Stock Code: 6207

LASER TEK TAIWAN CO.,LTD 雷科股份有限公司

2024 Annual Report

Annual Report Website: Market Observation Post System at https://mopsov.twse.com.tw

Information disclosure website designated by the Securities and Futures Bureau, FSC https://mopsov.twse.com.tw

Website where annual report-related information is available. http://www.lasertek.com.tw

May 30, 2025

I. The Company's Spokesperson and Deputy Spokesperson:

Name of Spokesperson: Ching-Ling, Tang Title: Assistant Vice President

Telephone: (07)815-9877

Email: lasertek@lasertek.com.tw

Name of Deputy Spokesperson: Hsuan-Yu, Chen Title: Manager

Telephone: (07)815-9877

Email: lasertek@lasertek.com.tw

II. Address and Telephone Number of the Headquarters and Factories

1. Headquarters Address: No. 248-39, Xinsheng Rd., Qianzhen Dist., Kaohsiung City
   Telephone: (07)815-9877
2. Branch Company Address: No. 209, Qixian 3rd Road, Yancheng District, Kaohsiung City
   Telephone: (07)815-9877
3. Hsinchu Branch Company Address: 1F, No. 29, Dong Sec. 2, Guangming 6th Rd., Zhubei City, Hsinchu County
   Telephone: (03)658-6579
4. Factory Address:
   (1) Linkuang 1st Factory: No. 248~ 39, Xinsheng Rd., Qianzhen Dist., Kaohsiung City
   Telephone: (07)815-9877
   (2) Linkuang 2nd Factory: No. 248~ 12, Xinsheng Rd., Qianzhen Dist., Kaohsiung City
   Telephone: (07)951-0828
   (3) Linkuang 3rd Factory: 2F, No. 248-12, Xinsheng Rd., Qianzhen Dist., Kaohsiung City
   Telephone: (07)951-0828
   (4) Linkuang ECT Factory: 3F, No. 248-12, Xinsheng Rd., Qianzhen Dist., Kaohsiung City
   Telephone: (07)811-2151
   (5) Linkuang 5th Factory: 6F, No. 248-12, Xinsheng Rd., Qianzhen Dist., Kaohsiung City

III. Stock Transfer Agency:

Name: Yuanta Securities

Address: B1F, No. 67, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City

Telephone: (02)2586-5859

Website: www.yuanta.com.tw

IV. The Name of CPAs for the Financial Report of the Most Recent Year, and the Name and Address of the Firm:

Name of CPAs: A-Shen Liao; Kuo-Hua Wang

Name of firm: PwC Taiwan

Address: 27F, No.333. Sec.1, Keelung Rd., Xinyi Dist., Taipei City

Telephone: (02)2729-6666 Website:www.pwc.com/tw

V. Name of Stock Exchange for Overseas listed Securities and Method for Enquiry of Overseas Securities Information: None.

VI. Company website: http://www.lasertek.com.tw

Table of Contents

Chapter I. Letter to Shareholders 1

Chapter II. Corporate Governance Report 6

I. Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Managers of Departments and Branches 6

II. Remunerations to Directors, Supervisors, President, and Vice Presidents in the most recent year 23

III. Implementation of corporate governance 31

IV. Information on certified public accountant's audit fees 107

V. Information on change of CPA 107

VI. If the company's chairman, president, financial manager, or accounting manager has worked at the firm of the certifying accountants or its affiliates within the last year, their name, position, and position at the firm of the CPA or its affiliates should be disclosed 107

VII. Share transfer by directors, supervisors, managerial officers and shareholders holding more than 10% equity and changes to share pledging by them in the most recent year and up to the publication date of this Annual Report 108

VIII. Information on the kinship relationships among the top 10 shareholders by shareholding ratio 109

IX. The shareholding of the Company, directors, supervisors, managers, and enterprises that are directly or indirectly controlled by the company in the same re-invested company 110

Chapter III. Fundraising 111

I. Capital and shareholding 111

II. Corporate bond issuance status 117

III. Issuance of preferred stocks 117

IV. Issuance of global depositary receipts (GDR) 117

V. Exercise of employee stock option plan (ESOP) 117

VI. Mergers, acquisitions or issuance of new shares for acquisition of shares of other companies 117

VII. Implementation of capital allocation plan 117

Chapter IV. Business Overview **118**
I. Business activities **118**
II. Market, production and sales **128**
III. Information on employees **137**
IV. Environmental protection expenditure information **137**
V. Employees-employer relations **138**
VI. Cyber security management **146**
VII. Important contracts **150**

Chapter V. Review and Analysis of Financial Position and Financial Performance and Assessment of Risks **151**
I. Financial position **151**
II. Financial performance **152**
III. Cash flows **154**
IV. The effects that significant capital expenditures have on financial operations in the most recent year **154**
V. Investment policy in the most recent year, profit/loss analysis, improvement plan, and investment plan for the coming year **154**
VI. Risk analysis and assessment **155**
VII. Other important matters **160**

Chapter VI. Special Disclosures **161**
I. Profiles of affiliates and subsidiaries **161**
II. Status of private placement of securities in the most recent year and up to the publication date of this Annual Report **168**
III. Other supplemental information **168**

Chapter VII. Corporate Events with Material Impact on Shareholders' Equity or Securities Prices Set Forth in Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act in the Most Recent Year and up to the Publication Date of this Annual Report **168**

Chapter I　Letter to Shareholders

Dear Shareholders:

Thank you all for taking the time to attend LaserTek Taiwan Co., Ltd.'s 2025 Annual Shareholders' Meeting. On behalf of the Company and all LaserTek employees, I would like to express our appreciation for the support and love you have shown our Company.

The Company's consolidated operating profit for 2024 increased compared to the previous year, mainly due to increased shipments of semiconductor and optoelectronic equipment products. The Company is continuing to innovate our equipment R&D technologies, and we can provide a variety of laser equipment required across industries. This enables the Company to expand to different product markets. Currently, with the demand from the AI industry chain and the popularity of the electric vehicle industry, the Company also continues to enhance our R&D competencies for equipment to create more market opportunities, thereby generating higher profits.

Our employees and management team will continue to work even more diligently while maintaining committed, rigorous, and proactive outlook. Going forward, we will be dedicated to improving product profitability and cost control, systematic adjustments, and R&D and innovations in the hopes of achieving even more robust growth and higher profits, thereby achieving exceptional business performance.

The Company's 2024 operating performance and 2025 business outlook are summarized as the following:

I. 2024 Operating Performance:

(I) Business Plan Implementation Results and Summary

The Company's 2024 consolidated operating revenue reached NTD 1,361,184 thousand, or NTD 183,368 thousand more than the NTD 1,177,816 thousand in 2023. The consolidated revenue increased by 15.57%. In 2024, the domestic operating revenue reached NTD 843,280 thousand, showing a NTD 22,363 thousand increase, or a 2.72% increase, from the NTD 820,917 thousand domestic operating revenue in 2023.

The 2024 consolidated net income after tax was NTD 164,349 thousand, representing a NTD 19,368 thousand increase, or 13.36% increase, from the NTD 144,981 thousand in 2023.

(II) Operating Revenue and Expense Budget Implementation

The Company did not disclose financial forecast information for 2024, so there is no information on budget achievement.

(III) Financial receipts and expenditures and profitability analysis

Unit: NTD thousand

Item	Year	2024 (Consolidated)	2023 (Consolidated)	2024 (Parent company)	2023 (Parent company)
Financial receipts and expenditures	Net operating revenues	1,361,184	1,177,816	843,280	820,917
	Gross profit	429,314	386,915	254,763	238,039
	Net profit/loss after tax	164,349	144,981	164,758	146,612
Profitability	Return on assets (%)	4.82	4.38	4.30	3.98
	Return on equity (%)	8.67	8.26	8.70	8.40
	Ratio of operating income to paid-in capital (%)	13.88	13.11	5.24	7.77
	Ratio of net profit before tax to paid-in capital (%)	25.28	24.48	22.94	22.58
	Net margin	12.07	12.31	17.86	17.86
	Earnings per share (NTD)	2.07	1.84	2.07	1.84

(IV) Research and Development Status

1. R&D expenditure in the most recent two years

Unit: NTD thousand

Year	2024	2023
Research and development expenses	47,699	31,220

2. R&D achievements in the most recent year

Technologies and products researched and developed in 2024:

R&D plan in the most recent year	Current progress	Time to mass production
AI & AOI SMD defect inspection machine	Collected AI data and built models with equipment being able to detect over 10 types of defects.	Verified quality in June 2024, and customer-side verification was completed in July 2025.
Four-headed ceramic rapid drilling machine (Gen 2)	Motion axis control system has been optimized, improving equipment yield rate.	Mass production has been completed and production testing is being carried out at customer' site.
3D automotive electronic module cutter	Optimized front-end and back-end inspection functions; customized laser and optical system optimization for processing speed enhancement.	Mass production has been completed and customer verification will be carried out in June 2024

R&D plan in the most recent year	Current progress	Time to mass production
2.5D TSV wafer drilling	Deployed femto laser for quality test of plating through hole (PTH) and blind via hole (BVH), which are co-developed with customers.	Completed quality testing and verification in June 2025.
SIC cutting and drilling	Introduce femto laser quality test, which is co-developed with customers.	Completed quality testing and verification in June 2025.
LAB heterogeneous laser welding	Designed and developed peripherals including temperature measurement components, customized optical coating lens sets etc.	Testing completed in July 2024, with equipment setup to be completed in Q4 2025.
AR/VR key module cutting	Customized light source system for AI transparent contour construction.	Completed first-stage sample delivery in February 2025.
Dense hole drilling	Introduced Femto laser for drilling, developed in cooperation with customers.	Quality verification to be carried out in April 2025
High-precision composite board cutting	Completed laser system architecture development. Material handling system under development.	Completed first-stage quality verification in January 2025.
Copper foil RTR laser cutting and slitting	Laser light source system selection based on quality requirements.	Completed first-stage quality verification in January 2025.
Lead Frame EMC composite processing	Introduced dual laser system for process-specific processing.	Completed first-stage quality verification in March 2025.

II. Summary of Business Plan for 2025

(I) Business Direction

1. Continue to research and develop applications of laser equipment and machinery

The Company is committed to in-house R&D of laser equipment products that can be applied to a variety of fields. We will continue to develop new technologies, in particular, technologies for advanced processes in the semiconductor industry and the optoelectronics Industry, and to provide customers with one-stop product services by developing and manufacturing diverse equipment and machinery to help solve processing challenges at the customers' end, thereby satisfying customers' diverse needs.

2. Develop the green energy industry

To address the Company's goal of sustainable development and to achieve full-time zero emissions across the world in the future, the Company is also actively developing and investing in green energy-related industries. By investing in the industrial supply chain, we can promote multi-faceted development for the Company and thereby enhance our competitiveness.

(II) Expected sales volume and its basis

Sales figures are formulated based on market demand and development trends, customers' business overview, and the Company's current sales and production status. The Company's production capacity and scale are also taken into consideration in setting sales forecasts. Since the economic indicators across the globe are still showing vast uncertainties, the Company will achieve our upcoming business goals by continuing to uphold our business philosophy of professionalism, integrity, sharing, and continuous innovation and improvement to actively address changes in the operating environment and to seize market trends.

(III) Important Production and Sales Policies

1. Production policy:
   (1) SMD packaging materials:
   Optimized production process improvements and invested in new production equipment to enhance production quality and reduce manufacturing cost. Continue to develop original materials and reduce material costs.
   (2) Laser machinery and equipment:
   Continue to research and develop laser equipment and machinery with various applications and innovative technologies, and to form even more close-knit strategic partnerships with equipment suppliers.
2. Sales policy:
   (1) Continue to strengthen existing SMD material, SMT, and semiconductor customers by targeting mainstream market and developing high-quality and competitive products.
   (2) Integrate resources from Taiwanese and overseas production sites, achieve real-time coordination with customers' mass production needs, and continue to implement global division of labor and centralized Group operations.
   (3) Commit to talent development plan by setting global marketing

goal and strengthening the Company's human resources; enhance product quality and quantity control and after-sale customer service in order to successfully construe global supply competencies and benefits.

Looking forward, we will continue to strive for even higher operating performance by adopting a more proactive yet prudent approach. And we hope that all shareholders can continue to support and encourage Laser Tek Group enterprises. Thank you and we would like to wish you all the best of health and may all your wishes come true!

Chairman:	Manager:	Chief Accounting Officer:
Tsai-Hsin, Cheng	Meng-I, Huang	Ching-Ling, Tang

Chapter II Corporate Governance Report

I. Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Managers of Departments and Branches

(I) (1) Profile of directors and supervisors:

April 19, 2025

Title (Note 1)	Nationality	Name	Age (Note 2)	Date elected	Term	Date first elected (Note 3)	Shares held during election		Current shareholding		Current shareholdings of spouse and minor children		Shares held in the name of others		Education/ work experience (Note 4)	Current job positions within the Company and in other companies	Other Managers, Directors or Supervisors who are spouses or within two degrees of kinship			Remark (Note 5)
							Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)			Title	Name	Relationship	
Institutional director	Republic of China	Press Investment Co., Ltd.	NA	2022.06.24	3 years	2001.07.14	6,511,923	7.76	6,186,326	7.76	0	0	0	0	–	–	–	–	–	
Chairman	Republic of China	Press Investment Co., Ltd. Representative: Tsai-Hsin, Cheng	M 61-70	2022.06.24	3 years	2001.07.14	656,076	0.78	588,000	0.74	0	0	0	0	Founder of LaserTek Taiwan Co., Ltd. Master of Management, National Sun Yat-sen University	Chairman, Press Investment Co., Ltd. Supervisor, Shun-Chih Investment Corp. Chairman, Innovision Flextech Corporation	None	None	None	
Institutional director	Republic of China	Shun-Chih Investment Corp.	NA	2022.06.24	3 years	2001.07.14	700,760	0.84	665,722	0.84	0	0	0	0	–	–	–	–	–	
Director	Republic of China	Shun-Chih Investment Corp. Representative: Yin, Yang	F 51-60	2022.06.24	3 years	2001.07.14	3,364	0.01	0	0.00	0	0	0	0	Business Vice President, LaserTek Taiwan Co., Ltd. Master of Management, National Sun Yat-sen University	Business Vice President	None	None	None	
Institutional director	Republic of China	Yong-Si Asset Management Co., Ltd.	NA	2022.06.24	3 years	2001.07.14	170,000	0.12	161,500	0.20	0	0	323,000	0	–	–	–	–	–	
Director	Republic of China	Yong-Si Asset Management Co., Ltd. Representative:	M 61-70	2022.06.24	3 years	2001.07.14	0	0	0	0	0	0	0	0	Chairman, Yong-Si Asset Management Co., Ltd. Master of	Chairman, Yong-Si Asset Management	None	None	None	

Title (Note 1)	Nationality	Name	Age (Note 2)	Date elected	Term	Date first elected (Note 3)	Shares held during election		Current shareholding		Current shareholdings of spouse and minor children		Shares held in the name of others		Education/ work experience (Note 4)	Current job positions within the Company and in other companies	Other Managers, Directors or Supervisors who are spouses or within two degrees of kinship			Remark (Note 5)
							Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)			Title	Name	Relationship	
		Yung-Lin, Chen													Environmental Biology and Fisheries Science, National Taiwan Ocean University	Co., Ltd.				
Director	Republic of China	Yu-Ku, Chuang	M 41-50	2022.06.24	3 years	2013.06.18	5,000	0.01	4,750	0.01	0	0	0	0	Chairman, Taiwan Germagic Biochemical Technology Co., Ltd.; Master of Management, National Sun Yat-sen University	Chairman, Taiwan Germagic Biochemical Technology Co., Ltd.	None	None	None	
Independent Director	Republic of China	Der-Ming, Lieu	M 61-70	2022.06.24	3 years	2004.04.29	0	0	0	0	0	0	0	0	Bachelor of Finance and Economics, the Ohio State University; Professor of the Department of Finance, Sun Yat-Sen University; Independent Director, Tung Ho Steel Enterprise Corp.; Independent Director, CSBC Corporation, Taiwan.	Independent Director, CSBC Corporation, Taiwan Independent Director, Tung Ho Steel Enterprise Corp.	None	None	None	
Independent Director	Republic of China	Lai-Fu, Huang	M 71-80	2022.06.24	3 years	2007.06.13	0	0	0	0	0	0	0	0	Master of Management, National Sun Yat-sen University	None	None	None	None	
Independent Director	Republic of China	Yi-Chang, Lin	M 61-70	2022.06.24	3 years	2022.06.24	0	0	0	0	0	0	0	0	Managing partner, Kaohsiung Office, PwC Taiwan Master of Management, National Sun Yat-sen University	Independent Director, Ton Yi Industrial Corp. Independent Director, Cheng Mei Materials Technology Corporation	None	None	None	

Note 1: For an institutional shareholder, the name of the institutional shareholder and its representative shall be listed separately (when listing the representative of an institutional shareholder, the name of the institutional shareholder shall also be noted), and Table 1 below shall also be completed.

Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41~50 years old or 51~60 years old.

Note 3: Specify the time the person first began to serve as a director or supervisor of the Company. If there has been any break within a term or between terms, add a note specifying the circumstances.
Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/ attester, specify the position held and the duties for which the person was responsible.
Note 5: If the Company's Chairman and President or person of an equivalent post (the highest level manager) are the same person, spouse, or a relative within the first degree of kinship to the other, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer)

(2) Name of institutional shareholders with 10% or more equity stake or whose equity stake is among the top 10, and the shareholding percentage thereof:

April 19, 2025

Name of institutional director (Note 1)	Major shareholders of institutional shareholders (Note 2)
Press Investment Co., Ltd.	Tsai-Hsin, Cheng (87%)
Shun-Chih Investment Corp.	Tsai-Hsin, Cheng (45.2%); Yu-Hui, Cheng (18%); Yu-Fang, Cheng (12.65%); Wei-Chung, Cheng (14.15%).
Yong-Si Asset Management Co., Ltd.	Yong-Yi Asset Management Co., Ltd. (97.8%); Yung-Lin, Chen (2%)

Note 1: If the director or supervisor is a representative of an institutional shareholder, fill in the name of the institutional shareholder.
Note 2: Fill in the names of the institutional shareholder's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios. If any of the major shareholders is an institutional shareholder, also complete Table 2 below.
Note 3: If an institutional shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation ratios, respectively. If a donor has died, please further note "deceased."

Where a major shareholder is an institutional shareholder, list the institutional shareholder's major shareholders and their shareholding percentage:

Name of legal entity (Note 1)	Major shareholders of legal entity (Note 2)
Yong-Yi Asset Management Co., Ltd.	Yong-Si Asset Management Co., Ltd. (97.8%); Yung-Lin, Chen (2%)

Note 1: If any major shareholder in Table 1 above is an institutional shareholder, fill in the name of that institutional shareholder.
Note 2: Fill in the names of the legal entity's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios.
Note 3: If an institutional shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation ratios, respectively. If a donor has died, please further note "deceased."

(3) Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors:

April 19, 2025

Criteria / Name	Professional qualifications and experience	Number of companies for adjunct independent directors of other public offering companies
Press Investment Co., Ltd. Representative: Tsai-Hsin, Cheng	**Expertise:** Experience in relevant industries (electronic components/SMT, laser equipment); Marketing expert; Business administration **Education:** Master of Management, National Sun Yat-sen University **Other major position:** Chairman, LaserTek Taiwan Co., Ltd.; Chairman, Innovision Flextech Corporation **Past experience:** Chair of the Kaohsiung City Gangdu Entrepreneurs Association; Chair of the Association for Strategic Development of Chinese Economic Region.	0
Shun-Chih Investment Corp. Representative: Yin, Yang	**Expertise:** Experience in relevant industries (electronic components/SMT, laser equipment); Marketing expert; Business administration **Education:** Master of Management, National Sun Yat-sen University **Other major position:** Business Vice President, LaserTek Taiwan Co., Ltd. **Experience:** Deputy Manager, Taiwan Kuroda Electric Co., Ltd.; Business Assistant Vice President, LaserTek Taiwan Co., Ltd.	0
Yong-Si Asset Management Co., Ltd. Representative: Yung-Lin, Chen	**Expertise:** International financial; investment principles; derivative financial products; measurement and management of risks of investment portfolios. **Education:** Master of Environmental Biology and Fisheries Science, National Taiwan Ocean University **Other major position:** Chairman, Yong-Si Asset Management Co., Ltd. **Experience:** Director, Kaohsiung Business Bank; Director, BestDisk Technology Corp.	0
Yu-Ku, Chuang	**Expertise:** Marketing expert; Business administration; industrial knowledge; decision-making **Education:** Master of Management, National Sun Yat-sen University **Other major position:** Chairman, Taiwan Germagic Biochemical Technology Co., Ltd.; President, Innovision Flextech Corporation **Experience:** President, MEDIA MLIFE INTERNATIONAL CO., LTD.; President, Jie-Yan Energy Saving Technology Co., Ltd.	0

Criteria / Name	Professional qualifications and experience	Number of companies for adjunct independent directors of other public offering companies
Der-Ming, Lieu	**Expertise:** International finance; investment principles; derivative financial products and financial engineering; company financial affairs management; measurement and control of the risks entailed in investment portfolio; qualified as a professor-level professional technician and possessing the professional competencies meeting the requirement of core items requisite for board membership diversity, including accounting, financial analysis, industrial knowledge, decision-making, sustainable management, and risk management. **Education:** Ph.D. in economics, the Ohio State University **Other major position:** Incumbent adjunct professor (honorary professor) of the Department of Finance, National Sun Yat-sen University; Independent Director, Tung Ho Steel Enterprise Corp.; Independent Director, CSBC Corporation, Taiwan **Experience:** Former full-time professor of the Department of Finance, National Sun Yat-sen University;	2
Lai-Fu, Huang	**Expertise:** International finance; investment principles; derivative financial products and financial engineering; company financial affairs management; business administration; knowledge, decision-making, sustainable management, and risk management. **Education:** Master of Management, National Sun Yat-sen University **Other major position:** Incumbent member of the Investment Management Task Force, National Sun Yat-sen University **Experience:** Member of the Investment Management Task Force, National Sun Yat-sen University; Director, LIYU TECHNOLOGY CO., LTD.	0
Yi-Chang, Lin	**Expertise:** Company financial accounting; internal audit; business administration; knowledge of the industry; tax management; sustainable management; and risk management. **Education:** Master of Management, National Sun Yat-sen University **Other major position:** Advisor, PwC Taiwan; Independent Director, Ton Yi Industrial Corp.; Independent Director, Cheng Mei Materials Technology Corporation **Experience:** Managing partner, Kaohsiung Office, PwC Taiwan	2

Name	Independence status
Press Investment Co., Ltd. Representative: Tsai-Hsin, Cheng	1. Concurrently the legal representative of the Company's affiliates (wholly owned subsidiaries). 2. Chairman of the institutional shareholder of Press Investment Co., Ltd. which holds 7% or more of the Company's current outstanding shares. Aside from the description above, the person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 2. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 3. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 4. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 5. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 6. Does not meet any descriptions stated in Article 30 of the Company Act. 7. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.

