private placement issuance limit of 25,000 thousand shares of common stock, each with a par value of NT\$10. The total amount of the private placement depends on the issue price and the actual number of shares issued. The issuance of the aforementioned shares will be carried out in three installments within one year from the date of the shareholders' meeting resolution, based on the Company's actual operational needs. The Company resolved at the board meeting on April 8, 2020, to approve the issuance of the first private placement of common stock, with the following pricing details: <ol style="list-style-type: none"> Expected number of shares to be issued: 10,000 thousand shares Expected funds to be raised: NT\$71,800 thousand Expected capital increase base date: To be determined by the Chairman upon full receipt of the capital increase funds. As of May 8, 2020, a total of 10,000 thousand shares have been cumulatively issued; the remaining 15,000 thousand shares are not expected to be issued before the expiration date (June 18). The issuance of the remaining shares was canceled by the board resolution on that day.
Basis and Reasonableness of Price Determination	<ol style="list-style-type: none"> Basis for Price Determination: <ol style="list-style-type: none"> (1.1) The reference price for this private placement was determined by the board of directors under shareholders' meeting authorization, with April 9, 2020 as the pricing date, based on the following criteria: <ol style="list-style-type: none"> The shareholders' meeting resolved to use: <ol style="list-style-type: none"> the simple arithmetic average of common stock closing prices for 1, 3, or 5 business days before the pricing date (whichever is selected), minus ex-rights for stock dividends and ex-dividend adjustments, plus capital reduction reverse ex-rights adjustments; or the simple arithmetic average of common stock closing prices for 30 business days before the pricing date, minus ex-rights for stock dividends and ex-dividend adjustments, plus capital reduction reverse ex-rights adjustments; the higher of the two aforementioned calculated prices shall be adopted. The reference price determination for the first private placement of common stock in 2019 was based on the authorization using: <ol style="list-style-type: none"> Simple arithmetic averages of common stock closing prices for 1, 3, or 5 business days before the pricing date (April 9, 2020), minus ex-rights for stock dividends and ex-dividend adjustments, plus capital reduction reverse ex-rights adjustments, which were NT\$8.00, NT\$7.96, and NT\$8.13 respectively, with NT\$8.13 selected as the comparison price. The simple arithmetic average of common stock closing prices for 30 business days before the pricing date, minus ex-rights for stock dividends and ex-dividend adjustments, plus capital reduction reverse ex-rights adjustments, calculated as NT\$8.97. The higher of the two aforementioned calculated prices was adopted, therefore the reference price for this private placement of common stock was set at NT\$8.97. (1.2) Determination of actual subscription price for the first private placement of common stock in 2019 : As resolved by the board of directors, based on the aforementioned private placement reference price of NT\$8.97, calculated at 80% of this amount to the nearest NT dollar (rounded to the nearest dollar), the actual subscription price was set at NT\$7.18.

Item	First Private Placement in 2019 Issue Date: April 14, 2020
	<p>2. Common Stock Issue Price Determination (Standards approved by shareholders' meeting resolution)</p> <p>a) When subscribers are insiders or related parties, the price shall not be lower than 80% of the reference price as required by law.</p> <p>b) Considering the company's current net worth, successful fundraising, necessity for long-term stable growth, and maintaining shareholder equity, when subscribers include strategic investors, the tentative private placement price per share is NT\$10. Considering that future reference prices may be affected by securities market changes or capital reduction, resulting in the private placement price of NT\$10 being lower than 80% of the reference price, independent experts must be commissioned to provide opinions on the basis and reasonableness of the private placement pricing as required by law, and such expert opinions must be included in the meeting notice for shareholders' reference in their approval decision.</p> <p>3. The rights and obligations of this private placement of common stock are identical to the company's already issued common stock. The transfer of privately placed securities resolved in this decision shall be subject to restrictions under Article 43-8 of the Securities and Exchange Act. After 3 years from delivery of the privately placed securities, the shareholders' meeting is requested to authorize the board of directors to decide, based on circumstances at that time, whether to apply to the competent authority for issuance of a supplementary public offering consent letter and to file with the Financial Supervisory Commission for supplementary public offering procedures.</p>
Method of Selecting Specific Subscribers	<p>The subscribers for this private placement resolution are limited to specific persons who comply with Article 43-6 of the Securities and Exchange Act and related regulations, including the original Ministry of Finance Securities and Futures Commission letter No. 0910003455 dated June 13, 2002, and the Financial Supervisory Commission letter No. 1030051453 dated December 30, 2014, titled "Matters to Note for Public Companies Conducting Private Placements of Securities" as amended. This was approved by the shareholders' meeting on June 25, 2019. The currently intended subscribers are tentatively limited to insiders, related parties, and potential strategic investors.</p>
Necessary Reasons for Private Placement	<p>Considering capital market conditions, the timeliness and feasibility of raising capital, issuance costs, and the actual need to introduce strategic investors; and considering that the private placement method has relatively swift and convenient timeliness, and that privately placed securities are restricted from free transfer within three years, which can better ensure long-term cooperative relationships between the company and investment partners. Additionally, authorizing the board of directors to conduct private placements based on the company's actual operational needs will effectively enhance the company's financing mobility and flexibility. Therefore, instead of adopting public offering, securities will be issued through private placement. The execution of this plan is expected to improve financial structure and enhance operational efficiency, which will also have positive benefits for shareholder equity.</p>
Payment Completion Date	<p>The payment period for the first private placement of common stock in 2019, approved by the board of directors on April 8, 2020, was scheduled from April 10 to April 13, 2020. The capital increase payment was completed on April 13, 2020, and the capital increase base date was set for April 14, 2020.</p>
Subscriber Information	(Note 1)
Actual Subscription (or Conversion) Price	<p>The actual subscription price for the first private placement of common stock in 2019, approved by the board of directors on April 8, 2020, was NT\$7.18.</p>
Difference Between Actual Subscription (or Conversion) Price and Reference Price	<p>1. The basis for determining the private placement reference price is as explained above in "Basis and Reasonableness of Price Determination."</p> <p>2. The reference price for this private placement of common stock was determined by comparison and selection based on the closing prices of the 30 business days prior to April 9, 2020 which was NT\$8.97. Upon calculation, the actual subscription price of NT\$7.18 represents 80.04% of the reference price, which still complies with the scope of shareholders' meeting authorization and is therefore appropriate.</p>