Name	Independence status
Shun-Chih Investment Corp. Representative: Yin, Yang	The person concurrently serves as the Company's Vice President, i.e., serving double duties as the Company's director and the Company's manager. The person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 2. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 3. Not a Director, Supervisor or employee of an institutional shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 37 of the Company Act (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 4. Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 5. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 6. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and

Name	Independence status
	acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 7. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 8. Does not meet any descriptions stated in Article 30 of the Company Act. 9. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.
Yong-Si Asset Management Co., Ltd. Representative: Yung-Lin, Chen	The person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not an employee of the Company or any of its affiliates; 2. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 3. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a Director, Supervisor or employee of an institutional shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 37 of the Company Act (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 5. Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 6. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 7. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership,

Name	Independence status
	company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 8. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 9. Does not meet any descriptions stated in Article 30 of the Company Act. 10. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.
Yu-Ku, Chuang	The person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 2. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 3. Not a Director, Supervisor or employee of an institutional shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 37 of the Company Act (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 4. Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 5. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or

Name	Independence status
	subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 6. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 7. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 8. Does not meet any descriptions stated in Article 30 of the Company Act. 9. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.
Der-Ming, Lieu	The person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not an employee of the Company or any of its affiliates; 2. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 3. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a Director, Supervisor or employee of an institutional shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 37 of the Company Act (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 5. Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws

Name	Independence status
	or laws of the registered country). 6. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 7. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 8. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 9. Does not meet any descriptions stated in Article 30 of the Company Act. 10. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.
Lai-Fu, Huang	The person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not an employee of the Company or any of its affiliates; 2. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 3. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a Director, Supervisor or employee of an institutional shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 37 of the Company Act (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in

Name	Independence status
	accordance with local laws or laws of the registered country). 5. Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 6. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 7. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 8. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 9. Does not meet any descriptions stated in Article 30 of the Company Act. 10. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.
Yi-Chang, Lin	The person met the following independence evaluation criteria while in office and during the two years prior to being elected. 1. Not an employee of the Company or any of its affiliates; 2. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or ranking in the top 10 in holdings. 3. Not an identified manager of the Company or its affiliate; not a director or supervisor of the Company or its affiliate; or not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings.

Name	Independence status
	4. Not a Director, Supervisor or employee of an institutional shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 37 of the Company Act (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 5. Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 6. Not the same person as, or spouse of, the Company's Chairman, President, or equivalent. Not a director, supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country). 7. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provided auditing services to the Company or any affiliate of the Company, or that provided commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the last two years in exchange for compensation cumulatively exceeding NTD 500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations. 8. Not having a marital relationship, or a relative within the second degree of kinship to any other Director of the Company. 9. Does not meet any descriptions stated in Article 30 of the Company Act. 10. Not elected as a representative of the government or a legal entity as per Article 27 of the Company Act.

(4) Board Diversity and Independence:

A Board Diversity

To quote Article 20 of the Company's "Corporate Governance Best Practice Principles": The board of directors shall have a structure consisting of at least five members, subject to the management and development scale of the Company and the shareholding status of major shareholders, taking into account practical operational needs. The composition of the board of directors shall be determined by taking diversity into consideration; the board of directors shall formulate an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs. Board members shall possess the knowledge, skills, and literacy requisite for their performing their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

(a) Ability to make sound business judgments. (b) Ability to perform accounting and financial analysis. (c) Ability to manage a business. (d) Ability to manage crisis. (e) Knowledge of the industry.

(f) An international market perspective. (g) Leadership. (h) Decision-making ability.

The incumbent Board of Directors was elected in the generation election in 2022 and is composed of seven directors (including three independent directors) who possess the expertise and exceptional experience in the electronics industry, professional marketing, business administration, financial management, international finance, and investment. Among the directors, one is a female director and 14% is concurrently an employee.

Diversity core / Name of director	Basic composition								Industry experience				Professional skills		
	Nationality	Gender	Shareholder status	Age			Independent director term of service (years)		Professional service and marketing	Financial affairs and finance	Commerce and supply	IT	Law	Accounting	Risks management
				Aged 45~55	Aged 56~65	Age 65 and above	Below 3 years	6 to 9 years							
Tsai-Hsin, Cheng	Republic of China	M	✓		✓		Non-independent director		✓	✓	✓	✓	○	○	✓
Yin, Yang	Republic of China	F	✓	✓					✓	○	✓	✓	○	○	✓
Yung-Lin, Chen	Republic of China	M	×			✓			○	✓	○	○	○	✓	✓
Yu-Ku, Chuang	Republic of China	M	✓	✓					✓	○	✓	✓	○	○	✓
Der-Ming, Lieu	Republic of China	M	×			✓		✓	○	✓	○	○	○	✓	✓
Lai-Fu, Huang	Republic of China	M	×			✓		✓	○	✓	○	○	○	✓	✓
Yi-Chang, Lin	Republic of China	M	×		✓		✓		○	✓	○	○	○	✓	✓

Note:✓ denotes full ability; ○denotes partial ability.

Specific management objectives and achievement of board diversity policy are as follows:

Management objectives	Status of achievement
The number of directors who are also an employee of the Company shall not exceed one third of the total number of directors.	Achieved
Board of Directors members shall comprise at least one female director.	Achieved
An independent director shall not serve for more than three terms.	Yet to be achieved

B Board independence

Currently the Company's Board of Directors sits seven directors, of whom three are independent directors, accounting for roughly 43% of total number of director seats. As of the end of 2024, all independent directors met the requirements of the Securities and Futures Bureau (SFC) of the Financial Supervisory Commission (FSC), and directors and independent directors did not have any of the types of relationship set forth in Article 26-3, Paragraph 3 and Paragraph 4 of the Securities and Exchange Act. The state of independence of the Company's independent directors is stated in "Disclosure of Professional Qualifications of Directors and Independence of Independent Directors" in the previous paragraph; no director is a spouse or a relative within the second degree of kinship of another director. For each director's experience, education, gender, and work experience, please see "Profile of directors" on Page 6 of this Annual Report.

Title of director	Name of director	Proportion of independent directors	Existence of spousal relationship or relatives within second degree of kinship among directors
Chairman	Tsai-Hsin, Cheng	57%	Not a spouse or a relative within the second degree of kinship to another director.
Director	Yin, Yang		Not a spouse or a relative within the second degree of kinship to another director.
Director	Yung-Lin, Chen		Not a spouse or a relative within the second degree of kinship to another director.
Director	Yu-Ku, Chuang		Not a spouse or a relative within the second degree of kinship to another director.
Independent Director	Der-Ming, Lieu	43%	Not a spouse or a relative within the second degree of kinship to another director.
Independent Director	Lai-Fu, Huang		Not a spouse or a relative within the second degree of kinship to another director.
Independent Director	Yi-Chang, Lin		Not a spouse or a relative within the second degree of kinship to another director.

(II) Profile of President, Vice Presidents, Assistant Vice Presidents, and Department Directors:

April 19, 2025

Title (Note 1)	Nationality	Gender	Name	Elected (Appointed) date	Shareholding		Shares held by spouse and underage children		Shares held in the name of others		Education/ work experience (Note 2)	Current job position in other companies	Managerial officer who is a spouse or a relative within second degree			Remark (Note 3)
					Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)	Number of shares	Shareholding ratio (%)			Title	Name	Relationship	
President	Republic of China	M	Meng-I, Huang	2005.07.01	286,909	0.36	0	0	0	0	Director, LaserTek Taiwan Co., Ltd. Master of Management, National Sun Yat-sen University	None	None	None	None	None
Vice President	Republic of China	M	Hsueh-Yi, Hsiung	2011.04.01	213,031	0.27	23,189	0.03	0	0	Engineer, WUS Printed Circuit Co., Ltd. Master of Marketing, Kaohsiung First University of Science and Technology	None	None	None	None	None
Vice President	Republic of China	F	Yin, Yang	2018.03.06	0	0.00	0	0	0	0	Deputy Manager, Taiwan Kuroda Electric Co., Ltd. Master of Management, National Sun Yat-sen University	None	None	None	None	None
Chief Financial Officer	Republic of China	F	Ching-Ling, Tang	2007.03.01	317	0.00	34,200	0.04	0	0	KPMG Department of Accountancy, National Cheng Kung University	None	None	None	None	None
Chief Auditor	Republic of China	M	Hsuan-Yu, Chen	2011.11.29	0	0	0	0	0	0	Chief Auditor, Star World Technology Corporation Master of Management, National Sun Yat-sen University	None	None	None	None	None

Note 1: The information in this table should be disclosed for the president, vice presidents, assistant vice presidents, and the chiefs of all the company's divisions and branch units, including all persons in positions equivalent to president, vice presidents, assistant vice presidents, regardless of job title.

Note 2: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/ attester, specify the position held and the duties for which the person was responsible.

Note 3: If the president or person of an equivalent post (the highest level manager) and the chairman of the board of directors are the same person, spouse, or a relative within the first degree of kinship to the other, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer)

II. Remunerations to Directors, Supervisors, President, and Vice Presidents in the Most Recent Year

(I) Remuneration of Directors and Independent Directors

Unit: NTD thousand

Title	Name	Director's remuneration								The sum of A, B, C and D as a percentage of after-tax profit (Note 10)		Remuneration received by concurrent employees										The sum of A, B, C, D, E, F and G as a percentage of after-tax net profit (Note 10)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 11)
		Remuneration (A) (Note 2)		Severance pay and pension (B)		Director's remuneration (C) (Note 3)		Business expense (D) (Note 4)				Salary, bonus and special allowance (E) (Note 5)		Severance pay and pension (F)		Remuneration of employees (G) (Note 6)				Number of shares underlying employee stock warrants (H) (Note 7)		Number of restricted stock awards acquired (I) (Note 13)			
																The Company		All companies in the financial statements (Note 8)							
		The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	The Company	All companies in the financial statements (Note 8)	
Director	Press Investment Co., Ltd.	0	0	0	0	3,551	3,551	0	0	3,551 2.16%	3,551 2.16%	0	0	0	0	0	0	0	0	0	0	0	0	3,551 2.16%	3,551 2.16%	None
Chairman	Tsai-Hsin, Cheng	0	0	0	0	0	0	0	0	0	0	0	7,304	0	0	0	0	2,100	0	0	0	0	0	0	9,404 5.71%	None
Director	Shun-Chih Investment Corp.	0	0	0	0	2,650	2,650	0	0	2,650 1.61%	2,650 1.61%	0	0	0	0	0	0	0	0	0	0	0	0	2,650 1.61%	2,650 1.61%	None
Director representative	Yin, Yang	0	0	0	0	0	0	0	0	0	0	1,966	2,670	0	0	0	0	0	0	0	0	0	0	1,966 1.19%	2,670 2.62%	None
Director	Yong-Si Asset Management Co., Ltd.	0	0	0	0	250	250	0	0	250 0.15%	250 0.15%	0	0	0	0	0	0	0	0	0	0	0	0	250 0.15%	250 0.15%	None
Director representative	Yung-Lin, Chen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	None
Director	Yu-Ku, Chuang	0	0	0	0	250	250	0	0	250 0.15%	250 0.15%	0	659	0	0	0	0	0	0	0	0	0	0	250 0.15%	909 0.55%	None
Independent Director	Yi-Chang, Lin	0	0	0	0	250	250	0	0	250 0.15%	250 0.15%	0	0	0	0	0	0	0	0	0	0	0	0	250 0.15%	250 0.15%	None
Independent Director	Der-Ming, Lieu	0	0	0	0	250	250	0	0	250 0.15%	250 0.15%	0	0	0	0	0	0	0	0	0	0	0	0	250 0.15%	250 0.15%	None
Independent Director	Lai-Fu, Huang	0	0	0	0	250	250	0	0	250 0.15%	250 0.15%	0	0	0	0	0	0	0	0	0	0	0	0	250 0.15%	250 0.15%	None

1. Please describe the policy, system, standards and structure of the remuneration of the Independent Directors and explain the relevance of the amount of remuneration paid to them based on factors such as responsibility, risk and time commitment:
   Our independent directors' remuneration is determined based on the Company's Articles of Incorporation regarding board compensation distribution. The Remuneration Committee evaluates their involvement and contribution to the Company's operations, and links the fairness and reasonableness of performance risk with compensation. The committee then recommends to the Board of Directors, which is authorized to decide remuneration based on the committee's recommendation and with reference to industry standards. Net profit after tax this year declined from last year; therefore, independent directors' average remuneration reduced from last year, which should be considered reasonable.
2. Except as disclosed above, remuneration received by directors in the most recent year for services rendered to all companies in the financial statements (e.g. acting as a non-employee consultant to parent company/ all companies in the financial statements/ investees): None.

Range of remuneration paid to individual directors	Name of director			
	Sum of the first 4 items (A+B+C+D)		Sum of the first 7 items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies in the financial statements (Note 9) I
Below NTD 1,000,000	Der-Ming, Lieu; Lai-Fu, Huang; Yung-Lin, Chen; Yong-Si Asset Management Co., Ltd.; Tsai-Hsin, Cheng; Yin, Yang; Yu-Ku, Chuang; Yi-Chang, Lin	Der-Ming, Lieu; Lai-Fu, Huang; Yung-Lin, Chen; Yong-Si Asset Management Co., Ltd.; Tsai-Hsin, Cheng; Yin, Yang; Yu-Ku, Chuang; Yi-Chang, Lin	Tsai-Hsin, Cheng; Der-Ming, Lieu; Lai-Fu, Huang; Yung-Lin, Chen; Yong-Si Asset Management Co., Ltd.; Yu-Ku, Chuang; Yi-Chang, Lin	Der-Ming, Lieu; Lai-Fu, Huang; Yung-Lin, Chen; Yong-Si Asset Management Co., Ltd.; Yu-Ku, Chuang; Yi-Chang, Lin
NTD 1,000,000 (inclusive) to NTD 2,000,000 (exclusive)	0	0	Yin, Yang	0
NTD 2,000,000 (inclusive) to NTD 3,500,000 (exclusive)	Shun-Chih Investment Corp.	Shun-Chih Investment Corp.	Shun-Chih Investment Corp.	Shun-Chih Investment Corp.; Yin, Yang
NTD 3,500,000 (inclusive) to NTD 5,000,000 (exclusive)	Press Investment Co., Ltd.	Press Investment Co., Ltd.	Press Investment Co., Ltd.	Press Investment Co., Ltd.
NTD 5,000,000 (inclusive) to NTD 10,000,000 (exclusive)	0	0	0	Tsai-Hsin, Cheng
NTD 10,000,000 (inclusive) to NTD 15,000,000 (exclusive)	0	0	0	0
NTD 15,000,000 (inclusive) to NTD 30,000,000 (exclusive)	0	0	0	0
NTD 30,000,000 (inclusive) to NTD 50,000,000 (exclusive)	0	0	0	0
NTD 50,000,000 (inclusive) to NTD 100,000,000 (exclusive)	0	0	0	0
Over NTD 100,000,000	0	0	0	0
Total	10 people	10 people	10 people	10 people

Note 1: The name of each director shall be stated separately (for an institutional shareholder, the names of the institutional shareholder and its representative shall be stated separately) and the names of the general directors and independent directors shall be stated separately, based on the amount of the aggregated remuneration items paid to each. If a director concurrently serves as a president or vice president, please complete this Table and Table 3-1 or Tables 3-2.

Note 2: Remuneration to Directors in the most recent year (include Director salary, additional duty payments, severance pay, various bonuses, or incentive payments).

Note 3: This refers to the amount of director remuneration approved for distribution by the Board of Directors in the most recent year.

Note 4: Refers to the related business expenses of Directors in the past year (including transportation allowance, special allowance, stipends, dormitory, and car). In case of housing, vehicle, and other transportation or exclusive individual expenditures, the nature and costs, actual rents or those calculated based on fair market prices, gas fees, and other payments of the assets provided must be disclosed. If a chauffeur is provided, please note the relevant compensation paid by the Company, but exclude the remuneration.

Note 5: Refers to the total remuneration received by directors who also serve as employees (including President, Vice Presidents, other managers, and staff) in the most recent year. This includes salaries, position allowances, severance pay, various bonuses, incentives, travel expenses, special allowances, various allowances, housing, company cars, and other in-kind benefits. In case of housing, vehicle, and other transportation or exclusive individual expenditures, the nature and costs, actual rents or those calculated based on fair market prices, gas fees, and other payments of the assets provided must be disclosed. If a chauffeur is provided, please note the relevant compensation paid by the Company, but exclude the remuneration. Salary expenses recognized in accordance with IFRS 2 Share-based Payment shall also include employee stock option certificates, restricted stock awards, and share subscription in capital increase by cash.

Note 6: This refers to directors who also serve as employees (including President, Vice Presidents, other managers, and staff) and received employee remuneration (both stock and cash) in the most recent year. The amount of employee remuneration approved for distribution by the Board of Directors in the most recent year should be disclosed. If an estimate is not possible, the proposed distribution amount for the current year should be calculated based on the proportion of the actual distribution amount from the previous year, and Table1-3 should also be completed.

Note 7: Disclose the total amount of remuneration in each category paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: The total amount of various remunerations paid by the Company to each director should be disclosed, including the director's name, within the corresponding remuneration range.

Note 9: The total remuneration paid to each director by all companies in the consolidated financial report (including the Company) should be disclosed within the corresponding remuneration range, with the director's name disclosed.

Note 10: Net profit after tax means the net profit after tax on the financial report for the most recent year. If a company has adopted the International Financial Reporting Standards, net profit after tax means the net profit after tax indicated on the parent company only financial statements or individual financial statements for the most recent year.

Note 11: a. In this column, specifically disclose the amount of remuneration received by the directors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state "None").

b. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column J of the Remuneration Range Table, and the name of that column shall be changed to "Parent company and all investee enterprises."

c. Remuneration refers to the compensation, remuneration (including employee, director, and supervisor remuneration), and business execution expenses received by the Company's directors for serving as directors, supervisors, or managers of investees (other than subsidiaries) or parent companies.

✳ This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

2. Remuneration to the President and Vice Presidents

Unit: NTD thousand

Title	Name	Salary (A) (Note 2)		Pension (B)		Bonus and special allowance (C) (Note 3)		Remuneration of employees (D) (Note 4)				The sum of A, B, C and D as a percentage of after-tax profit (%) (Note 8)		Remuneration from reinvestments other than subsidiaries or the parent company (Note 9)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Meng-I, Huang	2,299	5,888	0	0	3,700	3,700	0	0	3,300	0	5,999 3.64%	12,888 7.82%	None
Vice President	Hsueh-Yi, Hsiung													
Vice President	Yin, Yang													

Range of Remuneration Paid to the President and Vice Presidents of the Company	Name of President and Vice Presidents	
	The Company (Note 6)	All companies in the financial statements (Note 7) E
Below NTD 1,000,000	—	—
NTD 1,000,000 (inclusive) to NTD 2,000,000 (exclusive)	Yin, Yang; Hsueh-Yi, Hsiung	Yin, Yang
NTD 2,000,000 (inclusive) to NTD 3,500,000 (exclusive)	Meng-I, Huang	Hsueh-Yi, Hsiung
NTD 3,500,000 (inclusive) to NTD 5,000,000 (exclusive)	—	Meng-I, Huang
NTD 5,000,000 (inclusive) to NTD 10,000,000 (exclusive)	—	—
NTD 10,000,000 (inclusive) to NTD 15,000,000 (exclusive)	—	—
NTD 15,000,000 (inclusive) to NTD 30,000,000 (exclusive)	—	—
NTD 30,000,000 (inclusive) to NTD 50,000,000 (exclusive)	—	—
NTD 50,000,000 (inclusive) to NTD 100,000,000 (exclusive)	—	—
Over NTD 100,000,000	—	—
Total	3 people	3 people

Note 1: The names of the President and Vice Presidents should be listed separately, and the total amount of each payment should be disclosed in aggregate. If a director concurrently serves as a president or vice president, please complete this Table and Table 1-1 or Table 1-2 above.

Note 2: Please fill in the salary, additional pay, and severance pay received by the president or vice presidents in the most recent year.

Note 3: Please fill in the bonus, reward, transportation allowance, special allowance, stipends, dormitory, car and other payments received by the president or vice president in the past year. In case of housing, vehicle, and other transportation or exclusive individual expenditures, the nature and costs, actual rents or those calculated based on fair market prices, gas fees, and other payments of the assets provided must be disclosed. If a chauffeur is provided, please note the relevant compensation paid by the Company, but exclude the remuneration. Salary expenses recognized in accordance with IFRS 2 Share-based Payment shall also include employee stock option certificates, restricted stock awards, and share subscription in capital increase by cash.

Note 4: This refers to the amount of employee remuneration (including stock and cash) for the President and Vice Presidents approved for distribution by the Board of Directors in the most recent year. If an estimate is not possible, the proposed distribution amount for the current year should be calculated based on the proportion of the actual distribution amount from the previous year, and Table1-3 should also be completed. Net profit after tax means the net profit after tax on the financial report for the most recent year. If a company has adopted the International Financial Reporting Standards, net profit after tax means the net profit after tax indicated on the parent company only financial statements or individual financial statements for the most recent year.

Note 5: The total remuneration paid to the President and Vice Presidents by all companies in the consolidated financial report (including the Company) should be disclosed.

Note 6: The total remuneration paid to each President and Vice President by the Company, with their names, should be disclosed within the corresponding remuneration range.

Note 7: The total remuneration paid to each President and Vice President by all companies in the consolidated financial report (including the Company) should be disclosed within the corresponding remuneration range, with their names disclosed.

Note 8: Net profit after tax refers to the net profit after tax indicated on the most recent parent company only financial report or individual financial report.

Note 9: a. In this column, specifically disclose the amount of remuneration received by the president and vice presidents of the Company from investee enterprises other than subsidiaries or from the parent company. (If none, state “None”).

b. If president and vice presidents of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column E of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises”.

c. Remuneration refers to the compensation, remuneration (including employee, director, and supervisor remuneration), and business execution expenses received by the Company’s President and Vice Presidents for serving as directors, supervisors, or managers of investees (other than subsidiaries) or parent companies.

✳ This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

3. Names of managers who received employee remuneration distributed

Unit: NTD thousand; thousand shares

Title		Name	Stock amount	Cash amount	Total	Total as a percentage of after-tax profit (%)
Manger	President	Meng-I, Huang	0	3,500	3,500	2.12%
	Vice President	Hsueh-Yi, Hsiung				
	Vice President	Yin, Yang				
	Assistant Vice President	Po-Nien, Su				
	Assistant Vice President	Ching-Ling, Tang				

Note: In 2024, the proposal to distribute remuneration to employees was approved by the Board meeting dated March 11, 2025 through a resolution but is yet to be distributed. The amount of cash dividends to be distributed to each manager was determined in proportion to the amount distributed to each of them in the previous year.

4. Name of the 10 highest remunerated personnel and details of distribution (earnings of 2023 received as employee bonus in 2024)

Unit: NTD thousand; thousand shares

Title	Name	Number of shares	Cash
President	Meng-I, Huang		5,662
Vice President	Hsueh-Yi, Hsiung		
Vice President	Yin, Yang		
Assistant Vice President	Po-Nien, Su		
Assistant Vice President	Ching-Ling, Tang		
Manager	Yu-Ting, Huang		
Manager	Hsuan-Yu, Chen		
Manager	Jin-Hao, Jhang		
Section chief	Ruei-Fong, Chen		
Assistant Manager	Yi-Rong, Li		

(IV) Comparison and analysis of remunerations paid by the Company and all companies in the consolidated financial report in the last two years to directors, president, and vice presidents as a percentage of net profit after tax and description of the policy, standards and packages of remunerations, procedure for making such decision and relation to business performance and future risks.

1. Analysis of the ratio of remuneration to net profit after tax:

Item	Ratio of remuneration to net profit after tax (%)			
	2024		2023	
	The Company	Consolidated	The Company	The Company
Director	5.00%	5.00%	5.00%	5.00%
President and vice presidents	3.64%	7.82%	4.02%	15.08%

Note: The 2024 remuneration distribution proposal was passed by the Board of Directors but not yet to be reported at the shareholders' meeting.

2. The policies and standards of paying remunerations, and packages of remuneration; the procedure for making such decisions; and relation to business performance and future risks:

(1) Remuneration to directors: Article 32-1 of the Company's Articles of Incorporation specifies that the Company may allocate no greater than 5% of the earnings of a year as remuneration to directors; Article 26 of the Company's Articles of Incorporation further authorizes the Board of Directors to determine such remuneration by considering the board of directors performance evaluation results of the year, each individual director's contribution to the Company, and the level of remuneration prevailing in the industry. The Company regularly evaluates the performance of directors by its "Rules for Performance Evaluation of Board of Directors", which comprises the performance evaluation criteria including extent of participation in the Company's operations, decision-making quality of the Board of Directors, composition and structure of the Board of Directors, and management of the internal control system.

The reasonableness of director remuneration was reviewed and approved by the Remuneration Committee and the Board of Directors. The allocation of employees' and Directors' remuneration shall be reported to the shareholders' meeting. However, if the Company still has cumulative losses, an equivalent amount shall be reserved in the first place to compensate for such cumulative losses before employee remuneration and director remuneration may be distributed in the proportion mentioned in the preceding paragraph.

(2) President and Vice President remuneration: The remuneration paid to the President and Vice Presidents by the Company is assessed based on the Company's salary management regulations and their contributions to the Company. The contribution assessment is mainly based on the scope of their authority and responsibilities at the Company, as well as their contribution to the Company's operational goals. Remuneration is determined based on the consideration for the Company's overall operational performance (e.g., growth rate and achievement rate of revenue and net profit after tax), as well as individual and departmental performance achievement rates and the degree of important contributions to the Company (e.g., R&D of new products or processes, development of new clients or industry markets). Reasonable compensation is provided based on these factors, along with salary adjustments and rewards, for outstanding performance during the year. Payment will be made only after the proposal to adjust salary and allocate bonus is discussed and approved by the Company's Remuneration Committee and submitted to and approved by the Board of Directors thereafter.

(3) Correlation of remuneration payment with business performance and future risks: Remuneration paid by the Company to its directors, supervisors, president, and vice presidents is drafted in accordance with the Company's Articles of Incorporation and personnel regulations. Major payment principles, which were formulated to reflect the said person's duties, contribution to the Company, and performance achievement, and payment standard prevailing in the industry, positively correlate with business performance. In addition, the Company also regularly reviews its remuneration system to reflect actual business conditions, regulatory changes, and industry ups and downs, to strike a balance between risks and rewards. Therefore, risks in the future should be quite limited.

III. Implementation of corporate governance

(I) Operation of the Board of Directors:

A total of 6 (A) meetings of the Board of Directors were held in the most recent year (i.e., 2024) and up to the publication date of this Annual Report. The status of attendance is presented as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance ratio (%) [B/A] (Note 3)	Remark
Chairman	Press Investment Co., Ltd. Representative: Tsai-Hsin, Cheng	6	0	100.00%	
Director	Shun-Chih Investment Corp. Representative: Yin, Yang	6	0	100.00%	
Director	Yong-Si Asset Management Co., Ltd. Representative: Yung-Lin, Chen	6	0	100.00%	
Director	Yu-Ku, Chuang	6	0	100.00%	
Independent Director	Der-Ming, Lieu	6	0	100.00%	
Independent Director	Lai-Fu, Huang	6	0	100.00%	
Independent Director	Yi-Chang, Lin	6	0	100.00%	

Note 1: The actual attendance ratio (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

Note 2: For a director or supervisor that is an institution, disclose the name of the institutional shareholder and the name of its representative

Note 3: (1) If any director or supervisor left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their actual attendance ratio (%) should be calculated based on the number of board meetings held and the number they attended in person during the period they were in office.

(2) If any by-election of directors or supervisors was held before the end of the fiscal year, the names of the successor director and predecessor directors and supervisors should be filled in the table, with a note in the Remark column stating whether the director or supervisor is a successor, predecessor, or re-elect, and the date of the by-election. The actual attendance ratio (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

Other matters to be recorded:

1. Should any of the following take place in a board meeting, the date and number of the meeting, contents of agenda, Independent Director's opinions and the Company's response to such opinions should be recorded:

(1) Matters listed in Article 14-3 of the Securities and Exchange Act:

Board meeting date	Agenda item	Objection or qualified opinion from independent director	Response of the Company to the independent director opinion(s):
2nd meeting in 2024 2024/03/14	1. The distribution of remuneration to managers, directors, and supervisors of 2023 2. To assess the independence and competence of appointed CPA. 3. To revise the Management Procedures for Convening Audit Committee Meetings, internal control system, and rules for enforcement of internal audit.	None	N/A
3rd meeting in 2024 2024/05/08	1. Proposal to acquire 35% of shares in Cheng Feng Construction Co., Ltd.	None	N/A
4th meeting in 2024 2024/08/06	Proposal to dispose of and transfer 35% of shares in Xing Zhong Construction Co., Ltd.	None	N/A
5th meeting in 2024 2024/09/23	Proposal to acquire 5.66% of shares in SunPower Smart Energy Co., Ltd.	None	N/A

6th meeting in 2024 2024/11/11	1. Proposal to amend the “Procedures for Handling Material Inside Information”. 2. Proposal to add “Sustainability Information Management Operations” to the internal control system and internal audit.	None	N/A
2nd meeting in 2025 2025/03/11	1. The distribution of remuneration to managers, directors, and supervisors of 2024 2. To assess the independence and competence of appointed CPA. 3. To revise the Company’s Management Procedures for Convening Audit Committee Meetings, internal control system, and rules for enforcement of internal audit.	None	N/A

(2) Aside from the above matters, other resolutions adopted by the board of directors to which an independent director has expressed objections or qualified opinions on record or in writing: In 2024 and up to the publication date of this Annual Report, the Company did not adopt any resolution on which an independent director has a dissenting or qualified opinion that is on record or stated in a written statement.

2. When there are recusals of directors due to conflicts of interests, names of the directors, contents of agenda, reasons of recusal, and voting participation should be stated:

(1) The 1st Board meeting in 2024 (January 25, 2024):
Name of director: Yin, Yang
Agenda item: Discussed the Remuneration Committee’s proposal on the Company’s “Amount of year-end bonus for managers of 2023” and “Amount of adjusted salary of managers of 2024.”
Reason for recusal: This case is related to Director Yin, Yang’s interests, so she has recused herself from participating in the discussions and voting.

(2) The 2nd Board meeting in 2024 (March 14, 2024):
Name of director: Tsai-Hsin, Cheng; Yin, Yang; Yung-Lin, Chen; Yu-Ku, Chuang
Agenda item: Discussion of the distribution of remuneration to managers and directors of 2023.
Reason for recusal: This case is related to Directors Tsai-Hsin, Cheng; Yin, Yang; Yung-Lin, Chen; and Yu-Ku, Chuang’s interests, so they have recused themselves from participating in discussions and voting.

(3) The 4th Board meeting in 2024 (August 6, 2024):
Name of director: Yin, Yang
Agenda item: The Company’s Remuneration Committee has resolved to approve the rules for distribution of employee remuneration to managers of 2023, and remuneration to directors.
Reason for recusal: This case is related to Director Yin, Yang’s interests, so she has recused herself from participating in the discussions and voting.

(4) The 2nd Board meeting in 2025 (March 11, 2025):
Name of director: Tsai-Hsin, Cheng; Yung-Lin, Chen; Yu-Ku, Chuang
Agenda item: Discussion of the distribution of remuneration to managers, directors, and supervisors of 2024.
Reason for recusal: This case is related to Directors Tsai-Hsin, Cheng; Yung-Lin, Chen; and Yu-Ku, Chuang’s interests, so they have recused themselves from participating in discussions and voting.

3. Board performance self-evaluation and implementation:
To implement corporate governance and improve the efficiency of Board operation, the Company’s Board meeting dated August 8, 2018 formulated the “Rules for Performance Evaluation of Board of Directors”, whereby the Finance Department, the unit in charge of Board of Directors meetings, records the implementation status by criteria category, multiplies the scores by given weights to obtain the weighted average scores, and reports the scoring results at a Board of Directors meeting at the end of each year. In addition, Board of Directors members also conduct a self-evaluation, whose results were tallied, summarized, and reported before the end of Q1 in the following year to the Board of Directors for submission of the performance evaluation results.
The 2024 performance evaluation results of the Board of Directors, Board members, Remuneration Committee, and Audit Committee, have been reported to the Board of Directors’ meetings on January 16, 2025.
The implementation of the Board of Directors evaluation:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation contents
Once every year	January 1, 2024 to December 31, 2024	Board members	Self-evaluation of Board members	Mastery of Company goals and duties, awareness of director responsibilities; improving the quality of board decision-making; degree of participation in Company operations; profession and continuing education of directors, internal control.

			Board of Directors	Self-evaluation of Board meetings	Degree of participation in the Company's operations; improving the quality of board decision-making; board composition and structure; appointment of directors and their continuing education; and internal controls.
			Remuneration Committee	Self-evaluation of the Remuneration Committee	Degree of participation in the Company's operations, awareness of duties of the functional committee, enhancement in decision-making quality of the functional committee, composition and selection of members, internal control.
			Audit Committee	Self-evaluation of the Audit Committee	Degree of participation in the Company's operations, awareness of duties of the functional committee, enhancement in decision-making quality of the functional committee, composition and selection of members, internal control.

4. Annual and most recent year objectives for enhancing board functions (e.g., establishing an Audit Committee or improving information transparency) and evaluation of the implementation:

(1) The Company established the Remuneration Committee on December 22, 2011, and the Audit Committee on June 24, 2022, to assist the Board of Directors in improving its operations. All proposals submitted to the Board of Directors for resolution by the functional committees in accordance with laws and regulations have all been approved by the committees, and are implemented upon resolution from the Board.

(2) On August 12, 2021, pursuant to the "Taipei Exchange Directions for Compliance Requirements for the Appointment and Exercise of Powers of the Board of Directors of TPEx Listed Companies", the Company has proposed to and obtained approval from the Board of Directors to set up the "Corporate Governance Officer", a role which will be concurrently served by Chief Financial Officer Ching-Ling, Tang. The main responsibilities of the role includes: 1. Handling matters related to Board of Directors and shareholders' meetings in accordance with the law. 2. Preparation of minutes of board meetings and shareholders meetings. 3. Provision of assistance in onboarding and continuing education of the directors. 4. Provision of information required for the performance of duties by the directors. 5. Provision of assistance to the directors in complying with laws and regulations. 6. Review of whether the qualifications of the independent directors comply with relevant laws, regulations, rules, and bylaws. 7. Handling of matters relating to changes in directors. 8. Other matters specified by the Articles of Incorporation or by contract.

(3) Pursuant to the Financial Supervisory Commission's announcement on January 28, 2022 to amend some articles of the "Regulations Governing the Acquisition and Disposal of Assets by Public Companies", the Company's Board of Directors passed a resolution on March 23, 2022 to amend the "Procedure for the Acquisition or Disposal of Assets", and the amendment was submitted to and approved by the shareholders' meeting on June 24, 2022.

(4) Pursuant to the Financial Supervisory Commission's announcement on March 7, 2019 to amend some articles of the "Regulations Governing the Loaning of Funds and Making of Endorsements/Guarantees by Public Companies", the Company's Board of Directors passed a resolution on March 23, 2022 to amend the "Procedure for the Loaning of Funds and Making of Endorsements/Guarantees", and the amendment was submitted to and approved by the shareholders' meeting on June 24, 2022.

(5) Pursuant to the Taipei Exchange's announcement on March 11, 2025 to amend some articles of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", the Company's Board of Directors passed a resolution on March 11, 2025 to amend the "Corporate Governance Best-Practice Principles".

(6) Pursuant to the Taipei Exchange's announcement on December 13, 2021 to amend some articles of the "Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies", the Company's Board of Directors passed a resolution on November 9, 2022 to amend certain articles and to rename the "Corporate Social Responsibility Best Practice Principles" as the "Sustainable Development Best Practice Principles" to align with international trends and ensure that actual operations comply with regulations to achieve the goal of sustainable development, as well as to strengthen the Company's promotion of sustainable development.

(7) Pursuant to the Financial Supervisory Commission's announcement on January 11, 2024 to amend some articles of the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies", the Company's Board of Directors passed a resolution on March 11, 2025 to amend the "Rules of Procedure for the Board of Directors' Meetings" to strengthen corporate governance.

(8) The Company is continuing to update our corporate website and to update relevant information in order to enhance information transparency.

Implementation of evaluation:

The Company's Board of Directors, Board members, and functional committees are all operating in good conditions, and the evaluation results are all above satisfactory. The Company adheres to the principle of ethical corporate management and continues to improve the functions of the Board based on the performance evaluation results in order to enhance the effectiveness of corporate governance.

(II) Operation of the Audit Committee:

1. Audit Committee's responsibilities and key tasks
   (1) Establishing or amending internal control systems in accordance with Article 14-1 of the Securities and Exchange Act.
   (2) Assessment of the effectiveness of the internal control system.
   (3) Establishing or amending the procedures for handling significant financial and business activities, such as the acquisition or disposal of assets, engagement in derivative trading, lending of funds to others, and providing endorsements or guarantees for others in accordance with Article 36-1 of the Securities and Exchange Act.
   (4) A matter bearing on the personal interest of a director.
   (5) A material asset or derivatives transaction.
   (6) A material monetary loan, endorsement, or provision of guarantee.
   (7) The offering, issuance, or private placement of any equity-type securities.
   (8) Appointing or dismissing CPAs or determining their remuneration
   (9) The appointment or discharge of a financial, accounting, or internal auditing officer.
   (10) Q2 financial reports and annual financial reports. Annual financial reports and second quarter financial reports that must be audited and attested by a CPA, which are signed or sealed by the Chairman, manager, and chief accounting officer.
   (11) Any other material matter so required by the Company or the competent authority.
2. A total of 7 (A) meetings of the Audit Committee were held in the most recent year (i.e., 2024) and up to the publication date of this Annual Report. The status of independent directors' attendance is presented as follows:

Title	Name	Actual attendance (B)	Actual attendance ratio (%) [B/A] (Note 1)	Remark
Independent Director	Der-Ming, Lieu	7	100.00%	For professional qualifications, please refer to Page 10
Independent Director	Lai-Fu, Huang	7	100.00%	
Independent Director	Yi-Chang, Lin	7	100.00%	

Other matters to be recorded:

1. The date of the Audit Committee meeting, the term, contents of agenda, dissenting or qualified opinions given by independent directors or contents of major proposed items, resolutions of the Audit Committee, and the Company's handling of the resolutions of the Audit Committee shall be recorded under the following circumstances in the operations of the Audit Committee meeting:
   (1) Matters listed in Article 14-5 of the Securities and Exchange Act:
   A total of 6 Audit Committee meetings were convened in 2024 and in the most recent year up to the publication date of this Annual Report. The resolutions are as set out in Table 1.

The Audit Committee have all agreed to pass the matters specified in Article 14-5 of the Securities and Exchange Act accordingly.

(2) Except the aforementioned issue, other issue not yet resolved in the Audit Committee but has been duly resolved by two-thirds majority of the total number of director seats: No such cases occurred in 2024.

2. Abstaining from voting by independent directors who are stakeholders, with details of the directors' names, proposals, reasons for abstaining and results of votes by other directors: No such cases occurred in 2024.

3. Independent directors' communication with internal auditing officers and CPAs (shall include major matters, methods, and results of communication regarding the Company's financial position and business operations):

(1) Internal audit personnel periodically report to independent directors on the status of implementation of internal control, and on the internal audit results.

(2) The Company's CPAs report the financial statement audit or review results to the Independent Directors at the Audit Committee meetings from time to time; in addition to other communication matters required by relevant laws and regulations. In case of special circumstances, the Audit Committee will also be notified immediately.

(3) Independent directors regularly review CPAs' financial reports and issue Audit Committee review reports. If any issues arise, independent directors communicate and discuss with the CPAs at any time. CPAs also regularly verify and report the Company's financial status, operational results, and significant non-recurring matters to the independent directors.

(4) A summary of the communications between the Company's Audit Committee with the internal auditing officer and the CPAs in 2024 and up to the publication date of this Annual Report is shown in Tables 2 and 3.

Table 1:

Audit Committee meeting date	Agenda item	Objection or qualified opinion from independent director	Resolutions of the Audit Committee	The Company's handling of the Audit Committee's opinion
7th meeting of the 1st term 2024/03/14	1. The Company's 2023 business report, parent company only financial report, and consolidated financial statements. 2. The Company's 2023 earnings distribution proposal. 3. Evaluation of the independence and suitability of the Company's financial report certifying CPAs. 4. Assessment of the effectiveness of the Company's internal control system in 2023 and preparation of a Statement of Declaration on Internal Control. 5. To revise the Company's Management Procedures for Convening Audit Committee Meetings, internal control system, and rules for enforcement of internal audit.	None	All approved without dissent or amendment.	Submitted to and approved by the Board of Directors on March 14, 2024.
8th meeting of the 1st term 2024/05/08	1. The Company's 2024 Q1 consolidated financial statements.	None	All approved without dissent or amendment.	Submitted to and approved by the Board of Directors on May 8, 2024.
9th meeting of the 1st term 2024/08/06	1. The Company's 2024 Q2 consolidated financial statements.	None	All approved without dissent or amendment.	Submitted to and approved by the Board of Directors on August 6, 2024.
10th meeting of the 1st term 2024/09/23	1. Subsidiary's proposal to invest in and develop a 24MW capacity power plant.	Objection from independent director	Not approved by all committee members	The Company complies with the Audit Committee's resolution.
11th meeting of the 1st term 2024/11/11	1. The Company's 2024 Q3 consolidated financial statements. 2. Proposal to add "Sustainability Information Management Operations" to the internal control system and internal audit.	None	All approved without dissent or amendment.	Submitted to and approved by the Board of Directors on November 11, 2024.
12th meeting of the 1st term 2025/03/11	1. The Company's 2024 business report, parent company only financial report, and consolidated financial statements. 2. The Company's 2024 earnings distribution proposal. 3. Evaluation of the independence and suitability of the Company's financial report certifying CPAs. 4. Definition of the Company's "entry-level employees" scope. 5. To revise the Company's Management Procedures for Convening Audit Committee Meetings, internal control system, and rules for enforcement of internal audit.	None	All approved without dissent or amendment.	Submitted to and approved by the Board of Directors on March 11, 2025.

Table 2: Summary of communications between independent directors and internal auditing officers

Date of meeting	Communications meeting	Matters communicated	Communication results
2024/3/14	Audit Committee	1. Report on the implementation and tracking improvement of internal audit from October 2023 to January 2024.	No opinion was raised at this meeting
2024/5/8	Audit Committee	1. Report on the implementation and tracking improvement of internal audit from February 2024 to March 2024.	No opinion was raised at this meeting
2024/8/6	Audit Committee	Report on the implementation and tracking improvement of internal audit from April to June 2024.	No opinion was raised at this meeting
2024/11/11	Audit Committee	1. Report on the implementation and tracking improvement of internal audit from August to September 2024. 2. Report on the 2025 audit plan.	No opinion was raised at this meeting
2025/3/14	Audit Committee	1. Report on the implementation and tracking improvement of internal audit from December 2024 to January 2025.	No opinion was raised at this meeting

Table 3: Summary of communications between independent directors and CPAs

Date of meeting	Nature of meeting	Matters communicated	Communication results and implementation status	Suggestions from Independent Directors
2024/3/14	Pre-Board of Directors' meeting	Explanation of 2023 financial and profit/loss performance	CPAs provided an explanation of the 2023 financial and profit/loss performance, and addressed the audit results of key audit matters, newly issued laws, regulations, and financial statement audit report regulations, as well as corresponding measures. A description of the key audit matters was also disclosed in the independent auditors' report on the consolidated financial report and parent company only financial report for 2023.	Independent Directors did not express opinions at this meeting
2024/11/11	Pre-Board of Directors' meeting	Communication with the Company's governance unit on the methods and scope of audit of the 2024 financial report, on key audit matters thereof.	CPAs reported on the methods and scope of audit of the 2024 financial report, annual audit plan, and interim control test, and examined and compared the key audit matters of 2023 and those of 2024.	Independent Directors did not express opinions at this meeting
2025/3/11	Pre-Board of Directors' meeting	Explanation of 2024 financial and profit/loss performance	CPAs provided an explanation of the 2024 financial and profit/loss performance, and addressed the audit results of key audit matters, newly issued laws, regulations, and financial statement audit report regulations, as well as corresponding measures. A description of the key audit matters was also disclosed in the independent auditors' report on the consolidated financial report and parent company only financial report for 2024.	Independent Directors did not express opinions at this meeting

(III) Corporate governance implementation status and deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons:

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 defined and disclosed its corporate governance best practice principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies?	✓		To build a sound corporate governance system and comply with the spirit of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", the Company's "Corporate Governance Best Practice Principles" were approved by the Board of Directors and disclosed under the "Corporate Governance" tab on the Company's website for stakeholders' reference and download.	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
2. Shareholding structure & stockholders' equity				In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
(1) Has the Company set internal operations procedures for dealing with shareholder proposals, doubts, disputes, and litigation as well as implemented those procedures through the proper procedures?	✓		(1) The Company has dedicated personnel, e.g., spokesperson and deputy spokesperson, and relevant departments, e.g., Investor Relations, Shareholder Service, and Legal, responsible for handling suggestions from and disputes with shareholders. The Shareholders' Affairs Agency Department of Yuanta Securities, the Company's stock affairs agency, also helps the Company deal with matters in relation to, and suggestions from, shareholders and stakeholders of the Company. Should any legal issues transpire, the legal adviser hired by the Company will be responsible for dealing with them to preserve the interests of stakeholders.	
(2) Does the Company have a list of major shareholders of companies over which the Company has actual control	✓		(2) The Company continuously monitors changes in shareholdings or pledges of our top 10 shareholders and director/supervisor shareholders. Monthly reports on the shareholdings of directors, supervisors, and managers are filed with the competent authority as required, and the Company maintains good relations with major shareholders.	

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
and the list of ultimate owners of those major shareholders?				
(3) Has the Company established and implemented risk control/management and firewall mechanisms between it and affiliated corporations?	✓		(3) The Company always complies with laws and regulations; it has also formulated monitoring procedures and internal control system. Assets and financial affairs of the Company are independent from those of affiliates. The Company has also put in place its "Regulations for Supervision and Management of Subsidiaries", "Regulations for Financial and Business Affairs between Affiliates, Related Parties, Specific Companies, and Group Entities", "Procedures for the Acquisition or Disposal of Assets", and "Procedures for Loaning of Funds and Making of Endorsements/Guarantees" to provide a basis for compliance. Transactions between related parties also comply with the requirement on transfer price. In doing so, the Company has built and implemented a risk management system and a firewall between itself and its affiliates.	
(4) Does the Company have internal regulations in place to prevent its internal staff from trading securities based on information yet to be public on the market?	✓		(4) The Company has established "Internal Material Information Handling Procedures" and "Insider Trading Prevention Management Regulations," to prevent improper information leakage and ensure the consistency and accuracy of information released by the Company to the public, thus preventing insider trading. Furthermore, the Company has formulated its Ethical Corporate Management Best Practice Principles, which require that members recuse themselves from conflict of interests that is associated with their duties and not confide unpublished information they were informed of to another party, in order to prevent engagement in insider trading. The Company held internal education and training sessions on June 19, 2024 and March 26, 2025, at which the attorney and personnel from the Ministry of Justice Investigation Bureau were invited to lecture to employees on "Corporate Anti-Corruption and Insider Trading Project and Case Study", applicable laws, and preventive measures. Number of participants at these sessions reached 50 and 100 persons	

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			respectively.	
3. Composition and responsibilities of the Board of Directors				
(1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	✓		(1) The Company has set out a diversity policy in its Corporate Governance Best Practice Principles and Rules of Election for Directors and Supervisors. Each incumbent director and supervisor is an expert in different fields and therefore capable of providing diverse opinions to the Board of Directors, which is conductive to the Company's development and operations. The Company has implemented its policy on diversity among board members and devised and fulfilled concrete management objectives. Please refer to Pages 19 to 21 of this Annual Report.	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
(2) In addition to establishing a Remuneration Committee and an Audit Committee, which are required by law, is the company willing to also voluntarily establish other types of functional committees?	✓		(2) The Company's Board of Directors established the Sustainable Development Committee on January 10, 2023, with Chairman Tsai-Hsin, Cheng serving as the convener of the committee. The committee's responsibilities include: (1) Implement the Company's sustainable management policy and corporate social responsibility. (2) Supervise the implementation and performance of the Company's sustainable development goals or plans. (3) Review the Company's sustainability report. (4) Regularly report (at least once) to the Board of Directors on the implementation of sustainable development. (5) Matters related to sustainable development assigned by the Board of Directors. In 2024, the Sustainable Development Committee held 2 committee meetings and reported to the Board of Directors twice. Other functional committees will be evaluated and established in the future as needed.	