Item	First Private Placement in 2019 Issue Date: April 14, 2020
Impact of Private Placement on Shareholder Equity	<p>1. After the issuance of this private placement of securities, the injection of funds will help improve the company's financial structure and enhance the equity ratio. At the same time, due to the increase in common stock capital, the paid-in capital will be enhanced, resulting in increased shareholder equity, which has positive benefits for shareholder equity.</p> <p>2. Since the purpose of funds raised in each offering is to strengthen working capital and meet the company's future operational development funding needs and related business development requirements, this fundraising can reduce the company's working capital cost pressure, thereby enhancing the company's overall competitiveness. This enables the company to create optimal operational performance during stable growth operations, achieving the goal of maximizing shareholder equity.</p>
Status of Private Placement Fund Utilization and Plan Implementation Progress	Please refer to the explanation of fund utilization plan implementation status on page 66.
Realization of Plan Benefits	

Note 1: Subscriber Information: According to the shareholders' meeting resolution on June 25, 2019, it was agreed to focus on insiders, related parties, and potential strategic investors. Therefore, the board of directors approved approaching insiders as subscribers for the private placement of common stock, with the following information:

Private Placement Subscriber	Qualification	Subscription Quantity	Relationship with Company	Participation in Company Operations
YongDing Investment Co., Ltd.	Insider	5,215 thousand shares	Corporate Chairman, Corporate Director	Yes
HuaTai Management Consulting Co., Ltd.	Insider	4,785 thousand shares	Corporate Supervisor	Yes

Relationship Between Top Ten Shareholders of Corporate Subscribers and the Company

Corporate Subscriber	Name of Top Ten Shareholder	Shareholding Ratio	Relationship with Company
YongDing Investment Co., Ltd.	Niang-Chuan, Wei	100%	Representative of Corporate Director
HuaTai Management Consulting Co., Ltd.	Hong-Jyun, Lin	100%	Representative of Corporate Supervisor

6.3 Subsidiary Holdings or Disposal of Company Shares in the Most Recent Year:

None.

6.4 Other Necessary Supplementary Disclosure Items

In accordance with the Taiwan Stock Exchange Corporation letter No. 1020200236, the Company discloses unfulfilled listing commitments.

Unfulfilled Listing Commitments	Status of Implementation
Commitment to establish dedicated audit personnel at the Company's mainland China subsidiaries before listing, ensure implementation of annual audit plans, and maintain this after listing.	The Company's mainland China subsidiary, Huai An Jhen Vei Electronics Co., Ltd., has established dedicated audit personnel to execute annual audit plans and has issued a commitment letter promising to maintain this after listing. The mainland China subsidiary Jhen Vei Electronics (Shenzhen) Co., Ltd., completed liquidation procedures on December 31, 2020, which has been approved and filed with the Investment Commission.
Commitment that when future overseas subsidiaries' financial reports are audited and certified by other accountants and used by the Company to recognize investment gains/losses or prepare	Handled in accordance with this regulation.

Unfulfilled Listing Commitments	Status of Implementation
consolidated financial statements, the Company's certifying accountants must issue audit reports that do not refer to other accountants' opinions on their financial statements.	
Commitment to add provisions in the "Asset Acquisition or Disposal Procedures" for Jhen Vei Enterprise Co., Ltd. and Pors Wiring Co., Ltd. stating that "JVE Group shall not waive future annual capital increases for Jhen Vei Enterprise Co., Ltd. and Pors Wiring Co., Ltd., and Jhen Vei Enterprise Co., Ltd. and Pors Wiring Co., Ltd. respectively shall not waive future annual capital increases for Huai An Jhen Vei Electronics Co., Ltd. and Chuansong Electronics (Suzhou) Co., Ltd."; if the Company disposes of the aforementioned companies in the future, it must be approved by special resolution of the respective companies' boards of directors, and if the procedures are subsequently revised, they must be disclosed as material information on the Market Observation Post System and reported to the TPEx for record.	The Company revised the "Asset Acquisition or Disposal Procedures" management regulations at the extraordinary shareholders' meeting on August 31, 2007, and prepared a comparison table of provisions before and after revision. Chuansong Electronics (Suzhou) Co., Ltd. was renamed to Wujiang Zhenwei Electronics Co., Ltd., which completed liquidation procedures on December 25, 2015, approved and filed with the Investment Commission.

VII. Events Occurring in the Most Recent Year That Have Material Impact on Shareholder Equity or Securities Prices as Defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act:

None.