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>(3) Has the company established and implemented methods for assessing the performance of the Board of Directors and conducted performance evaluation annually? Does the Company submit results of assessments to the Board of directors and use results as the basis for the salary, remuneration, nomination and reappointment of individual Directors?</td><td>✓</td><td></td><td>To implement corporate governance and improve the efficiency of board operation, the Company’s Board of Directors meeting dated August 8, 2018 formulated the “Rules for Performance Evaluation of Board of Directors”, whereby the Finance Department, the unit in charge of Board of Directors meetings, records the implementation status by criteria category, multiplies the scores by given weights to obtain the weighted average scores, and reports the scoring results at a Board of Directors meeting at the end of each year. In addition, Board of Directors members also conduct a self-evaluation, whose results will then be tallied, summarized, and submitted to the Board of Directors. In addition, internal performance evaluations of the Company’s functional committees are also regularly conducted, and the evaluation results are reported to the Board of Directors.
The 2024 performance evaluation results of the Board of Directors, Board members, Remuneration Committee, and Audit Committee, have been reported to the Board of Directors’ meetings on January 16, 2025. The evaluation results were all excellent, and there were no deficiencies to be improved. The evaluation results are used as a reference for the compensations of individual directors, and their contribution to the Company is also taken into consideration as the standard for remuneration, which is positively correlated with the Company’s operating performance.
<table>
<tr><th>Evaluation cycle</th><th>Evaluation period</th><th>Evaluation scope</th><th>Evaluation method</th><th>Evaluation contents</th></tr>
<tr><td>Once every year</td><td>January 1, 2024 to December 31, 2024</td><td>Board members</td><td>Self-evaluation of Board members</td><td>Mastery of Company goals and duties, awareness of director responsibilities; improving the quality of board decision-making; degree of participation in Company operations; profession and continuing education of</td></tr>
</table></td><td>In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			directors, internal control.	
			Board of Directors: Self-evaluation of Board meetings — Degree of participation in the Company's operations; improving the quality of board decision-making; board composition and structure; appointment of directors and their continuing education; and internal controls.	
			Remuneration Committee: Self-evaluation of the Remuneration Committee — Degree of participation in the Company's operations, awareness of duties of the functional committee, enhancement in decision-making quality of the functional committee, composition and selection of members, internal control.	
			Audit Committee: Self-evaluation of the Audit Committee — Degree of participation in the Company's operations, awareness of duties of the functional committee, enhancement in decision-making quality of the functional committee, composition and selection of members, internal control.	

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
(4) Does the company periodically evaluate the level of independence of the CPA?	✓		(4) The Board of Directors regularly evaluates whether the CPAs meet the criteria for independence (at least once a year) in accordance with the "Checklist for Assessing the Independence and Competence of Appointed CPAs" it has formulated in reference to the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10 Integrity, Objectivity and Independence of the Republic of China. The important criteria for evaluating and appointing CPAs include "absence of significant financial interest with the Company," "absence of any inappropriate relationship with the Company," "ensuring assistants uphold honesty, fairness, and independence," "not serving as a director, supervisor, manager, or holding a position with significant influence over audit cases for the Company; and confirming that they will not hold such positions in future audit periods," "during the audit period, the appointed CPAs themselves, their spouse, or dependents are not serving as directors, supervisors, managers, or holding positions with direct and significant influence over the audit work for the Company. If a close relative within four degrees of kinship of the appointed CPA holds a position as director, supervisor, manager, or a position with direct and significant influence over the audit work for the Company during the audit period, the degree of independence violation must be reduced to an acceptable level," "not receiving gifts or presents with significant value from the Company, its directors, supervisors, or managers," "not using the appointed CPA's name for others," "no financial loan transactions with the Company," "not concurrently operating other businesses that might compromise their independence," "not receiving any commissions related to business operations," "possessing specialized knowledge and experience and having a considerable understanding of the Company," and "not having received major disciplinary action from the competent authority." Furthermore, the CPA(s) and their audit team must provide a "Statement of Independence". The Board of Directors meeting dated March 11, 2025 has reviewed the independence and	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			competence of the Company's attesting CPAs and believed it true that CPA A-Shen Liao and CPA Kuo-Hua Wang met the aforementioned criteria and are therefore qualified to serve as the Company's CPAs. Besides having obtained the statement of independence from CPA A-Shen Liao and CPA Kuo-Hua Wang, the Company also obtained the information related to the 13 audit quality indicators (AQIs) provided by the CPAs' accounting firm, and have evaluated the audit quality of the accounting firm and the audit team based on the "Guidelines for the Audit Committee in Interpreting the Audit Quality Indicators (AQIs)" issued by the competent authority. Evaluation results are stated as the following: A The independence between the CPAs and the Company complies with the rules and regulations from the Certified Public Accountant Act, the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, the United States Securities and Exchange Commission, and Public Company Accounting Oversight Board (PCAOB) and other relevant regulations. B The Company has not appointed the same CPAs for five consecutive years. C Regarding the content of the AQI, there is no significant deviation from industry indicators, and it has also been reviewed and evaluated by the Audit Committee.	
4. Does a public company equip an appropriate number of eligible governance personnel and assign the governance officer to take charge of company's governance affairs (including	✓		Pursuant to the criteria of eligibility stipulated in the Taipei Exchange Directions for Compliance Requirements for the Appointment and Exercise of Powers of the Boards of Directors of TPEx Listed Companies, the Company's Board meeting dated August 12, 2021 has resolved to designate Ching-Ling, Tang, Assistant Vice President of the Finance Department, to be the Chief Governance Officer, who shall be responsible for taking care of Board meetings and shareholders' meetings as required by law, conducting and modifying business registration, preparing minutes of Board meetings and shareholders' meetings, providing directors with	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
but not limited to providing directors and supervisors with the data required for business operations, assistance for the legal compliance of directors and supervisors, handling matters related to board and shareholder meetings in accordance with the law, handling company registration and changes, and preparing minutes of board and shareholders' meetings)?			materials required for them to carry out their tasks, amending and developing regulations on business management and corporate governance in line with the latest legal amendments, providing and assisting directors in legal compliance and other matters stipulated by the Articles of Incorporation or contracts, inspecting the level of confidentiality of relevant information and providing Company information required by directors in order to maintain unimpeded communications and information exchange between the directors and various business managers. Assistant Vice President Ching-Ling, Tang has worked as a managerial officer in charge of financial affairs at a public company for more than 10 years; she takes continuing education courses every year to advance her professional knowledge and skills. In 2024, the continuing education courses she took included "Sustainability Disclosure," "ESG Practical Topics: Gender Equality and Human Rights Legal Responsibilities," and related policy development, for a total of 18 hours.	
5. Has the Company established channels for communicating with stakeholders, set up a dedicated stakeholder area on the company website, as well as appropriately responded to important corporate and social responsibility issues of concern to stakeholders?	✓		(1) In addition to appointing a spokesperson and a deputy spokesperson, the Company also made available on its website the "Stakeholders" corner (https://www.lasertek.com.tw/website/home/index.php?au_id=7&sub_id=2), where dedicated personnel from relevant departments take charge of communication with stakeholders; by providing such a two-way communication channel at the disposal of stakeholders like investors, shareholders, employees, customers, and suppliers, the Company is able to respond to issues like corporate social responsibility that concern the stakeholders. (2) Contact information through which to reach the Company is disclosed on the Market Observation Post System as required; meanwhile, information on the Company's financials and shareholder service is disclosed on the Market Observation Post System and the	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			Company's website. (3) The Company has put in place a dedicated email box and a hotline which stakeholders may use to lodge complaints or seek consultation. (Mailbox:lasertek@lasertek.com.tw) (4) Internally, aside from holding employer-employee meetings, the Company also makes available on its intranet an email box for submitting opinions, whistleblowing, and voicing complaints; a physical mailbox installed at the place where employees clock in also allows them to write to directors, supervisors, or the management. Any suggestion or feedback from employees is attended to by dedicated personnel.	
6. Has the Company hired a professional agency to handle tasks and issues related to convening shareholder's meeting?	✓		The Company has appointed the Shareholders' Affairs Agency Department of Yuanta Securities, a professional share administration agency, to handle the Company's shareholders' affairs. In addition, the Company has also formulated its "Regulations for Management of Shareholders' Affairs", in addition to the "Procedures for Handling Shareholders' Affairs" under the internal control system.	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
7. Information disclosure (1) Has the Company established a corporate website to disclose information regarding the Company's financial, business and corporate governance status?	✓		(1) The Company discloses information on the Market Observation Post System and publicizes the information on its business and products on its website at www.lasertek.com.tw	The Company will accelerate our accounting processes to coordinate with the audit schedule of the accounting firm, with the hopes of announcing and reporting the
(2) Has the company established other information disclosure channels (e.g., maintaining an English-language website,	✓		(2) The Company also sets up an English-language website and has dedicated personnel gather and disclose company information. Meanwhile, the Company also periodically holds an investor conference and has established a spokesperson system and a dedicated shareholder service team. Information relating to shareholders' meetings or investor conferences is also	

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
appointing responsible personnel to handle information collection and disclosure, appointing spokespersons, or webcasting investor conferences on the company website)?			updated on the Company's website in a timely manner.	annual financial reports within two months after the end of the fiscal year. Aside from the aforementioned matters, all other aspects are in line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
(3) Does the Company publish and report its annual financial report within two months after the end of a fiscal year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline?	✓		(3) The Company currently has not published or reported our annual financial report within two months after the end of a fiscal year. However, we do publish and report our financial reports for the first, second and third quarters within the specified deadline, and announces the operating status for each month before the 10th of each month.	
8. Is there any other important information to facilitate a better understanding of the company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of	✓		(1) Employee rights: The Company's management values employee rights in that it often raises employees' salary and distributes bonus to stimulate them whenever the Company's profits permit. In addition, the Company has established its Employee Welfare Committee, implemented pension schemes, and purchased group insurance for employees. (2) Employee wellness: The Company provides employees with a wide range of welfare measures, including group insurance, annual health check-up, travel subsidies, bonus, year-end bonus, employee stock ownership trust, and subsidies and scholarships for children's education. Furthermore, the	In line with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
stakeholders, continuing education of directors and supervisors, the implementation of risk management policies and risk evaluation standards, and purchasing insurance for directors and supervisors)?			Company preserves employees' legal rights in accordance with the Labor Standards Act and other applicable laws. For instance, aside from periodically holding an employer-employee meeting and providing an employee grievance filing channel to smooth communication with employees, the Company has also created a sound online document control system, wherein the various internal regulations specifying employees' rights and obligations and enumerating employee welfare items are available. The Company also periodically reviews the content of welfare to preserve employees' rights. (3) Investor relations: Having appointed a spokesperson and a deputy spokesperson to take care of relevant matters, the Company is able to smooth its communication with stakeholders. All telephone calls and questions raised on-site are addressed actively, and any opinion and suggestion from investors is held in high regard. (4) Supplier relations: The Company maintains supplier relations by adhering to ethical principles, and maintains unimpeded, bi-lateral communication channels with suppliers to maintain positive upstream/downstream relations in the supply chain. Maintaining good communication also ensures that the Company's requirements on quality, delivery date, and price can be met. In addition, the Company has also implemented a supplier inspection system to ensure that suppliers comply with the Company's quality and environmental policies. In addition, we have also installed in place a supplier evaluation system and conducts audits from time to time. (5) Interests of stakeholders: The Company's website (www.lasertek.com.tw) has a "Stakeholders" tab; information is also disclosed on the "Market Observation Post System" for stakeholders' reference. Should any legal issues transpire, the Company will also ask legal advisers engaged by the Company to deal with them to preserve the interests of stakeholders.	

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			(6) Continuing education of directors and supervisors: The Company encourages directors and supervisors to take continuing education courses, and will recommend courses tailored to their needs depending on circumstances. In addition, information on their taking continuing education course is disclosed on the Market Observation Post System. In 2024, the total training hours for board members amounted to 45 hours, with courses covering topics, including corporate ESG, law, human rights, and industry trends. (7) Implementation of risk management policies and risk assessment standards: To adequately reduce risks, the Company and affiliates have formulated the “Risk Management Policy and Operating Procedures”, which has been resolved by the Board meeting convened on August 12, 2021, and constitute a regulatory framework for managing risks within organizations. The Company has further formulated other internal regulations, including the operating procedures for financial and business affairs between the Company and affiliates, related parties, specific companies, and group entities, the procedures for credit extension, the regulations for risk management, the regulations for transactions with related parties, the management directions for processing and reporting occasional material information, and the regulations for supervision and management of subsidiaries, and has each department control relevant risks, hoping to keep risks at bay. In addition, the Company also specifies that regular reporting to the Board of Directors (at least once a year) is required. The Company completed its annual risk management report on October 30, 2024, and reported to directors on risk management in the current year and effects of climate change risks and response measures therefor at the Board of Directors meeting dated November 11, 2024. The Company plans to have the President and each departmental head assemble the Risk Review Committee, which is responsible for carrying out feasibility assessment, including assessment of the various types of risk. (8) Customer policy implementation status:	

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			The Company is mainly engaged in manufacturing and distribution of laser equipment, SMT inspection equipment, and SMD packaging materials. It makes available product manuals and technical support on its website, and sets up an email box of the sales department under the "Stakeholders" tab to provide a clear communication channel for consumers or customers. (9) Status of purchase of liability insurance by the Company for directors and supervisors: The Company has taken out liability insurance for all directors and supervisors, with a coverage of USD 2 million. Such information has been disclosed on the Market Observation Post System. The state of purchase of liability insurance for 2025 has been reported at the third Board meeting of 2025. (10) Establishing a succession plan for key managerial positions: As defined in the Company's succession plan, a successor must possess exceptional management and professional competency, values akin to the Company's, personal characteristics of honesty, integrity, innovation, and execution, and experience in purpose-specific training and job transfer aiming to foster the operational and management capability required of executives.	

9. Please describe improvements in terms of the results of the Corporate Governance Evaluation System in recent years and propose areas and measures to be given priority where improvement will be needed.
   (1) The Company's 2024 Corporate Governance Evaluation results ranked the Company among the top 36% - 50%, an improvement over the previous year.
   (2) Improvements that have been made by the Company in 2024: Disclosed that the Board of Directors have evaluated the independence and competency of CPAs in reference to the audit quality indicators (AQIs); and disclosed the evaluation results of functional committees and individual Board members.
   (3) Future improvements will include the following: To ensure fairness and equality of all shareholders, the Company will formulate internal regulations to prohibit Company insiders such as directors or employees from using undisclosed information in the market to trade securities; and the Company will also formulate succession plans for Board members and key management roles.

(IV) Where the Company has a remuneration committee, the committee's composition, duties, and state of operation shall be disclosed:

1. Information on members of the Remuneration Committee

Criteria / Identification type (Note 1)	Name	Professional qualifications and experience (Note 2)	Independence status (Note 3)	Number of positions as Remuneration Committee member in other public companies
Convener and Independent Director	Der-Ming, Lieu	Please refer to Pages 9-18 for relevant information on Table 1: Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors.	In line with the independence requirements set forth in Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange": (1) The person or his/her spouses and relatives within second degree are not serving as directors, supervisors, or employees of the Company or any of its affiliates. (2) The person and their spouses and relatives within second degree are not holding shares of the Company in their own names or in any third party's name. (3) The person and his/her spouses and relatives within second degree are not serving as directors, supervisors, or employees of any company that has a specific relationship with the Company. (4) The person and his/her spouses and relatives within second degree receive no remuneration for providing business, legal, financial, or accounting service to the Company or any of its affiliates in the last two years.	2
Independent Director	Lai-Fu, Huang	Please refer to Pages 9-18 for relevant information on Table 1: Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors.		0
Others	Yi-Tun, Tseng	Expertise: AI, intelligent management Education: Ph.D., University of Michigan-Ann Arbor Other major position: Incumbent professor of the Department of Mechanics, National Sun Yat-sen University; Experience: Former full-time professor at National Sun Yat-sen University;		0

Note 1: Please specifically fill in the number of years of relevant work experience, and the professional qualifications and experience, and the status of independence, of each remuneration committee member. If the member is an independent director, you may add a note directing readers to refer to the relevant information in Table 1: Profile of directors and supervisors (1) on Pages 6-8. For "Identification Type", please specify whether the member is an independent director or other (if the member is the convener, please state that fact).

Note 2: Professional qualifications and experience: Describe the professional qualifications and experience of each member of the remuneration committee.

Note 3: Meets the independence status: Describe the status of independence of each remuneration committee member, including but not limited to the following: whether the member or their spouse or relative within the second degree of kinship serves or has served as a director, supervisor, or employee of the Company or any of its affiliates; the number and ratio of shares of the Company held by the member, their spouse, and their relatives with the second degree (or through their nominees); whether the member has served as a director, supervisor or employee of a "specified company" (see Article 6, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the amount(s) of any pay received by the member for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the last two years.

Note 4: Regarding the method for disclosure, please refer to the "SAMPLE ANNUAL REPORT" page on the website of the Taiwan Stock Exchange Corporate Governance Center.

2. Roles and Responsibilities of the Remuneration Committee

To implement corporate governance and ensure a sound system for remuneration of the directors and managerial officers of the Company, the Company has established the Remuneration Committee pursuant to applicable laws. The Remuneration Committee members must exercise the care of a prudent administrator to faithfully fulfill the following duties:

(1) Establish and conduct regular reviews of the policies, systems, standards, and structures for performance appraisal and remuneration of the Company's directors and managerial officers.

(2) Regularly assess and determine the remuneration to be granted to each individual director and managerial officers and assess whether to adjust employee salary to reflect the changes in consumer price index (CPI) and operating profits.

3. Operation of Remuneration Committee

(1) The current Remuneration Committee has 3 members.

(2) Current term for Remuneration Committee members: July 6, 2022 and June 23, 2025; 3 (A) meetings of the Remuneration Committee were held in the most recent year. The attendance was as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance ratio (%) (B/A)	Remark
Convener	Der-Ming, Lieu	3	0	100%	
Committee member	Lai-Fu, Huang	3	0	100%	
Committee member	Yi-Tun, Tseng	3	0	100%	

Other matters to be recorded:

I. Describe the date, term, contents of agenda, and resolutions of the board meeting and the response to the Remuneration Committee's recommendations where the board did not adopt or modify the Remuneration Committee's recommendations (e.g., describe the difference and reasons where the board of directors approves a better compensation package than what is recommended by the Remuneration Committee): None.

II. If a member opposes a resolution the Committee has adopted or has reservations with a written record or a statement, the date and session of the meeting, contents of agenda, opinions of all the members, and the handling of their opinions and supervisors' opinions shall be indicated: None.

Note: (1) If any Remuneration Committee member left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their actual attendance ratio (%) should be calculated based on the number of Remuneration Committee meetings held and the number they attended in person during the period they were in office.

(2) If any by-election of remuneration committee members was held before the end of the fiscal year, the names of the successor and predecessor committee members should be filled in this table, with a note in the Remarks column stating whether the member was a successor, predecessor, or re-elect, and the date of the by-election. The actual attendance ratio (%) should be calculated based on the number of remuneration committee meetings held and the number attended in person during the period of each such person's actual time in office.

4. Remuneration Committee's review in the most recent year

Meeting date and session	Agenda and follow-up	Results of resolutions	The Company's handling of the opinions of the Remuneration Committee members.
2024.01.25 1st meeting in 2024	Agenda item: Discussion of year-end bonus for managers of 2023 and accounting treatment of salary adjust for 2024. State of execution: 1. The proposal was approved, and submitted to the Board of Directors for resolution. 2. Distributed on February 5, 2024	Approved by all members present.	Submitted to the Board of Directors; not discussed by directors who are also a manager and recused themselves due to conflict of interests; approved by all directors present upon the chair's inquiry.
2024.03.14 2nd meeting in 2024	Agenda item: Discussion of the distribution of remuneration to managers, directors, and supervisors of 2023. State of execution: 1. The proposal was approved, and submitted to the Board of Directors for resolution. 2. Remuneration to each individual will be determined separately through a meeting after the proposal is reported at the shareholders' meeting.	Approved by all members present.	Submitted to the Board of Directors and approved by all directors present.
2024.08.06 3rd meeting in 2024	Agenda item: 1. Discussion on director remuneration for 2023. 2. Discussion of employee remuneration for managers of 2023. State of execution: 1. The proposal was approved, and submitted to the Board of Directors for resolution. 2. Director and supervisor remuneration distributed on August 12, 2024. 3. Employee remuneration to managers distributed on August 29, 2024	Individual member recused themselves from discussion of the part of proposal in relation to their remuneration to avoid conflict of interests; the proposal on remuneration to directors was approved by all members present upon the chair's inquiry. The employee remuneration to be granted to managers was approved by all members present.	The proposal was submitted to the Board of Directors; individual director recused themselves from discussion of the part of proposal in relation to their remuneration to avoid conflict of interests; the proposal on remuneration to directors was approved by all directors present upon the chair's inquiry. Directors who are also a manager recused themselves from the discussion of employee remuneration to be granted to managers, to avoid conflict of interests; the proposal was approved by all directors present upon the chair's inquiry.

(V) Sustainable Development implementation and deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons:

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
1. Does the Company have a specific (or part-time) unit set up to promote the sustainable development governance framework, and the Board of Directors authorizing the management to handle matters and report the supervision results to the Board of Directors?	✓		(1) The Company has established a Sustainable Development Committee, which is responsible for promoting and implementing the corporate social responsibility and the business objectives underlying sustainable development. The Sustainable Development Committee, which is chaired by the Chairman of the Board, governs three task forces, namely, Sustainable Environment Task Force, Social Engagement Task Force, and Corporate Governance Task Force, in addition to an executive office, as the unit in charge of promoting sustainable development. (2) A. The convener of the Company's Sustainable Development Committee is concurrently served by the Chairman. It oversees three task forces, namely, Sustainable Environment Task Force, Social Engagement Task Force, and Corporate Governance Task Force, in addition to an executive office. Committee members are composed of the President and senior managers from various departments. Each task force is responsible for promoting the operation and execution of relevant matters and resolutions, as well as summarizing relevant workings and reporting them to the executive office, which in turn reports the implementation plans and results to the Committee on a regular basis. Tasks that each task force oversees: Sustainable Environment Task Force: Responsible for the planning and implementation of environmental policies, strategies, goals and action plans. Key tasks include: Promote environmental protection policies, energy conservation and carbon reduction, greenhouse gas management, water resources management, and waste management, pollution prevention, green workplace and environment, green procurement, supply chain management, and advocating environmental protection policies, climate change mitigation and adaptation, and research on the relevant sustainability issues, in addition to formulating and developing relevant management	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			systems. Social Engagement Task Force: Including human resources development, labor and human rights and ethics, creating a healthy and friendly workplace environment, social care and social engagement, etc. Corporate Governance Task Force: Responsible for the integration and implementation of corporate governance systems, maintaining a trusting relationship between the Company and stakeholders, financial information disclosure, regulatory compliance and research on foreign corporate governance trends, research on domestic corporate governance laws and regulations, establishment and development of relevant management systems, etc., and corporate finance planning and execution, etc. B The task forces and executive office of the Sustainability Development Committee will compile relevant information to prepare a Sustainability Report, and regularly report the implementation status and results to the Board of Directors on a quarterly basis. The Board of Directors evaluates whether the work results from each of the Sustainability Development Committee's task forces are in compliance with strategic goals, and reviews the implementation status and results. C The Company's Sustainability Development Committee has published the 2023 Sustainability Report in June 2024. Please refer to the following website for details: https://www.lasertek.com.tw/send_form.php. D The Company reported its 2024 Sustainability Report at the third board meeting in 2025.	
2. Does the company perform assessments of risks in environmental, social, and corporate governance issues	✓		(1) The Company has formulated the Sustainable Development Best Practice Principles to implement corporate governance, develop a sustainable environment, safeguard social welfare and strengthen the information disclosure on corporate social responsibility. In October 2024, the Company has completed the 2024 Risk Management Report, which undertakes relevant risk evaluations on material issues that pose significant impacts to the Company's investors and other stakeholders among all environmental, social, and governance issues related to our	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
relevant to its business activities and devise risk management policies and strategies accordingly?			operations. The Company has assessed the risks entailed in its operations by the principle of materiality, and formulated its "Risk Management Policy and Operating Procedures", aiming to effectively identify, prevent, and control risks through a systematic and organized management approach, to maintain normal operations, thereby achieving sustainable development. To minimize risks and their impact, the Company regularly identifies potential risks and plans corresponding countermeasures. To build a risk awareness among all employees, we also hold risk management education and training sessions or briefings if necessary. These sessions raise their awareness of the Company's risk management policies, procedures, and requirements, thus enhancing risk management awareness and implementation effectiveness. Also, the Company regularly prepares risk reports, which are submitted to the Board of Directors and management and are kept on file for reference. In addition to disclosing relevant information as required by the competent authorities, we disclose information related to risk management on our official website and in our annual report. (2) In the environmental aspect, the Company has implemented the ISO 14001:2015 Environmental Management System. We assess whether we achieve objectives, such as cleaner production, material efficiency, resource recycling, and pollution prevention based on the waste and scrap generated during our processes. Through education and training courses and awareness-raising meetings, we ensure all employees understand the importance of environmental protection and implement it accordingly. Social: The Company regards occupational health and safety as an important evaluation item, for which it has carried out hazard identification and risk assessment to prevent occupational accidents. In addition, the Company regularly organizes health and safety seminars, fire drills, and labor safety and health education and training courses to strengthen employees' occupational safety awareness. Corporate governance issues of materiality: Including information disclosure and regulatory compliance. With a corporate governance framework centered on the Board of Directors aided by supporting units, e.g., the Remuneration Committee, internal audit unit, and the chief governance	

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			officer, the Company provides stakeholders with a more diverse range of information assess and communication mechanism.	
3. Environmental issues				
(1) Has the Company established a proper environmental management system based on the characteristics of the industry?	✓		A The Company has formulated a Safety and Health Code and reported it to the Labor Standards Inspection Office, Labor Affairs Bureau of the Kaohsiung City Government for review. To ensure that the environmental management is effectively implemented, the safety and health policies formulated in the aforesaid Code include employee health and safety management, working environment safety and operational hazard identification and more. B Each of the Company's factory plant has also passed and received ISO 14001: 2015 Environmental Management System certification (certificate valid during November 5, 2024 and November 5, 2027), an embodiment of environmental safety protection. C In 2022, the Company implemented ISO 14064-1:2018 for greenhouse gas inventory, to identify the Company's emission hotspots and facilitate the formulation of future carbon reduction plans.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
(2) Is the company committed to achieving efficient use of resources, and using renewable materials that produce less impact on the environment?	✓		The Company uses resources and controls waste based on the 4R principles, namely, Reduce, Reuse, Recycle, and Recovery, all of which aim to make the economic value of resources sustainable. Furthermore, by continuously promoting recycling of packaging materials and the policy on reduction in packaging materials used for packing production supplies, the Company reduces the impact of waste on the environment. Internally, we encourage employees to participate in environmental protection and energy-saving initiatives, and actively improve product manufacturing yield to reduce energy and resource consumption and waste generation. Our main products: laser equipment, measuring equipment, and SMD packaging materials do not generate hazardous waste during their manufacturing processes. All waste is general business waste, mainly plastics and paper, which is related to our product characteristics. When procuring raw materials and designing products, we prioritize reusable and recyclable materials to build a foundation for a circular economy.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>Furthermore, in the SMD packaging material manufacturing process, the Company has significantly increased the reuse rate of center shafts (recyclable materials), achieving a current reuse rate of 100%. Other materials for reel packaging, such as paper and plastic tapes, are also made from 100% recyclable materials. Since 2020, we have adopted eco-friendly packaging materials and aimed to replace single-use packaging with eco-friendly or reusable alternatives to facilitate recycling and reuse. We adopted carts instead of one-time cardboard boxes for shipping and reusable plastic shafts.
In 2024, the Company’s total business waste was 393.86 metric tons, a 5.9% reduction from the previous year. The business waste recycling rate was 96.95%. The Company continues to strive to increase waste recycling and reuse ratios and is committed to reducing waste generation.
● The Company’s waste disposal situation
<table>
<tr><th>Waste category</th><th>Disposal method</th><th>Volume generated in 2023 (metric tons)</th><th>Volume generated in 2024 (metric tons)</th><th>Annual rate of change in volume generated</th></tr>
<tr><td>Plastics (PC+ABS)</td><td>Recycling (Note 1)</td><td>99.98</td><td>88.97</td><td>↓↓11.01%</td></tr>
<tr><td>Paper tape (paper grains, scraps, grade 1 corrugated fiberboard)</td><td>Recycling (Note 1)</td><td>306.56</td><td>292.6</td><td>↓4.55%</td></tr>
<tr><td>Domestic waste</td><td>Incineration</td><td>12.00</td><td>12.00</td><td>-</td></tr>
<tr><td>Others (Note 2)</td><td>Recycling</td><td>-</td><td>0.29</td><td>-</td></tr>
<tr><td></td><td>Total</td><td>418.54</td><td>393.86</td><td>↓5.90%</td></tr>
</table>
Note 1: “Recycling” means processing recycled materials into new materials.
Note 2: Covers waste hardware, waste lamps, and waste indoor/outdoor units, with data collection starting in 2024.
Note 3: Information coverage: Including all factories in Kaohsiung.</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="4">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th colspan="3">Summary</th></tr>
<tr><td>(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?</td><td>✓</td><td></td><td colspan="3">To enable its organization to fully grasp the risks and opportunities entailed in the low-carbon economy, the Company conducts an overall inventory by preferentially referencing the recommendations set forth in the “Task Force on Climate Related Financial Disclosures”, and will establish a systematic management strategy and disclose it in the Sustainability Report.
<table>
<tr><th colspan="2">Risk identified</th><th>Description</th><th>Response measures</th></tr>
<tr><td rowspan="2">Transformation risk</td><td>Laws and regulations</td><td>Renewable energy related regulations:
To reduce energy consumption and establish renewable energy facilities, we must comply with regulations like the “Renewable Energy Development Act,” to avoid legal violations and subsequent penalties. In addition, the high uncertainty of renewable energy regulations in different countries means that we must carefully weigh risks from any related investments to prevent increased operating costs due to non-compliance penalties.</td><td>The Company has installed solar panels on our plant buildings to generate electricity for bulk sale to Taipower. We also engage in green energy investment and development through affiliated enterprises. Before any construction or investment, we conduct legal and environmental risk assessments to ensure compliance during execution, thus reducing operational risks.</td></tr>
<tr><td></td><td>Requirements for transparent emission disclosure:
As per the Financial Supervisory Commission’s timeline for greenhouse gas inventory, the Company should complete the greenhouse gas verification for the parent company by 2028 and for consolidated subsidiaries by 2029. In response to this disclosure schedule, the Company should</td><td>The Company has implemented ISO 14064-1:2018 for organizational greenhouse gas inventory and expanded the inventory boundary per year (Hsinchu branch is included in 2024, and overseas subsidiaries are requested to conduct preliminary inventories and data collection). By building an internal system to collect various data, we ensure</td></tr>
</table></td><td>In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

Implementation items	Implementation						Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary				
					establish relevant systems and bear the verification costs from third-party organizations. This will increase our operating expenses. Failure to complete disclosure before the deadline will result in fines. Significant deficiencies in sustainability information disclosure will incur penalties of NTD 30,000 to NTD 1,000,000.	more comprehensive and accurate data collection. We plan to have the parent company's greenhouse gas emission data verified in 2025.	
					Carbon fee and carbon tax collection regulations Starting in 2025, the government will impose carbon fees on electricity and gas supply industries and manufacturing industries with annual greenhouse gas emissions exceeding 25,000 metric tons of CO2e. Currently, the current fee is NTD 300 per ton. The threshold for collection will be gradually lowered in phases, while the carbon fee will be increased in stages. The long-term carbon fee rate (post-2030) is set to range between NTD 1,200 and NTD 1,800 per ton. Although the Company is not currently subject to this levy, its implementation would significantly increase our operational costs. Assuming preferential rates aside, based on the	The Company has implemented ISO 14064-1 greenhouse gas inventory to identify emission hotspots, followed by energy-saving and carbon reduction plans launched for process improvements or equipment upgrades at these hotspots. Also, we actively participate in government low-carbon initiatives to reduce overall greenhouse gas emissions. Furthermore, by establishing renewable energy generation facilities, we strive to reduce greenhouse gas emissions from energy use.	

Implementation items	Implementation						Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary				
					Company's average greenhouse gas emissions (Scope 1 and Scope 2) of approximately 1,500 metric tons, this would result in an additional cost of about NTD 450,000 to NTD 2.7 million.		
				Technology	Products and services replaced by low-carbon alternatives: If competitors develop more low-carbon or higher-efficiency technologies, customers may switch to their products, thus leading to reduced orders and declining revenue for the Company.	We continuously monitor competitors' low-carbon products or services, stay updated on their strengths and weaknesses, and assess our own competitiveness. We evaluate the threat posed by low-carbon products and services to our existing ones and the speed of market transformation. This prompts us to consider conducting product carbon footprint inventories.	
					Low-carbon product and technology development: To align with market trends, we develop more efficient technologies or conduct product carbon footprint assessments, and further pursue carbon neutrality. However, failure in technology development or the adoption of related systems or materials may increase costs.	We continuously monitor competitors' low-carbon products or services, stay updated on their strengths and weaknesses, and assess our own competitiveness. We evaluate the threat posed by low-carbon products and services to our existing ones and the speed of market transformation. This prompts us to consider conducting product carbon footprint inventories.	

Implementation items	Implementation						Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary				
			Transformation risk	Market	Increased customer environmental requirements: Customers may demand reduced greenhouse gas emissions and higher renewable energy usage in the supply chain. Failure to meet these requirements could result in reduced orders or termination of partnerships, thus resulting in a decrease in operating revenue. Also, external stakeholders may demand more comprehensive disclosure of company information and greater transparency, which will increase related expenses for the Company.	Through annual greenhouse gas inventories to understand emission levels, we will continue replacing outdated equipment to reduce energy and resource use. We will also publicly disclose relevant information via annual reports, the official website, and sustainability reports.	
					Increased raw material and energy costs: In addition to annual increases in utility fees, carbon fees/taxes levied by various countries will lead to higher raw material and transportation prices. Furthermore, waste treatment must be in compliance with regulations, thereby increasing the Company's operational costs.	We seek multiple suppliers who are in alignment with environmental trends or collaborate with customers or suppliers to develop new low-carbon and environmentally friendly materials.	
					Reduced willingness of financial institutions for investment/financing and insurance If efforts in climate adaptation/mitigation plans are insufficient, the Company's score in	We regularly disclose relevant information based on international standards and frameworks, such as GRI, SASB, and TCFD. In addition, we	

Implementation items	Implementation						Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary				
					financial institutions' climate assessments will decline, which will increase the difficulty of securing financing or insurance and potentially impact the Company's access to capital.	regularly communicate with partner banks, insurance companies, and other financial institutions to understand their ESG expectations and demonstrate our endeavors in ESG. We actively explore green financial products, such as green loans and green bonds, to secure more favorable financing conditions.	
					Changes in customers' supplier selection criteria: Customers are increasingly choosing products with a carbon footprint or carbon neutrality, or those manufactured using renewable energy. If the Company does not take corresponding actions, orders may decrease, thus leading to reduced revenue. Conversely, investing in carbon footprint assessments, carbon neutrality, or renewable energy usage will increase operational costs.	We continuously monitor customer demand for low-carbon products or services, seek low-carbon material alternatives to current raw materials, evaluate the adoption of carbon footprint assessments, or participate in government subsidy programs. We also work with academic institutions or research organizations to jointly develop low-carbon technologies.	
				Reputation	Impact on corporate image Passive response or poor performance on issues, such as climate change and energy conservation/carbon reduction, may fail to meet stakeholders' expectations, thus leading to a negative impact on the Company's	Since 2020, the Company has periodically published its Sustainability Report in accordance with international standards and frameworks, to disclose its implementation of ESG and performance of implementation. This shows the	

Implementation items	Implementation						Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary				
					reputation or image and a decrease in turnover.	Company's aggressive efforts to communicate with stakeholders. In doing so, the Company hopes to gradually enhance its organization's ESG management and sustainability resilience (including climate resilience).	
					Industry stigmatization: The electronics industry is often perceived by society as energy-intensive. Maintaining existing process technologies would lead to significant environmental damage, with an impression detrimental to the transition to a low-carbon economy. In the long run, this could lead to reduced institutional investment, decreased company worth, and increased bank financing costs. If the annual interest rate on loans increased by 1%, a NTD 100 million loan would have incurred an additional NTD 1 million in interest expense per year.	On public information platforms, we disclose the Company's energy-saving and carbon reduction practices and greenhouse gas emissions. We also invest in green energy equipment, increase the proportion of renewable energy used, recycle and reuse waste, and work with upstream and downstream entities in our industry to implement energy-saving and carbon reduction plans.	

Implementation items	Implementation						Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary				
			Physical risks	Instantaneous	Increased frequency and severity of extreme weather events: The impacts of climate change are is increasingly evident, with a higher frequency of extreme weather events. In the future, short-term heavy rainfall may overwhelm local drainage systems, thus increasing flood risks in affected areas. Meanwhile the rising intensity and frequency of natural disasters could lead to more days when employees cannot work or transportation disruptions, which may prevent deliveries to clients, causing a decrease in revenue. To ensure a safe work environment for employees and uninterrupted operations without causing losses to clients, the Company needs to build waterproof facilities based on heavy rainfall patterns, enhance flood prevention and drainage systems, or relocate, all of which will increase capital expenditure	We are currently formulating disaster response and prevention plans to minimize losses.	
				Long-term	Rising average temperatures: At our Kaohsiung operational site, regardless of the temperature increase scenario, both the average temperature and the number of days above 36°C in an upward trend will challenge the work environment. To ensure a	We plan to replace existing air conditioning units with energy-efficient models.	

Implementation items	Implementation					Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary			
					comfortable workplace, we may need to replace air conditioning equipment, with approximately NTD 1 million incurred in costs. Alternatively, to reduce gas leakage and save air conditioning costs, we will explore eco-friendly insulation coatings or partitions, with increased capital expenditure. Furthermore, maintaining suitable workplace temperatures will increase electricity costs. To reduce gas leakage and reduce air conditioning use, we will seek eco-friendly insulation coatings or partitions, with increased capital expenditure.		
					Rising sea levels: The Company's main operational sites are in coastal areas. If polar ice caps continue melting, causing sea levels to rise annually, the area around the Kaohsiung Plant may be inundated, thus leading to reduced or halted production capacity. To mitigate the impact, measures, such as elevating equipment foundations or relocating would increase operational costs.	We are formulating disaster response and prevention plans to minimize losses.	

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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th>Opportunity identified</th><th>Description</th><th>Response measures/ Action plans</th></tr>
<tr><td>Resource use efficiency</td><td>Low-carbon transportation:
Corporate transportation greenhouse gas emissions constitute a significant portion of overall emissions. To reduce emissions, adopting low-carbon transportation methods, such as gradually replacing company vehicles with electric vehicles (EVs), will increase capital expenditure. Additionally, the International Maritime Organization (IMO) plans to impose a carbon tax on maritime transport by 2027, and the European Council has passed fuel legislation. This prompts companies to use sustainable fuel transport options for raw materials and products, further increasing capital expenditure.</td><td>We are gradually replacing fossil fuel vehicles with EVs, thus reducing fossil fuel combustion. While this incurs additional capital expenditure, it will gradually decrease fuel-related costs.</td></tr>
<tr><td></td><td>Improving plants’ energy use efficiency:
With rising electricity costs annually, equipment in our processes consumes the most energy but often suffers from high energy loss. Therefore, we aim to improve by increasing equipment energy utilization. This may involve electromechanical integration or replacing energy-intensive equipment, which would</td><td>We will replace outdated process equipment with more energy-efficient models to reduce material waste. Recently, we began monitoring energy use of relevant equipment and, after evaluation, plan to expand this to plants with larger energy consumption to support future</td></tr>
</table>
</td><td></td></tr>
</table>

Implementation items	Implementation					Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary			
				increase capital expenditure. By changing process technologies to reduce overall energy consumption in production, we can lower operational costs. We can also adopt smart manufacturing and integrate information and communication technology with smart technology to monitor plants' energy consumption in real time, thus optimizing control through data analysis. Implementing AI can enhance alerts and prediction accuracy, thereby enabling early detection of energy consumption anomalies for repair or replacement. However, building such systems will increase capital expenditure.	energy-saving initiatives.	
				Securing public-sector subsidies and collaboration: With public-sector resources or technology, we will improve processes, enhance equipment energy efficiency, reduce energy use, and lower capital expenditure.	We regularly check government agencies' websites for the latest subsidy policies, application requirements, and schedules. Also, we attend government briefings to understand subsidy details and engage with organizers.	
			Energy sources	Participating in renewable energy projects: Various countries have renewable energy plans in place. For example, Taiwan aims for 20% renewable energy generation by 2025.	The Company invests in solar energy to increase the domestic supply of renewable energy.	

Implementation items	Implementation					Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary			
				Furthermore, the demand for renewable energy is continuously increasing. Therefore, participating in related projects, such as investment and construction, can reduce future energy costs. However, building renewable energy facilities requires significant capital, which may strain the Company's short-term cash flow.		
			Products and services	Improving product efficiency: To meet customer and market demands, we enhance the energy efficiency to boost the Company's market competitiveness. However, improving product performance requires investment in R&D and equipment upgrades, which may increase short-term costs. Improved product efficiency will enhance market appeal, thus increasing market share and driving revenue growth.	We continue to understand customer demand for low-carbon products or services and develop products based on customer needs. We also provide employees with relevant training to enhance their understanding of low-carbon technologies and sustainable development.	
				Developing and/or increasing low-carbon products and services: Amid green supply chain trends, low-carbon products and services are increasingly valued. To penetrate the market, we will invest in low-carbon technology development. This increases R&D expenses and requires time to bring products to market, so short-term revenue	We will seek low-carbon raw materials and improve product manufacturing processes to enhance energy efficiency and reduce resource waste. We will replace the Company's high energy-consuming process equipment with more energy-efficient models, to reduce	

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<tr><td></td><td></td><td></td><td><table><tr><td></td><td>may not instantly grow significantly. However, continuously offering low-carbon products and building a strong brand image can lead to higher brand premium by raising product prices, with higher revenue.</td><td>material loss.</td></tr></table></td><td></td></tr>
<tr><td>(4) Does the Company calculate the amount of greenhouse gas emission, water consumption, and waste production in the last two years and implement policies to cut down energy and water consumptions, carbon and greenhouse gas emissions, and waste production?</td><td>✓</td><td></td><td>The following data collected by the Company covers all our factories located in Kaohsiung.
A Greenhouse gas emissions:<table><tr><th>Category/ Scope</th><th>Category</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td rowspan="4">Category 1 (Scope 1)</td><td>Stationary combustion</td><td>0</td><td>0</td><td>0.2966</td></tr><tr><td>Mobile combustion</td><td>13.7411</td><td>6.4479</td><td>6.3087</td></tr><tr><td>Process emissions</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Fugitive emissions</td><td>2.0655</td><td>45.5361</td><td>75.3298</td></tr><tr><td colspan="2">Category 1 (Scope 1) Subtotal</td><td>15.8066</td><td>51.9840</td><td>81.9351</td></tr><tr><td rowspan="2">Category 2 (Scope 2)</td><td>Purchased electricity</td><td>1,496.2841</td><td>1,318.1065</td><td>1,312.5697</td></tr><tr><td>Purchased energy</td><td>0</td><td>0</td><td>0</td></tr><tr><td colspan="2">Category 2 (Scope 2) Subtotal</td><td>1,496.2841</td><td>1,318.1065</td><td>1,312.5697</td></tr><tr><td colspan="2">Category 1 (Scope 1) + Category 2 (Scope 2) Total</td><td>1,520.2616</td><td>1,370.0905</td><td>1,394.5048</td></tr><tr><td>Category 3 to Category 6</td><td>Employee commuting</td><td>86.7265</td><td>79.1311</td><td>79.9538</td></tr></table></td><td>In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
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<tr><td></td><td></td><td></td><td>
<table>
<tr><td rowspan="2">(Scope 3)</td><td>Procurement</td><td>263.7257</td><td>237.6915</td><td>246.7365</td></tr>
<tr><td>Waste disposal</td><td>5.3658</td><td>6.5325</td><td>7.7287</td></tr>
<tr><td colspan="2">Category 3 to Category 6 (Scope 3) Subtotal</td><td>355.8181</td><td>323.3551</td><td>415.9798</td></tr>
<tr><td colspan="2">Category 1 to Category 6 (Scope 1 + Scope 2 + Scope 3) Total</td><td>1,867.9087</td><td>1,693.4456</td><td>1810.4846</td></tr>
</table>
</td><td></td></tr>
<tr><td></td><td></td><td></td><td>Management policy and achievements:
In 2022, the Company began implementing ISO 14064-1:2018 for the greenhouse gas inventory of the Kaohsiung Linguang Plant, aiming to better understand the Company’s emission hotspots through this systematic inventory, thereby enabling us to develop more energy-saving initiatives and reduce greenhouse gas emissions. In the future, the Company will successively conduct inventories of all sites and strive to improve the energy efficiency of each operational site. Furthermore, we will adopt the ISO 14001 international environmental standard as the guiding principle for our annual management policies and various energy-saving and carbon-reduction measures. We will also consider gradually adopting renewable energy as an alternative energy source to reduce greenhouse gases from energy use.
In 2024, the total purchased electricity decreased by 0.95% year-on-year, mainly due to production capacity adjustments in response to market conditions, which slowed manufacturing activities. However, in terms of energy intensity, there was a 0.37% year-on-year reduction. Regarding greenhouse gas emissions, greenhouse gas emissions dropped by 4.96%. With annual revenue as the baseline for comparison, greenhouse gas emission intensity decreased by 7.41% year-on-year.
B Energy conservation and carbon reduction:
In recent years, LaserTek has been actively pushing forward an energy conservation policy by encouraging each department to incorporate the idea of energy conservation into the manufacturing process and daily life. Our major energy conservation plans include using energy-saving lighting and reducing the use of air conditioners and air compressors and more. In 2024, we mostly replaced</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>obsolete air conditioner replacement and energy-saving measures to reduce energy consumption and carbon emissions. In doing so, we saved a total of 54,085kWh, achieving an energy-saving of 194,704.76 MJ, or equivalent to reducing 25.64 metric tons of CO2e.
▼ Energy saving measures and performance
<table><tr><td>Year</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Cumulative number of energy-saving measures</td><td>2</td><td>1</td><td>2</td></tr><tr><td>Energy-saving project name</td><td>● Replace air conditioners
● Combine engine rooms</td><td>● Replace air conditioners</td><td>● Replace air conditioners
● Replace household refrigeration equipment.</td></tr><tr><td>Electricity conserved (kWh)</td><td>63,101</td><td>30,294</td><td>54,085</td></tr><tr><td>Energy conserved (MJ)</td><td>227,163.60</td><td>109,058.40</td><td>194,704.76</td></tr><tr><td>Carbon emissions reduced (metric tons of CO2e)</td><td>32.11</td><td>15.00</td><td>25.64</td></tr></table>
C Water resource management:
The Company’s main products are laser equipment, and tape and reel packaging materials. The energy used in the manufacturing process is electricity, and the product manufacturing process does not consume water. After taking an inventory of the resource consumption at the factory, it was found that most of the water used is domestic water and 100% of the water source is tap water from Taiwan Water Corporation. Most of the water is consumed at the office. In addition, the wastewater from the</td><td></td></tr>
</table>

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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>Kaohsiung Head Office, Kaohsiung Branch, Hsinchu Branch, and the five factories in Kaohsiung Linguang, is uniformly collected through the underground sewage pipelines to the sewage treatment plant, where the water is treated until it meets the national discharge standards before being discharged. Hence, the possibility of contaminating water resources and causing ecological damage is low. In addition, according to the Aqueduct Water Risk Atlas from the World Resources Institute, the water stress index across our Taiwan operations is either low to medium. Nevertheless, LaserTek continues to actively promote water conservation measures, replace worn water-consuming equipment, monitor water use, and to implement laws and regulations related to wastewater and sewage treatment through the ISO 14001 environmental management system.
<table>
<tr><th></th><th>Unit</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Tap water (water from third-party entity)</td><td>million liters</td><td>2.79</td><td>2.77</td><td>3.81</td></tr>
<tr><td>Annual rate of change in water withdrawal</td><td>Ratio (%)</td><td>↓7.06%</td><td>↓0.61%</td><td>↑37.55%</td></tr>
<tr><td>Water use intensity</td><td>million liters/ operating revenue (in millions of NTD)</td><td>0.00305</td><td>0.0033</td><td>0.0045</td></tr>
</table>
Note: Including all factories and subsidiaries in Kaohsiung.

D Waste management and reduction:
The Company uses resources and controls waste based on the 4R principles, namely, Reduce, Reuse, Recycle, and Recovery, all of which aim to make the economic value of resources sustainable. None of the Company’s products will turn into hazardous waste upon disposal. A bulk of the Company’s products are plastics and paper tapes, both can be regenerated and reused and have been recycled and reused in full by the Company. The Company will continue to reduce waste in the future. Aside from</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>continuously implementing source reduction and recycling and reusing in-factory waste, the Company will collaborate with the entire supply chain to lessen the use of raw materials, reduce the impact of manufacturing process on environment, and continue to deploy revolutionary environmental technology to put the idea of circular economy into practice.
By establishing a strict system for selection, control, and audit of suppliers, the Company ensures that waste is disposed of at places permitted by law, so as to lay a sustainability foundation. To effectively dispose of and utilize waste and ensure minimal impact on the environment, 100% of the waste generated during the production and operation process is entrusted to qualified clearance and disposal agencies. In order to ensure that the executions from the clearance and disposal agencies comply with relevant laws, LaserTek requires these companies to submit relevant qualification certificates, to sign contracts, and to show proof of the disposal process, etc. Moreover, relevant records and documents are properly preserved to ensure that the disposal and clearance process complies with local laws and regulations. There were no major breach of contract or illegal matters by the responsible waste clearance and disposal agencies in 2024. LaserTek did not experience production suspension or protest taken place surrounding its factory due to pollution or leakage, nor was it subject to any environmental penalty in either 2023 or 2024.
▼ The Company’s waste disposal situation
<table>
<tr><th>Waste category</th><th>Disposal method</th><th>Volume generated in 2023 (metric tons)</th><th>Volume generated in 2024 (metric tons)</th><th>Annual rate of change in volume generated</th></tr>
<tr><td>Plastics (PC+ABS)</td><td>Recycling (Note 1)</td><td>99.98</td><td>88.97</td><td>↓11.01%</td></tr>
<tr><td>Paper tape (paper grains, scraps, grade 1 corrugated fiberboard)</td><td>Recycling (Note 1)</td><td>306.56</td><td>292.6</td><td>↓4.55%</td></tr>
</table></td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Domestic waste</td><td>Incineration</td><td>12.00</td><td>12.00</td><td>-</td></tr>
<tr><td>Others (Note 2)</td><td>Recycling</td><td>-</td><td>0.29</td><td>-</td></tr>
<tr><td></td><td>Total</td><td>418.54</td><td>393.86</td><td>5.90%</td></tr>
</table>
Note 1: “Recycling” means processing recycled materials into new materials.
Note 2: Covers waste hardware, waste lamps, and waste indoor/outdoor units, with data collection starting in 2024.
Note 3: Information coverage: Including all factories in Kaohsiung.
▼ Waste management performance
<table>
<tr><th>Performance</th><th>Unit</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Recycling rate of business waste</td><td>%</td><td>97.10%</td><td>97.13%</td><td>96.95</td></tr>
<tr><td>Waste intensity</td><td>Metric tons/ NTD million</td><td>0.45</td><td>0.51</td><td>0.46</td></tr>
</table>
Note 1: Recycling rate of business waste (%) = (Amount of recycled business waste (metric tons/year) ÷ Total waste output (metric tons/year)) × 100%
Note 2: Waste intensity = Total waste output (metric tons) ÷ Annual revenue (NTD Million)
</td><td></td></tr>
<tr><td>4. Social issues</td><td></td><td></td><td></td><td></td></tr>
<tr><td>(1) Has the Company formulated appropriate management policies and procedures according to relevant regulations and the</td><td>✓</td><td></td><td>The Company follows and adheres to international labor and human rights norms and human rights-related standards, such as: The Responsible Business Alliance Code of Conduct (RBA), UN Global Compact, International Labor Office Tripartite Declaration of Principles, the OECD Guidelines for Multinational Enterprises, UN Universal Declaration of Human Rights, the UN Human Rights Norms For Business, and the UN Guiding Principles on Business and Human Rights, as well as local laws and regulations where we operate. We have also formulated human rights policies and established management mechanisms to protect employees’ human rights.</td><td>In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
International Bill of Human Rights?			The Company prohibits any workplace discrimination based on race, color, nationality, gender, sexual orientation, age, marital status, political affiliation, religious belief (or any other personal characteristics that are not related to work performance). We strictly prohibit any intentionally offensive, hostile, or harmful harassment in the workplace, including but not limited to sexual harassment, bullying, threats, intimidation, and verbal discrimination, and will not use the aforementioned characteristics as criteria for employee recruitment, evaluation, or promotion. The Company has established internal regulations, such as the “Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Guidelines” and the “Prevention Plan for Workplace Violence During Duty Execution”, and strictly adheres to the reporting and complaint procedures to protect relevant human rights and interests. In order to establish a workplace culture that is safe, respectful, has zero tolerance on discrimination or harassment, and has mutual respect and tolerance as well as equal opportunities, the Company provides human rights-related education and training to protect employees’ rights and interests and to enhance their awareness and attention of relevant issues. In 2024, the Company offered courses on sexual harassment prevention and workplace bullying for employees at various job grades and positions. The total number of participants in related education and training was 227, for a total of 459.5 person-hours. In 2024 and 2023, the Company achieved the following goals aiming to protect labor rights: (1) No occurrence of discrimination incidence or filing of relevant grievance; (2) no infringement on the rights to free association and collective bargaining; (3) no employment of child labor; (4) no occurrence of forced or involuntary labor; (5) no material labor dispute; (6) no delay in handling employee opinions and complaints, or accumulation of such cases. The Company’s important goals aiming to protect human rights: (1) No occurrence of discrimination incidence or filing of relevant grievance; (2) no infringement on the rights to free association and collective bargaining; (3) no employment of child labor; (4) no occurrence of forced or involuntary labor; (5) no material labor dispute; (6) no delay in handling employee opinions and complaints, or accumulation of such cases.	

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
(2) Does the company establish and implement reasonable employee benefits (including remuneration, leave, and other benefits), and ensure business performance or results are reflected adequately in employee remuneration?	✓		A The Company abides by the Labor Standards Act and applicable laws and regulations when devising the various components of employees' remuneration, leave, and welfare measures: (A) Remuneration: The Company has a Remuneration Committee, which distributes employee remuneration based on the Company's business performance in the current year. In addition, the Company also distributes employee bonus, year-end bonus, and performance bonus in a reasonable manner by looking at the results of employee evaluation carried out periodically, and by examining each division's and department's business performance, in order to share the Company's business performance and achievements with all employees. (B) Diversity and equality in workplace: The Company has always attached great importance to equal rights between men and women. Female employees account for approximately 41.24% of all employees, female senior managers account for approximately 27.27%, and there are also women on the Board of Directors. In addition, the Company is also committed to providing employment opportunities for people with physical and mental disabilities, and has been employing persons with disabilities since 20 years ago. We are currently employing a total of 4 people with disabilities, with a hiring ratio of 20.62% (out of 194 full-time employees). Furthermore, as for the care and development of foreign migrant workers, we continue to promote retention programs to boost their work confidence, alleviate financial burdens, and maximize their strengths. (C) Leave and benefit measures: To protect employee rights and enhance company cohesion, LaserTek provides comprehensive benefits for full-time employees, including labor and health insurance, annual leave, maternity leave, parental leave, and other rights as required by law. We continue to implement leave and attendance systems that are more favorable than legal requirements. We also provide employees with group insurance, life insurance, medical insurance, disability insurance, pensions, subsidies for weddings, funerals, and childbirths, birthday cash gifts, and holiday cash gifts for the four major festivals in the hope that the Company will accompany employees through different stages of their lives. Through continuous improvement, the Company was awarded the	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

<table>
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<tr><td></td><td></td><td></td><td>Kaohsiung City Labor Affairs Bureau’s Little Labor Hero, Happy Enterprise (Category A) in 2024. LaserTek will continue to build a friendly workplace where employees feel valued and supported by focusing on three aspects: work-life balance, employee well-being, and fair treatment.
The Company has established an Employee Welfare Committee, which has formulated benefit measures, such as holiday cash gifts, birthday cash gifts, domestic and international travel subsidies, funeral, wedding, and childbirth subsidies, condolences for hospitalization due to work-related or general injuries, paternity leave for male colleagues, scholarships for outstanding academic performance of employees’ children, subsidies for the establishment of health clubs, labor education and training, employee group insurance, and health check-ups, as well as organizing occasional art and cultural lectures and recreational activities. Physicians and registered nurses are employed to give habitual on-site healthcare consultations from time to time. The Company has also set up its Employee Stock Ownership Trust Committee to encourage employees to put their stock in trust.
B The Company’s supervisory and non-supervisory positions receive annual performance evaluations on a regular basis every year. New employees who have been employed for 3 months are also required to undergo a new employee evaluation. Based on performance results, employees with excellent performance are given rewards to help them set targets and have a sense of accomplishment. For employees with poor performance, improvement suggestions and training plans are provided, and work content and improvement strategies are re-examined or adjusted. We continue to enhance LaserTek’s competitive advantage through providing a fair and equitable reward and punishment system.
▼ 2024 Employee Performance and Career Development Review Status
<table>
<tr><th>Employee Category</th><th>Calculation Method</th><th>Male</th><th>Female</th><th>Subtotal</th></tr>
<tr><td>Management</td><td>Number of employees regularly receiving performance reviews</td><td>23</td><td>8</td><td>31</td></tr>
</table>
</td><td></td></tr>
</table>

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	

	Total number of employees at the end of the reporting period	24	8	32
	Percentage	95.83%	100%	96.88%
Non-management	Number of employees regularly receiving performance reviews	84	67	151
	Total number of employees at the end of the reporting period	90	72	162
	Percentage	93.33%	93.06%	93.21%
Total	Total number of employees regularly receiving performance reviews	107	75	182
	Total number of employees at the end of the reporting period	114	80	194
	Percentage	93.86%	93.75%	93.81%

Note: All employees regularly receive performance reviews, except for those who are not required to undergo annual performance evaluations (e.g., President, employees who did not pass the new employee assessment, employees with disabilities, etc.).

C All employees are made aware of the Company's remuneration system through new employee training and internal email announcements. In particular, the salary payment is divided into fixed and variable salaries. The fixed salaries are paid monthly, and the payment standard refers to industry standards and statistical data from the labor market, and is adjusted in a timely manner by taking into account the position, nature of work, professional ability, and workplace supply and demand for such position. On the other hand, variable salaries come from year-end bonuses and employee bonuses distributed based on operating conditions and work performance. The remuneration and benefits of personnel with ranks of assistant vice president or above must be submitted to the Remuneration Committee and the Board of Directors for approval to enhance the transparency of corporate governance and remunerations.

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
(3) Does the Company provide a safe and healthy working environment and provide employees with regular safety and health training?	✓		To protect employees' safety and health and prevent occurrence of work-related accidents, and to achieve our goal of "zero disaster and zero incident", LaserTek has formulated the "Occupational Safety and Health Work Rules" and "Occupational Safety and Health Management Plan" in accordance with the "Occupational Safety and Health Act" and other applicable laws and regulations. The Company establishes its "Occupational Safety and Health Committee", has each department establish an occupational safety and health unit/to manage workers and emergency medical technicians, and also regularly inspect local laws and regulations to examine the degree of compliance of internal management measures and systems. In addition, we also review whether substances prohibited by LaserTek are being used or stored through regular occupational hazard identification and risk evaluation, and also engage in risk assessment and inspection of the storage and documentation management of substances including organic solvents to ensure the safety of our operating environment. Safety and health training are also organized every year so that employees can learn necessary safety knowledge at work as well as improve their disaster and emergency response capabilities. A total of 19 hours of education and training courses on occupational and labor safety and health were also held in 2024 and were participated by 282 persons. To enable employees to achieve a balance between work, health, and life, in addition to consulting services provided by onsite doctors and nurses, LaserTek also provides regular health examinations every two years. In addition, follow-up health monitoring is carried out by onsite medical staff to continuously care for the physical and mental health of our workers. Based on the results of operating environment monitoring, LaserTek conducts health related inspections for personnel with special procedural health hazards, and implements a tiered health management in accordance with the law. The health status of those placed under tier three health management level will be monitored in the following year. The dedicated onsite medical staff will actively arrange for those in tier four health management level to undergo interviews, health guidance, and on-site visits. Subsequently, the dedicated medical staff will also issue notes based on the results of the visits from the visiting physicians to follow-up and manage their health status. In 2024, a total of 70 people have undergone special hazardous health examinations, and 3 person	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>who was placed in tier four health management. His/her health continues to be regularly followed-up by our onsite medical staff. In addition, in terms of organizing health promotion training courses, we first survey our employees' ideas for the topics before planning the courses, hoping to enhance colleagues' health-related knowledge and improve their physical and mental health through relevant courses.
The Company obtained the Badge of Accredited Healthy Workplace - Health Promotion from the Health Promotion Administration, MOHW, in both 2018 and 2021; the badge is valid through the end of 2023. The scope of this badge covers all of LaserTek's factories in Taiwan.
In 2024, none of the Company's employees in a job of special operation was found of any anomaly associated with their jobs, and there was no work-related injuries or death. In addition, the Company has received the certificate of record of accident-free work hour for 11 consecutive times from the Industrial Safety and Health Association of the R.O.C. and was included in the List of Enterprises with Exceptional Performance in Promoting the Accident-free Work Hour Record.
The occupational safety and health management measures and safety and health training that the Company has implemented are as follows:
(A) Occupational health and safety management measures:
<table>
<tr><th>Item</th><th>Description</th></tr>
<tr><td>Personal protective equipment</td><td>For high-risk work environments where manufacturing departments may be exposed to dust and noise, relevant protective equipment such as masks, earplugs, and waist protectors are provided.</td></tr>
<tr><td>Employee health examination</td><td>The Company arranges health examinations for all employees every two years, and provides regular annual physical examinations for special operations (noise and n-hexane) for on-site operators. On-site medical staff will engage in tiered health management based on the examination reports and follow-up on the health status.</td></tr>
<tr><td>Employee work</td><td>Environmental monitoring is conducted every six months. Monitoring criteria include</td></tr>
</table></td><td></td></tr>
</table>

Implementation items	Implementation				Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary		
			environment inspection	carbon dioxide, noise levels, and n-hexane to ensure that their concentrations and values do not exceed normal values.	
			Building public safety inspection	Building public safety inspections are conducted every two years to ensure that fire escape routes are unobstructed and that the facilities and equipment are safe, thereby prolonging the availability of escape time and reduce the level and scale of impact for when a disaster does strike. In addition, responsible personnel also inspect the production plants every month to ensure that fire escape facilities are unobstructed and the equipment are safe.	
			Fire safety inspection	In order to ensure the fire safety equipment are operating normally for when a fire occurs and to minimize the disaster, the Company cooperates with relevant units to conduct annual inspections before the end of each year.	
			Organic solvent management	When purchasing relevant items and when such items enter the factory, the Procurement Department will notify relevant managers to conduct an inventory and to store them in a centralized manner for management.	
			First aid staffing	Each factory has at least one person with a first-aid certificate to ensure that if an illness or accidental injury, or even a life-threatening situation occurs in the factory, the pain or the life-threatening risk could be reduced before medical staff can arrive or the patient is hospitalized.	
			Fire education and training and emergency response	Fire safety training is regularly held every year to ensure that all employees receive basic training in using fire extinguishers and fire hydrants. Emergency response drills are also conducted regularly each year, with evacuation and rescue drills carried out separately at each plant, so that all employees understand their assigned groups and how to respond in the event of a disaster, to minimize damage and impact and improve evacuation and rescue capabilities.	

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>(B) Safety and health training:
<table><tr><th>Name of courses provided in 2024</th><th>Number of trainees (headcount)</th><th>Number of training hours (headcount)</th></tr><tr><td>Labor safety and health training for new employees</td><td>33</td><td>132</td></tr><tr><td>Fire education and training</td><td>16</td><td>48</td></tr><tr><td>Disaster and emergency response</td><td>221</td><td>663</td></tr><tr><td>On-the-job training for lifting machine operators (external training)</td><td>3</td><td>9</td></tr><tr><td>Professional training for first aid personnel (external training)</td><td>6</td><td>18</td></tr><tr><td>On-the-job training for occupational safety and health managers (external training)</td><td>3</td><td>18</td></tr><tr><td>Fire prevention managers (external training)</td><td>0</td><td>0</td></tr></table></td><td></td></tr>
</table>

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
(4) Does the Company have in place effective tools to help employees with career planning and development?	✓		Since exceptional talents are LaserTek's most important assets, the Company values employees' learning and occupational competency development and encourages them to take the initiative to learn and apply the knowledge and skills they have learned to their work. This will help them to enhance their work quality, increase productivity, achieve our human resources development goals, and become the growth driver to our sustainable operations. Upholding Chairman Tsai-Hsin, Cheng's philosophy of "employee recruitment should enhance their occupational value", LaserTek is committed to establishing the competitive advantage of lifelong employment for employees, and promises to sponsor unlimited education and training expenses for talent cultivation and development. Through constructing the knowledge management process and knowledge sharing mechanism, we have established a mechanism that cultivates innovative talents while continuing to improve the Company's education and training system. In addition, training is given in multiple methods ranging from in-class sessions, work practice, and external training. In order to ensure the reliability and accuracy of the training process, LaserTek began to participate in the Talent Quality-management System (TTQS) program of the Workforce Development Agency, MOL in 2015, and were immediately awarded with a bronze medal in the first evaluation we received. After years of continuous adjustments and improvements, LaserTek was honored with gold medal in 110 and 112 in recognition of our efforts. By integrating our "hard skills" with "soft skills", we continuously enhance LaserTek's competitiveness, and will continue to develop infinite possibilities and to constantly transform and grow in the future. In order to provide the best learning environment for our employees, the Company's Human Resources Division of the Administration Department is responsible for planning the training courses, promoting various learning and training activities and talent development, and functional improvement projects. To pass on knowledge, skills and experience, LaserTek has formulated procedures for internal lecturers, which allows colleagues to create personal value and cultivate internal talents within the Company through sharing their experiences and technical competencies. As of now, LaserTek has a total of 38 internal lecturers. In addition, in 2024, the average training hours for each employee has reached 18.01 hours, of which the average training hours for male workers was 17.88 hours and the average training hours for female workers was 18.18 hours.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>LaserTek’s well-rounded employee training system
<table>
<tr><th></th><th>General staff</th><th>Junior managers</th><th>Mid-level and senior managers</th></tr>
<tr><td>Core functions</td><td colspan="3">● New employee orientation training
● Corporate culture course
● Interpersonal communication course
● Other general knowledge courses</td></tr>
<tr><td>Professional functions</td><td colspan="2">● Professional functional training
● Business etiquette course
● Language proficiency course</td><td>● Professional functional training
● Financial training courses
● Procurement training course
● Legal amendment course</td></tr>
<tr><td>Management functions</td><td>-</td><td>Management courses for junior managers:
● Subordinate training
● Team leadership
● Communication skills</td><td>Management courses for mid-level and senior managers:
● Strategic analysis
● Decision-making ability
● Subordinate training
● Advanced communication and management
● Innovation and improvement</td></tr>
<tr><td rowspan="2">Talent cultivation</td><td colspan="3">Training course for management reserve</td></tr>
<tr><td>-</td><td colspan="2">● Training course for internal lecturers
● TTQS training courses
● R&D and innovation training courses</td></tr>
<tr><td>Self-development training</td><td colspan="3">● External seminars
● On-the-job training</td></tr>
</table>
Note: Junior managers refer to team leaders; mid-level and senior managers refer to supervisors at the section chief level and above.</td><td></td></tr>
</table>

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<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td><table>
<tr><td>Training policy</td><td>The Company efficiently utilizes resources, aligns with business strategies, and establishes a systematic education and training framework to enhance employees' professional knowledge, management skills, workplace value, and lifelong competitiveness.</td></tr>
<tr><td>Training commitment</td><td>All personnel receive systematic, professional training, cultivation, and guidance, with adequate resources to acquire diverse skills and knowledge necessary for effective task execution, as the foundation for productivity improvement.</td></tr>
</table></td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>▼ LaserTek's training categories and execution
<table>
<tr><td rowspan="3">Course item</td><td colspan="2">Total Cost: NTD 669 thousand</td><td colspan="2">Total Cost: NTD 751 thousand</td><td colspan="2">Total Cost: NTD 762 thousand</td></tr>
<tr><td colspan="2">2022</td><td colspan="2">2023</td><td colspan="2">2024</td></tr>
<tr><td>Total number of trainees</td><td>Total number of hours</td><td>Total number of trainees</td><td>Total number of hours</td><td>Total number of trainees</td><td>Total number of hours</td></tr>
<tr><td>Management</td><td>105</td><td>335</td><td>81</td><td>331</td><td>118</td><td>290</td></tr>
<tr><td>General category</td><td>218</td><td>506</td><td>515</td><td>949</td><td>371</td><td>689.5</td></tr>
<tr><td>Professional</td><td>190</td><td>1,069</td><td>119</td><td>722</td><td>185</td><td>883.5</td></tr>
<tr><td>Quality assurance</td><td>41</td><td>164</td><td>99</td><td>168.5</td><td>80</td><td>94.5</td></tr>
<tr><td>Occupational safety and environmental protection</td><td>147</td><td>468</td><td>228</td><td>989</td><td>333</td><td>1131</td></tr>
<tr><td>Occupational competency</td><td>99</td><td>225</td><td>126</td><td>387</td><td>82</td><td>404.5</td></tr>
<tr><td>Total</td><td>800</td><td>2,767</td><td>1,168</td><td>3,546.5</td><td>1,169</td><td>3,493</td></tr>
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Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
(5) Do the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection or customer rights protection and grievance procedure policies implemented?	✓		The Company values after-sale service to customers, and has formulated standard operating procedures for handling customer complaints. A technical support tab and stakeholders tab are made available on the Company's website in order to provide a channel for customers to get technical consultation and file complaints. The Company has formulated the "Customer Satisfaction Management Procedures", which regards customer feedback as an important basis for improving and developing customer relationship and uses multiple channels to understand customer needs. By regularly inspecting, analyzing, and proposing proper improvement plans, the Company has established a comprehensive customer needs and response handling procedures to address the valuable customer feedbacks we receive. The Company regularly conducts satisfaction surveys, in which salespersons regularly send customer satisfaction questionnaires every year to ensure that the Company's efforts in overall quality, business services, technical support, order and delivery, and product quality have reached fruitful results. Once a customer complaint is received, it will be reported to various departments and units, and a review will be proposed in the management review meeting as a reference for managing improvements. The customer satisfaction score in 2024 reached 110.62 points (out of 130 points), which is in line with the customer satisfaction target set by the Company. All products of the Company comply with international safety standards or international environmental protection regulations. In addition, products or packaging materials are marked with compliance information affording to the environmental laws, regulations, and requirements of the region where shipment takes place. The Company attaches great importance to customer privacy and confidential information, and manages it with reference to various relevant management measures. We also implement relevant rules and management measures in accordance with the "Information Security Policy" to fulfill our responsibility for customer data protection. Over the past three years, including 2024, no infringement of customer privacy rights occurred, nor have we received any customer complaint as a result of misplacing customer data. In case of any concern or occurrence of data leakage, such incident can be reported via whistleblowing and	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			complaint channels. The Company is very committed to customer complaints, and regard them as a driving force for progress. Therefore, LaserTek has formulated customer complaint handling procedures in the hope that through standardized and systematic procedures, customers' opinions can be completely and correctly conveyed to relevant units, and can be properly handled and responded to, so as to protect the rights of customers. Customer complaint system and response Salesperson receives customer complaint→ the salesperson notifies the quality control unit → quality control initially informs all units to clarify responsibilities → determines responsibilities and responds to customer → incident is recorded and followed-up → review and improvement of relevant units → operation improvement, prevention and correction, proposal of remedial measures, record and follow-up on progress → reply how the incident is handled → documentation and storage.	
(6) Has the Company formulated supplier management policies that require suppliers to comply with relevant regulations on environmental protection, occupational safety and health, and labor rights and requested their reports on the implementation of	✓		LaserTek has formulated relevant management methods for both procurement and suppliers. LaserTek's supplier management process includes: New supplier research and assessment, routine evaluation management, major supplier evaluation management and supplier engagement, covering suppliers of raw materials, packaging materials, components, and outsourcing processes. To better let suppliers understand LaserTek's commitment to sustainable development, and in the hope of encouraging suppliers to join us in assuming economic, social, and environmental responsibilities, the Company has formulated the "Supplier Code of Conduct". The content of which covers various aspects ranging from labor, health and safety, environment, business ethics, to management systems, and serves as the basis for suppliers to follow. Moreover, suppliers are required to sign a Commitment to the Supplier Code of Conduct to enhance the sustainability of the supply chain. Regarding the environment, in addition to suppliers being required to formulate environmental policies, audits are also conducted to determine whether suppliers provide products that violate local environmental regulations. On the social front, in addition to prohibiting the employment of child labor under the age of	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
such regulations?			16, forced labor, or any improper employment discrimination, the Company also requires suppliers to comply with international standards and the local labor and employment-related laws at locations where they operate. In 2024, no major risks or incidents of child labor or forced labor among suppliers were found. Regarding conflict minerals, although no minerals are used in the manufacturing of LaserTek's products, we strictly prohibit the use of conflict minerals and require suppliers to follow the same rules and to provide products that are not made from conflict minerals. The Company has formulated the "Procedures for Management of Suppliers" and conducts annual evaluations and ad-hoc audits of suppliers in accordance with these procedures, focusing on suppliers of major raw materials (major raw materials include paper tapes, cover tapes, molds, and plastic carrier tape, etc.). Suppliers will be evaluated in writing by the evaluation team, and the evaluation criteria and their weight include: Quality assurance 40%, delivery stability 25%, price 25%, and level of cooperation 10%. The evaluation results are divided into Level A, Level B, and Level C (unqualified suppliers). Suppliers who receive Level B scores will be placed under observation and will be monitored and followed-up. If an unqualified, Level C supplier is currently irreplaceable, we will provide assistance to improve their quality and specify a deadline for improvement. Failure to cooperate will mean that the Company will no longer collaborate with such supplier. A total of 10 suppliers were required to be evaluated in 2024, and the evaluation completion rate was 100%. All new suppliers must complete a supplier questionnaire, with evaluation criteria covering quality, inspection and testing, environmental management (including occupational health and safety), labor, and business ethics. The Company will continue to review and adjust evaluation criteria to minimize risks.	
5. Does the company prepare sustainability reports and other reports that disclose	✓		The Company's website (www.lasertek.com.tw) has set up an ESG Sustainable Development tab, and we regularly disclose the Company's sustainable development information on the website. The Sustainability Report that we have prepared is also disclosed on the Company website for reference. The Sustainability Report published by the Company is prepared in accordance with the new requirements	In line with the Sustainable Development Best Practice Principles

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
non-financial information by following international reporting standards or guidelines? Has the Company received assurance or certification of the aforementioned reports from a third-party certification institution?			of the 2021 edition of the GRI Sustainability Reporting Standards (GRI Standards), and is structured around the major themes we have identified. A GRI Standards Index is also provided in the Appendix for reference. In addition, content disclosure is also made in accordance with the Task Force on Climate-related Financial Disclosures (TCFD), Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies. Currently, assurance from third-party certification institute has not been obtained.	for TWSE/TPEx Listed Companies
6. Describe the deviations, if any, between actual practice and the sustainable development regulations, if the company has formulated such principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies: The Company has formulated the “Sustainable Development Best Practice Principles” and established the Sustainable Committee. Daily operations are carried out to promote corporate governance, develop sustainable environment, uphold social benefits, and enhance disclosure on corporate social responsibility information. In addition, the Company urges compliance by all employees and enhances the management of its environmental and social risks and effects. Therefore, the Company’s sustainable development implementation did not significantly deviate from the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”				
7. Other important information to facilitate a better understanding of the Company’s implementation of sustainable development: (1) For the Sustainability Report compiled by the Company, see the “ESG Sustainable Development” tab on the Company’s official website. The Sustainability Report for 2023 was also published by before the end of October 2024. (2) Recusals of Directors due to conflicts of interests: The Company has set out a principle of recusal in its “Rules of Procedure for the Board of Directors’				

Implementation items	Implementation			Deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
Meetings" as required by the Company Act; up to date, personnel whose interests are involved in a proposal recuse themselves from the proposal. Please refer to the Operation of the Board of Directors. (3) Environmental policy, safety, and health, and the operation thereof: The Company is mainly engaged in processing and production of upper tape, bottom taps, and paper tapes used for packaging SMDs. The Company has also introduced the RoHS requirements. The Company is not a member of those announced by the law to be subject to requirements on water pollution control and air pollution control at the current stage, and is therefore not likely to pollute the environment. In addition, the Company properly maintains the environment surrounding its factories on a regular basis, and fully complies with the requirements of the environmental protection unit of the Export Processing Zone Administration. (4) Human rights: All our employees have equal access to employment opportunities regardless of gender, religion, or political affiliation. We strive to create a good working environment to ensure that employees won't be discriminated or harassed in any way. Further, we have chosen to hire more physically challenged personnel beyond the legal requirement; we assign them an appropriate job and provide them with a friendly and cozy workplace. (5) We always implement corporate social responsibility with an aim to keep our principal base in Taiwan; we employ mainly Taiwanese citizens and provide jobs to the local. (6) Safety and health: We manage safety and health by the government's laws and directions. (7) Community engagement; social contribution; social service; for-benefit conduct: We actively take part in community service, social service, and for-benefit events; we also regularly work with government agencies to provide internship and job to physically challenged students. In addition, we encourage employee to engage in for-benefit events after work. Furthermore, we actively participate in programs aiming to green factory surroundings. The Company regularly and continuously engages in social welfare activities. For information on the Company's corporate sustainable development operations, please refer to the "ESG Sustainable Development" tab on the Company's website and our Sustainability Report. https://www.lasertek.com.tw/				

(VI) Implementation of ethical corporate management and measures and departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
1. Establishment of policy and measures of ethical management.				
(1) Has the Company established the ethical corporate management policies approved by the Board of Directors and stated the policies and practices in its bylaws or external correspondence to maintain business integrity? Are the Board of Directors and the managerial officers committed in fulfilling this commitment?	✓		(1) The Company's Board of Directors resolved to approve its "Code of Ethical Conduct for Directors, Supervisors, and Managers" and "Ethical Corporate Management Best Practice Principles". The Board of Directors and the management exercise their powers prudently and comply with relevant laws and regulations when performing duties, and the Auditing Office also engages in checks and inspections from time to time. The "Corporate Governance" tab, which discloses ethical corporate management information, is available on the Company's website. The Company has also disclosed its "Ethical Corporate Management Best Practice Principles" on the Market Observation Post System. In addition, the Company has also formulated a "Code of Ethical Conduct" to specify the standards that employees must abide by when performing business. The Company's Auditing Office also carries out an audit on a regular basis.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(2) Has the company established a risk assessment mechanism against unethical conduct, analyzed and assessed operating activities with higher risk of unethical conducts on a regular basis, and established prevention programs accordingly, which shall	✓		(2) To ensure the implementation of ethical corporate management, the Company has established effective accounting and internal control systems. Internal auditors regularly audit compliance with the above systems. The Company's Ethical Corporate Management Best Practice Principles outline seven major prevention measures, namely prohibition of bribery and acceptance of bribes; prohibition of illegal political contributions; prohibition of inappropriate charitable donations or sponsorships; prohibition of provision or acceptance of unreasonable gifts, hospitality, or other improper benefits; prohibition of infringement of trade secrets,	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies"?			trademarks, patents, copyrights, or other intellectual property rights; prohibition of unfair competition; prohibition of products or services from directly or indirectly harming the rights, health, or safety of consumers or other stakeholders during R&D, procurement, manufacturing, provision, or sales.	
(3) Does the Company have any measures against dishonest conducts? Are these measures supported by proper procedures, behavioral guidelines, disciplinary actions and complaint systems? Does the Company review the policies on a regular basis?	✓		(3) To ensure the implementation of ethical corporate management, the Company has established effective accounting and internal control systems. Internal auditors regularly audit compliance with the systems. The Company has formulated its "Code of Ethical Conduct", which require employees to report to supervisors, managerial officers, chief internal auditor, or other appropriate personnel upon suspicion or discovery of any activity in violation of a law or regulation or the Code of Ethical Conduct. Appropriate channels are made available for employees or other personnel to submit suggestions for remediation of unethical conduct. The Company also always attends to the development of ethical corporate management regulations at home and abroad, so as to attain a reference for reviewing and improving the Company's principles of ethics. A whistleblowing and complaint mailbox and reward measures have been established, managed by the Auditing Office, in accordance with the prescribed procedures to actively prevent unethical conduct. The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, TWSE/TPEx listing rules, or other laws or regulations regarding commercial activities in order to obtain a basis for implementing ethical corporate management.	

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
			We have formulated the “Insider Trading Prevention Management Procedures” to prevent insiders from using inside information for illegal transactions. Externally, we also require suppliers to comply. Suppliers must sign a “Integrity Commitment Declaration”. Suppliers, customers, or business partners involved in unethical conduct, subsequent actions are subject to subsequent actions in accordance with relevant regulations.	
2. Implementation of ethical corporate management (1) Does the Company evaluate the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?	✓		(1) The Company’s Code of Ethical Conduct stipulates that employees not seek personal gains when performing duties. The Company has formulated the “Supplier Code of Conduct”. The content of which covers various aspects ranging from labor, health and safety, environment, business ethics, to management systems, and serves as the basis for suppliers to follow. Moreover, suppliers are required to sign a Commitment to the Supplier Code of Conduct to enhance the sustainability of the supply chain. In 2024, the commitment letter has been signed by all top 10 raw material suppliers based on purchasing amount.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(2) Does the Company have a unit under the Board of Directors that is charged with promoting ethical corporate management and regularly (at least once every year) reports to the Board of Directors the implementation of the ethical corporate management policies and prevention programs	✓		(2) The Company has its Chairman’s Office and Legal Affairs Department concurrently responsible for promoting ethical corporate management. Upon becoming aware of any unethical conduct by an enterprise, they will regularly prepare a summary and report to the Board of Directors in each year on the circumstances and how such circumstances are handled. The Company reported to the Board of Directors on November 11, 2024 regarding the implementation of the Company’s risk control.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
against unethical conduct?				
(3) Has the Company established policies to prevent conflicts of interests, implemented such policies, and provided adequate channels of communications?	✓		(3) The Company puts in place an interest conflict recusal system for directors in its "Rules and Procedures for Board of Directors Meetings"; according to such system, a director may offer his opinion and answer related questions but is prohibited from participating in discussion of or voting on any proposal of a board of director's meeting where the director or any institution that the director represents is an interested party, and such participation is likely to prejudice the interests of the company; neither shall a director vote on such proposal as proxy for any other director in such circumstances. The Company has also put in place an effective internal control system and other regulations to prevent conflict of interests.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
(4) Has the Company established effective accounting systems and internal control systems for enforcing ethical corporate management? Has the Company designated its internal audit unit to devise relevant audit plans and audit the compliance with the prevention programs accordingly based on the results of assessment of the risk of involvement in unethical conduct or commissioned a CPA to conduct	✓		(4) To ensure the implementation of ethical corporate management, the Company has established effective accounting and internal control systems. Internal auditors regularly audit compliance with the above systems.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
the audit? (5) Did the Company periodically provide internal and external training programs on integrity management?	✓		(5) The Company publicizes and emphasizes the core values and relevant content of ethical corporate management at a variety of meetings, and enhances the publicity and emphasis of ethical corporate management principles and their importance at internal education and trainings. In 2024, we offered cross-border concerted behavior and competition laws compliance courses to management-level employees. A total of 25 participants attended the legal education and training courses, for a total of 50 person-hours. We also invited the Investigation Bureau to conduct related awareness-raising sessions during the Company's regular meetings. In 2024, one awareness-raising session on corporate anti-corruption was held. By arranging education and training and awareness-raising sessions, the Company's commitment to ethical management is effectively implemented. The Company arranges for employees in the Legal Department to participate in external training courses in order to keep abreast of the latest information and details on regulatory amendments and compliance, and to adapt to the latest regulatory requirements at any time. A total of 13 courses were taken this year, covering corporate governance, trade secrets, ESG legal cases, labor laws, etc.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
3. Implementation of the Company's whistleblowing System (1) Has the Company established concrete whistleblowing and reward system and have a convenient reporting channel in	✓		(1) In order to implement the ethical corporate management policy and actively prevent unethical conduct, the Company has formulated the "Operating Procedures for Handling Whistleblowing Reports" and established a whistleblowing and appeal channel. We strictly prohibit any behavior and situation that violates business ethics. If there is any	In line with the Ethical Corporate Management Best Practice Principles

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
place, and assign an appropriate person to communicate with the accused?			violation of the relevant local laws and regulations at locations where we operate or the Company's various standards including the Code of Ethical Conduct, the Company will deal with all incidents impartially and will be lenient to any circumstances. Incentives for whistleblowers: Appropriate rewards will be given to those who correct or report violations of the Code of Conduct if the incident is found to be true. In addition, for violations of business ethics, all improper benefits obtained should be recovered and returned to the person or company from whom the benefit was received, and sanctions or combined sanctions should be imposed depending on the severity of the case. Head of the Auditing Office is the only channel for receiving whistleblowing reports, and shall keep the whistleblowers' identity and contents of information confidential. The Company also undertakes to protect the whistleblowers from improper treatment due to their whistleblowing. The Company did not receive any reports from 2021 to 2024.	for TWSE/TPEx Listed Companies.
(2) Has the company established standard operating procedures for investigating reported issues, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?	✓		(2) Upon being aware of any suspicious violation of the Code of Conduct spotted from whistleblowing or during routine audit, auditors will gather evidence and investigate the case to verify the violation, and will report their findings internally; thereafter, relevant department will deal with the case depending on the extent of severity. The Company has made available a whistleblowing email box on its website; beyond that, it is also keen to prevent unethical conduct and strictly prohibits any conduct or circumstance in violation of the code of ethical conduct. Any violation will be treated fairly by the Company. The Company's whistleblowing handling procedures: Step 1 Occurrence of the incident: Submit a report through the whistleblowing channel. → Step 2 Accepting the reported incidents: After receiving the report, we will immediately convene appropriate personnel to form an investigation team to investigate	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
			the content of the report. → Step 3 Incident processing: The investigation team should complete the investigation within 30 working days from the day after acceptance of the whistleblowing incident, and report the incident based on the ranks of the person being reported. Those who have failed to perform their duties should be punished in accordance with Company regulations. If necessary, the relevant departments should be asked to assist in, or the investigation may be outsourced the external professionals. If the incident is found to involve legal violations upon investigation, the person shall be held legally responsible in accordance with relevant laws and regulations. → Step 4 Case closure: The investigation team will submit a written report to the relevant department and to store all relevant documents.	
(3) Has the Company adopted measures for protecting the whistleblower against improper treatment or retaliation?	✓		(3) Employees may elect to whistleblow anonymously; however, the Company encourages them to identify themselves because that will facilitate communication and investigation. Informants who have identified themselves will enable the unit being informed of to take reasonable preventive and protection measures to ensure investigation quality and prevent the informants from being retaliated or improperly treated.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.
4. Enhancing information disclosure (1) Has the Company disclosed its integrity principles and progress onto its website and MOPS?	✓		The corporate governance tab, which provides ethical corporate management information, is available on both of the Company's English website and Chinese website. The Company has also disclosed its Ethical Corporate Management Best Practice Principles on the Market Observation Post System.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies.

Item	Implementation status			Deviations from Corporate Social Responsibility Best Practice Principles for TWSE/TPEx listed companies and reasons
	Yes	No	Summary	
5. The Company shall establish its own Code of Ethical Conduct based on the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx-Listed Companies" and clearly articulate the differences between its operations and the established code: The Company has established its Ethical Corporate Management Best Practice Principles in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and operates in full compliance, with no deviations.				
6. Other important information to facilitate better understanding of the Company's implementation of ethical corporate management: (e.g. review/revision of the Company's Ethical Corporate Management Best Practice Principles): (1) The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, TWSE/TPEx listing rules, or other laws or regulations regarding commercial activities in order to obtain a basis for implementing ethical corporate management. (2) The Company puts in place an interest conflict recusal system for directors in its "Rules and Procedures for Board of Directors Meetings"; according to such system, a director may offer his opinion and answer related questions but is prohibited from participating in discussion of or voting on any proposal of a board of director's meeting where the director or any institution that the director represents is an interested party, and such participation is likely to prejudice the interests of the company; neither shall a director vote on such proposal as proxy for any other director in such circumstances. (3) According to the Company's "Regulations for Preventing Insider Trading", directors, managers, and employees of the Company are not allowed to confide to another party any Material Inside Information they acquired, or inquire or collect the Company's undisclosed Material Inside Information from those who possess such information, and Material Inside Information that is not gained in the process of performing their business must not be disclosed to others.				

(VII) Other significant information which may improve the understanding of corporate governance and operation may be disclosed together:

1. The Company continues to invest resources to enhance corporate governance operation. Board members are composed of the management team and external personnel in equal proportion. The board currently has two independent directors, who compose the Remuneration Committee.
2. Members of the Company must comply with laws and regulations and the Company's internal regulations and refrain from any unethical conduct.
3. A description of the state of corporate governance is made available in a dedicated space on the Company's official website and internal website, where corporate governance regulations are also available for internal and external personnel to view and download.

(VIII) Status of implementation of internal control system

1. Statement of Declaration on Internal Control

LaserTek Taiwan Co., Ltd.

Statement on Internal Control System

Date: March 11, 2025

This Statement of Internal Control System is issued based on the self-evaluation results of the Company for year 2024:

1. The Company takes recognizance of the fact that the establishment, execution, and maintenance of its internal control system are the responsibilities of the Company's Board of Directors and managers; such policies have been implemented throughout the Company. The purpose is to provide reasonable assurance to the effectiveness and efficiency of business operations (including profitability, performance, and security of assets), reliability, promptness, and transparency of reports, and compliance with relevant regulatory requirements in reaching compliance targets.
2. There are inherent limitations to even the most well designed internal control system. As such, an effective internal control system can only reasonably ensure the achievement of the three aforementioned goals. Moreover, the operating environment and situation may change, impacting the effectiveness of the internal control system. However, self-supervision measures were implemented within the Company's internal control system to facilitate immediate rectification once procedural flaws have been identified.
3. The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the items in Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter called "Governing Regulations") that are related to the effectiveness of internal control systems. The criteria adopted by the Regulations identify five key components of a managerial internal control system: (1) control environment, (2) risk assessment, (3) control operations, (4) information and communication, and (5) monitoring operations. Each of the elements in turn contains certain audit items. Please refer to "Governing Regulations" for details.
4. The Company has adopted the aforementioned measures for an evaluation of the effectiveness of the design and implementation of the internal control system.
5. Based on the results of such evaluation, the Company believes that, on December 31, 2024, it has maintained achieving goals, in all material respects, an effective internal control system (that includes the supervision and management of its subsidiaries), to provide reasonable assurance over the operational effectiveness and efficiency, reliability, timeliness, transparency and regulatory compliance of reporting, and compliance with applicable rules, laws, and regulations.

6. This Statement constitutes part of the Company's annual report and prospectus, and shall be disclosed to the public. The Company shall be legally liable under Articles 20, 32, 171 and 174 of the Securities and Exchange Act with respect to any unlawful aspects such as falsehood or concealment of facts in relation to the aforesaid statement.
7. The Statement has been approved to by the Company's Board of Directors on March 11, 2025, where none of the 6 attending Directors expressed dissenting opinions, and the remaining directors thus all agreed with the content of the Statement, and such is now attested to.

LaserTek Taiwan Co., Ltd.

Chairman: Tsai-Hsin, Cheng (Signed)

President: Meng-I, Huang(Signed)

2. If the Company engages an accountant to examine its internal control system, disclose the CPA audit report: None.

(IX) Important resolutions made during shareholders' meetings and board of directors' meetings in the most recent year and up to the publication date of this Annual Report:

1. Shareholders' Meeting

Date	Important resolutions	Implementation
2024.06.19	Ratification of the Company's 2023 business report and financial statements.	Disclosed on the Market Observation Post System after being approved by the shareholders' meeting through a resolution.
	Ratification of 2023 earnings distribution proposal.	(1) Resolved to distribute cash dividends of NTD 1.5 per share. (2) Authorized the Chairman to set June 29, 2024, as the record date and July 26, 2024, as the payout date.

2. Important resolutions of the Board of Directors

Date	Important resolutions	Remark
2024.01.25	1. Resolved to approve the Remuneration Committee's proposal on the Company's "Amount of year-end bonus for managers of 2023" and "Amount of adjusted salary of managers of 2024."	Approved by all directors present.
2024.03.14	1. Resolved to approve the proposal for the distribution of 2023 remuneration to employees and directors. 2. To submit the Company's 2023 financial statements and consolidated financial statements. 3. Resolved to approve the Company's Earnings Distribution Table. 4. Resolved to approve the proposal on evaluation of the independence and competence of the Company's CPAs. 5. Resolved to approve the Company's application for credit facilities from banks in 2024 for use as working capital. 6. Approved matters relating to convention of the 2024 shareholders' meeting and acceptance of proposals submitted by shareholders with 1% or more stake. 7. Resolved to approve the evaluation over the effectiveness of the Company's internal control system in 2023 and preparation of a Statement of Declaration on Internal	Approved by all directors present.

Date	Important resolutions	Remark
	Control. 8. Resolved to approve the proposal to revise the Company's Management Procedures for Convening Audit Committee Meetings, internal control system, and rules for enforcement of internal audit. 9. Resolved to approve the 2024 business plan.	
2024.05.08	1. Approved the Company's 2024Q1 consolidated financial statements. 2. Resolved to approve the proposal to acquire 35% of shares in Cheng Feng Construction Co., Ltd.	Approved by all directors present.
2024.08.06	1. Approved by resolution the managers' employee remuneration allocation rules and director/supervisor remuneration for 2023, proposed by the Remuneration Committee. 2. Approved the Company's 2024 Q2 consolidated financial statements. 3. Resolved to dispose of 35% of shares in Xing Zhong Construction Co., Ltd.	Approved by all directors present.
2024.09.23	1. Approved by resolution the proposal to acquire 5.66% of shares in SunPower Smart Energy Co., Ltd.	Approved by all directors present.
2024.11.11	1. Approved the Company's 2023Q3 consolidated financial statements. 2. Resolved to amend the Company's "Sustainable Development Committee Charter". 3. Resolved to formulate the "Sustainability Report Preparation and Assurance Procedures". 4. Resolved to amend the Company's "Corporate Governance Best Practice Principles". 5. Resolved to amend the Company's "Procedures for Handling Material Inside Information". 6. Resolved to formulate the Company's "Sustainability Information Management Operations". 7. Approved by resolution the Company's 2025 internal audit plan (including subsidiaries). 8. Resolved to revise the approval authority for Accounting Vouchers and Documents.	Approved by all directors present.
2025.01.16	1. Resolved to approve the Remuneration Committee's proposal on the Company's "Amount of year-end bonus for managers of 2024" and "Amount of adjusted salary of	Approved by all directors present.

Date	Important resolutions	Remark
	managers of 2025.”	
2025.03.11	1. Resolved to approve the proposal for the distribution of 2024 remuneration to employees and directors. 2. To submit the Company’s 2024 financial statements and consolidated financial statements. 3. Resolved to approve the Company’s Earnings Distribution Table. 4. Resolved to approve the proposal on evaluation of the independence and competence of the Company’s CPAs. 5. Resolved to approve the amendments to the Company’s “Articles of Incorporation”. 6. Approved by resolution the scope of the Company’s “entry-level employees”. 7. Resolved to approve the amendments to the Company’s “Rules of Procedure for Board of Directors Meetings”. 8. Resolved to approve the amendments to the Company’s “Audit Committee Organization Charter”. 9. Resolved to approve the amendments to the Company’s “Corporate Governance Best Practice Principles”. 10. Resolved to approve the Company’s application for credit facilities from banks in 2025 for use as working capital. 11. Approved by resolution the Company’s comprehensive election of directors. 12. Approved by resolution the lifting of the non-compete restrictions for newly elected directors. 13. Approved matters relating to convention of the 2025 shareholders’ meeting and acceptance of proposals submitted by shareholders with 1% or more stake. 14. Resolved to approve the evaluation over the effectiveness of the Company’s internal control system in 2024 and preparation of a Statement of Declaration on Internal Control. 15. Resolved to approve the 2025 business plan.	Approved by all directors present.

(X) Different opinions expressed by directors or supervisors on important resolutions passed by the board of directors for which there exist records or written statements, in the most recent year and up to the publication date of this Annual Report:

None.

IV. Information on certified public accountant's audit fees

(I) Disclose the audit fee and non-audit fee paid to CPAs and their firm and the firm's affiliates; additionally disclose the non-audit service content:

Unit: NTD thousand

Name of accounting firm	Name of accountants	Duration covered in the audit	Audit fee	Non-audit fee	Total	Remark
PwC Taiwan	A-Shen Liao	2024	3,230	890	4,120	Non-audit fees are composed of fees for tax document attestation, fees for check for change in business activities, fees for bonded tax document attestation, and reimbursed expenses including printing fees, gasoline fees, and transportation fees.
	Kuo-Hua Wang					

Disclose the following matters if any of the following circumstances applies:

1. If the accounting firm has been changed and the annual audit fees were lower for the year of the firm change compared to that of the previous year, audit fees before and after the changes and the reason for such changes should be disclosed:
   The Company has not changed its accounting firm in the most recent year.
2. If the audit fees have decreased by more than 10% compared to the previous year, the amount, ratio, and reason for the reduction in audit expense should be disclosed:
   The audit fee paid by the Company in the current year did not decrease by more than 10% than the amount paid in the previous year.

V. Information on change of CPA:

(I) Regarding previous CPA: None.

(II) Regarding succeeding CPA: None.

(III) Response letter from the predecessor CPA: Not applicable.

VI. If the company's chairman, president, financial manager, or accounting manager has worked at the firm of the certifying accountants or its affiliates within the last year, their name, position, and position at the firm of the CPA or its affiliates should be disclosed:

None.

VII. Share transfer by directors, supervisors, managerial officers and shareholders holding more than 10% equity and changes to share pledging by them in the most recent year and up to the publication date of this Annual Report:

(I) Share transfer by directors, supervisors, managerial officers and shareholders holding more than 10% equity and changes to share pledging by them:

Title	Name	2024		As of April 30, 2025	
		Increase (decrease) in shares held	Increase (decrease) in pledged shares	Increase (decrease) in shares held	Increase (decrease) in pledged shares
Chairman	Press Investment Co., Ltd. Representative: Tsai-Hsin, Cheng	0	0	0	0
Institutional Director Representative of the Chairman	Tsai-Hsin, Cheng	(35,272)	0	0	0
Director	Shun-Chih Investment Corp. Representative: Yin, Yang	0	0	0	0
Institutional Director Representative (and concurrently the Vice President)	Yin, Yang	(1,195)	0	(2,000)	0
Director	Yong-Si Asset Management Co., Ltd. Representative: Yung-Lin, Chen	0	0	0	0
Institutional Director Representative	Yung-Lin, Chen	0	0	0	0
Director	Yu-Ku, Chuang	0	0	0	0
Independent Director	Der-Ming, Lieu	0	0	0	0
Independent Director	Lai-Fu, Huang	0	0	0	0
Independent Director	Yi-Chang, Lin	0	0	0	0
President	Meng-I, Huang	0	0	0	0
Vice President	Hsueh-Yi, Hsiung	(14,000)	0	0	0
Chief Financial Officer	Ching-Ling, Tang	0	0	0	0

(II) Where the counterparty in any such transfer or pledge of equity interests is a related party, disclose the counterparty's name, the relationship between that counterparty and the company as well as the company's directors, supervisors, managerial officers, and shareholders with 10% or more stake in the company, and the number of shares transferred or pledged:

Not applicable, because the counterparty to equity transfer or pledge made by the Company's directors or supervisors is not a related party.

VIII. Information on the kinship relationships among the top 10 shareholders by shareholding ratio:

April 19, 2025

Name	Shares held in person		Shares held by spouse and underage children		Total shares held in the name of others		Names and relations of top 10 major shareholders who are related party or spousal relationship or are within the second degree of kinship.		Remark
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Title (or name)	Relationship	
Press Investment Co., Ltd. Legal Representative and Representative: Tsai-Hsin, Cheng	6,186,326	7.76%	0	0	0	0	Ho-Hsin Investment Co., Ltd. Yu-Lung Investment Corp.	The Chairman are the same person. The Chairman are siblings (brother and sister).	None
Ho-Hsin Investment Co., Ltd. Legal Representative: Tsai-Hsin, Cheng	2,793,650	3.51%	0	0	0	0	Press Investment Co., Ltd. Yu-Lung Investment Corp.	The Chairman are the same person. The Chairman are siblings (brother and sister).	None
Yu-Lung Investment Corp. Legal Representative: Yu-Fang, Cheng	1,713,000	2.15%	0	0	0	0	Press Investment Co., Ltd. Ho-Hsin Investment Co., Ltd.	The Chairman are siblings (brother and sister).	None
LIU, PIN-HSIN	1,069,041	1.34%	0	0	0	0	None	None	None
Dedicated Berkeley Capital SBL/PB investment account in the custody of Citibank	938,000	1.18%	0	0	0	0	None	None	None
Chih-Hsiang, Chen	772,948	0.97%	15,711	0.02%	0	0	None	None	None
Shun-Chih Investment Corp. Representative: Yu-Hui, Cheng	665,722	0.84%	0	0	0	0	Press Investment Co., Ltd. Ho-Hsin Investment Co., Ltd. Yu-Lung Investment Corp.	The Chairman are siblings (brother and sister). The Chairman are siblings (brother and sister). The Chairman are siblings (sisters).	None
Cyong-Hua, Tong	660,000	0.83%	0	0	0	0	None	None	None

Name	Shares held in person		Shares held by spouse and underage children		Total shares held in the name of others		Names and relations of top 10 major shareholders who are related party or spousal relationship or are within the second degree of kinship.		Remark
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Title (or name)	Relationship	
Tsai-Hsin, Cheng	588,000	0.74%	0	0	0	0	Press Investment Co., Ltd. Ho-Hsin Investment Co., Ltd. Yu-Lung Investment Corp.	Chairman Chairman The Chairman are siblings (brother and sister).	None

IX. The shareholding of the Company, directors, supervisors, managers, and enterprises that are directly or indirectly controlled by the company in the same re-invested company:

Unit: share; %

Investee company	Investment by the Company		Investments by Directors, Supervisors, managerial officers and directly or indirectly controlled enterprises		Comprehensive investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
SMD PACKAGING L.L.C.	Note	100%	0	0	0	100%
LASER TEK(SINGAPORE) PTE.LTD	3,820,000	100%	0	0	3,820,000	100%
Jie-Yan Energy Saving Co., Ltd	3,000,000	100%	0	0	3,000,000	100%
SMD INTERNATIONAL CO., LTD.	0	0%	1,970,000	100%	1,970,000	100%
LASER TEK INTERNATIONAL CO., LTD.	0	0%	1,905,734	100%	1,905,734	100%
Press (Shanghai) Trading Co., Ltd.	Note	0%	0	100%	0	100%
Laser Tek (Xiamen) Co., Ltd.	Note	0%	0	100%	0	100%
Weike Semiconductor Co., Ltd.	7,600,000	0%	0	100%	7,600,000	100%
Lei-Yu Electronic Plastic Materials (Suzhou) Co., Ltd.	Note	0%	0	100%	0	100%
Laser Tek Kunshan Co., Ltd.	Note	0%	0	100%	0	100%
Kunshan WEI-CHUNG Cultural and Creative Co., Ltd.	Note	0%	0	100%	0	100%
Taiwan Germagic Biochemical Technology Co., Ltd.	933,750	62.25%	0	0	933,750	62.25%
Liu Bei Fa Co., Ltd.	2,000,000	100%	0	0	1,000	100%

Note: Being a limited company, it has no shares.

Chapter III Fundraising

I. Capital and shareholding

(I) Source and type of share capital: Changes in share capital in the past five years and during the current year up to publication date

Unit: share; NTD/ April 30, 2025

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remark		
		Number of shares (shares)	Amount (NTD)	Number of shares (shares)	Amount (NTD)	Share capital source	Shares acquired by non-cash assets	Others
2006.02	10	90,000,000	900,000,000	63,815,307	638,153,070	Reduction of treasury stock (Note 1)	—	—
2007.08	10	90,000,000	900,000,000	68,206,072	682,060,720	Capitalization of profits (Note 2)	—	—
2008.08	10	90,000,000	900,000,000	71,734,314	717,343,140	Capitalization of profits (Note 3)	—	—
2009.02	10	90,000,000	900,000,000	69,530,614	695,303,140	Reduction of treasury stock (Note 4)	—	—
2009.08	10	90,000,000	900,000,000	71,591,804	715,918,040	Capitalization of profits (Note 5)	—	—
2010.09	10	120,000,000	1,200,000,000	75,659,450	756,594,500	Capitalization of profits (Note 6)	—	—
2011.02	—	90,000,000	900,000,000	75,691,631	756,916,310	Common shares converted from convertible corporate bonds (Note 7)	—	—
2011.05	—	90,000,000	900,000,000	75,781,283	757,812,830	Common shares converted from convertible corporate bonds (Note 8)(	—	—
2011.08	—	90,000,000	900,000,000	76,606,559	766,065,590	Common shares converted from convertible corporate bonds (Note 9)	—	—
2011.09	10	90,000,000	900,000,000	84,175,722	841,757,220	Capitalization of profits (Note 10)	—	—
2011.11	10	90,000,000	900,000,000	80,175,722	801,757,220	Reduction of treasury stock (Note 11)	—	—
2012.04	10	90,000,000	900,000,000	77,375,722	773,757,220	Reduction of treasury stock (Note 12)	—	—
2012.09	10	90,000,000	900,000,000	83,061,376	830,613,760	Capitalization of profits (Note 13)	—	—
2013.08	10	90,000,000	900,000,000	85,506,207	855,062,070	Capitalization of profits (Note 14)	—	—
2014.01	10	90,000,000	900,000,000	83,939,207	839,392,070	Reduction of treasury stock (Note 15)	—	—
2014.02	10	90,000,000	900,000,000	83,954,589	839,545,890	Common shares converted from convertible corporate bonds (Note 16)	—	—

Year/ Month	Issue price	Authorized capital		Paid-in capital		Remark		
		Number of shares (shares)	Amount (NTD)	Number of shares (shares)	Amount (NTD)	Share capital source	Shares acquired by non-cash assets	Others
2020.04	10	90,000,000	900,000,000	83,873,589	838,735,890	Reduction of treasury stock (Note 17)	—	—
2022.10	10	120,000,000	1,200,000,000	79,679,910	796,799,100	Capital reduction by cash (Note 18)	—	—

Note 1 Jia-Shou-Gao-Zi No.09500300370 dated March 15, 2006.
Note 2 Jia-Shou-Gao-Zi No.09600302270 dated August 20, 2007.
Note 3 Jia-Shou-Gao-Zi No.09700302180 dated August 22, 2008.
Note 4 Jia-Shou-Gao-Zi No.09800300330 dated February 17, 2009.
Note 5 Jia-Shou-Gao-Zi No.09800302000 dated August 3, 2009.
Note 6 Jia-Shou-Gao-Zi No.09900302350 dated September 3, 2010.
Note 7 Jia-Shou-Gao-Zi No.10000300300 dated February 1, 2011.
Note 8 Jia-Shou-Gao-Zi No.10000301330 dated May 6, 2011.
Note 9 Jia-Shou-Gao-Zi No.10000302360 dated August 11, 2011.
Note 10 Jia-Shou-Gao-Zi No.10000302650 dated September 30, 2011.
Note 11 Jia-Shou-Gao-Zi No.10000303080 dated November 22, 2011.
Note 12 Jia-Shou-Gao-Zi No.10100300860 dated April 19, 2012.
Note 13 Jia-Shou-Gao-Zi No.10100302100 dated September 4, 2012.
Note 14 Jia-Shou-Gao-Zi No.10200302060 dated August 28, 2013.
Note 15 Jia-Shou-Gao-Zi No.10300300050 dated January 7, 2014.
Note 16 Jia-Shou-Gao-Zi No.10300300280 dated February 13, 2014.
Note 17 Jia-Shou-Gao-Zi No.1094100072 dated June 4, 2020.
Note 18 Jia-Shou-Gao-Zi No.1114100153 dated October 4, 2022.

April 30, 2025 / Unit: shares

Type of Shares	Authorized capital			Remark
	Outstanding shares	Unissued shares	Total	
Common shares	79,679,910	40,320,090	120,000,000	Outstanding shares are all listed on the TPEx

(II) List of major shareholders

List of major shareholders holding 5% or more of shares or ranking among the top ten in shareholding ratio:

April 19, 2025

Shares / Name of major shareholders	Number of shares held	Shareholding ratio (%)
Press Investment Co., Ltd.	6,186,326	7.76%
Ho-Hsin Investment Co., Ltd.	2,793,650	3.51%
Yu-Lung Investment Corp.	1,713,000	2.15%
Pin-Hsin, Liu	1,069,041	1.34%
UBS Europe SE Investment Account Dedicated Soc Gen European Option Investment Account under the custody of Citibank (Taiwan) Ltd.	1,028,000	1.29%
Dedicated Berkeley Capital SBL/PB investment account in the custody of Citibank	938,000	1.18%
Chih-Hsiang, Chen	772,948	0.97%
Shun-Chih Investment Corp.	665,772	0.84%
Cyong-Hua, Tong	660,000	0.83%
Tsai-Hsin, Cheng	588,000	0.74%

(III) Dividend policy and implementation

1 Dividend Policy in the Articles of Incorporation:

The Company distributes earnings by its Articles of Incorporation and the requirements of the competent authority. In principle, dividends are paid steadily subject to the earnings of the current year, taking into account the Company's long-term development plan, the overall business environment, an industry's growth characteristics, shareholders' equity, and satisfaction of shareholders' demand for cash inflow. At the end of every fiscal year and after paying all taxes, the Company shall first compensate for past deficits and allocate 10% of the earnings as legal reserves before earnings distribution. The Company may also either appropriate or reverse any special reserve based on business needs and regulatory requirements. In regards to any remaining surplus, along with undistributed earnings, the Company shall at least allocate 30% as shareholders' dividends, in which cash dividends may not be 20% less than the total sum of the shareholders' dividends.

The ratio of the earnings distribution in the preceding paragraph may be adjusted based on the actual profitability, capital budget, and funding status in the year. The Board of Directors shall prepare an earnings distribution proposal, and a resolution from the Shareholders' Meeting shall be required in case the distribution is to be executed by means of new share issuance.

Pursuant to Paragraph 5, Article 240 of the Company Act, when the Company distributes dividends and bonuses, or when the Company issues all or part of the statutory surplus reserve and capital surplus via cash pursuant to Paragraph 1, Article 240 of the Company Act, the distribution may only be executed upon a resolution by the majority of the Directors in attendance in a Board meeting attended by two-thirds of all Directors, and reported to the Shareholders' Meeting.

The Company will not issue dividends or benefits when no surplus is generated in a year.

Where the Company incurs no loss, it may distribute its legal reserve and capital reserve, in whole or in part, by issuing new shares which shall be distributable as dividend shares to its original shareholders in proportion to the number of shares being held by each of them or by cash.

2 Dividend distributions proposed at the Board of Directors meeting of 2025 (approved by the Board of Directors, pending a report at the Shareholders' Meeting):

The Company's 2024 earnings distribution was approved by the Board of Directors meeting through a resolution on March 11, 2025; the Board of Directors resolved to distribute shareholder dividends of NTD 119,520 thousand, or NTD 1.5 per share.

LaserTek Taiwan Co., Ltd.

2024 Earnings Distribution Table

Unit: NTD

Item	Amount
Undistributed earnings at the beginning of the year	346,059,312
Less: Disposal of investments in equity instruments designated at fair value through other comprehensive income	(21,219,688)
Net income after tax for the year	164,757,705
Subtotal	489,597,329
Allocations	
Allocation to legal reserve	(14,353,802)
Distributable surplus available for the year	475,243,527
Distribution items	
Shareholder dividends - cash dividend (NTD 1.5)	(119,519,865)
Undistributed earnings at the end of the year	355,723,662

Chairman:	Manager:	Chief Accounting Officer:
Tsai-Hsin, Cheng	Meng-I, Huang	Ching-Ling, Tang

3 If a material change in dividend policy is expected, provide an explanation:
The Company's dividend policy did not significantly change in the most recent period and is not expected to change significantly in the future.

(IV) Impact of stock dividends approved in this year on the company's business performance and EPS: The Company is not required to publish financial forecasts for 2024 and this item is therefore not applicable.

(V) Remuneration of employees and directors

1 Percentages and ranges of remuneration to employees and directors, as specified in the Company's Articles of Incorporation:
According to the Company's Articles of Incorporation, if a profit is recorded in a year, the Company shall appropriate 2% to 15% of the profit as employees' remuneration, and no more than 5% of the profit as directors' remuneration. If, however, the Company has accumulated losses, profit shall first be used to offset accumulated losses.

2 Basis for estimating the amount of remuneration of employees and directors, basis for calculating the number of shares to be distributed as employee bonus, the actual distributed amount for the current period, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated amount:

The basis for estimating the remuneration for employees and directors is set forth in "1.", which specifies that if a profit is recorded in a year, the Company shall appropriate 2% to 15% of the profit as employees' remuneration, and no more than 5% of the profit as directors' remuneration. Employee remuneration may be paid in shares. The basis for calculating the number of dividend shares to be distributed is the closing price on the day preceding the date on which the Shareholders' Meeting reaches a resolution, taking into account the effect of ex-dividends. If the amount approved subsequently at the shareholders' meeting differs from the estimated amount, such differences are accounted for as changes in accounting estimates and recognized in the profit or loss in the year in which distribution is made.

3 Remuneration proposals passed by the board of directors:

(1) Amount of employee and director remuneration distributed in cash or shares:

The 2024 earnings distribution proposal was approved by the Company's Board of Directors meeting dated March 11, 2025; below enumerates the bonus approved to be distributed to employees and remuneration approved to be distributed to directors:

Unit: NTD

Item	Amount	Is there a difference between the recognized expenses and the estimated expenses for the year?
Remuneration for directors	7,571,453	No difference.
Remuneration for employees	25,959,269	No difference.

(2) The amount of employee bonus to be paid in stocks out of the current company-level financial report in terms of the sum of net profit after tax and employee bonus:

Not applicable because the employee remuneration will be distributed in cash.

4 Any discrepancy between actual remuneration distribution of employees, directors, and supervisors (including the number of shares, the amount and share price) and the recognized remuneration of employees, directors, and supervisors, and disclosure of the differences, reasons, and responses:
The actual distribution of employee bonuses and director remuneration for 2023 compared to the proposed distribution approved by the Board of Directors is explained below:

Unit: NTD

Distribution item	Amount originally approved by the Board of Directors	Amount approved at the Shareholders' Meeting through a resolution	Difference
Employee stock dividends	0	0	0
Employee cash dividends	25,545,863	25,545,863	0
Remuneration for directors and supervisors	7,450,877	7,450,877	0

(VI) Buyback of Treasury Stock: None.

II. Corporate bond issuance status: None.

III. Issuance of preferred stocks: None.

IV. Issuance of global depositary receipts (GDR): None.

V. Exercise of employee stock option plan (ESOP): None.

VI. Issuance of restricted stock awards: None.

VII. Mergers, acquisitions or issuance of new shares for acquisition of shares of other companies: None.

VIII. Implementation of capital allocation plan: None.

Chapter IV Business Overview

I. Business activities

(I) Business scope

1 Major business activities

- Laser-based precision machining
- Manufacture, processing, and sale of laser trimmers.
- Design, manufacture, processing, and sale of testing probe cards.
- Manufacture, processing, and sale of printing materials (silk screen and stencils).
- General international trade (excluding the business subject to special approval).
- C601040 Processed Paper Manufacturing.
- CC01080 Electronics Components Manufacturing.
- C805020 Manufacture of Plastic Films and Bags.
- IZ06010 Tally Packaging.
- F119010 Wholesale of Electronic Materials.
- E903010 Anti-Corrosion and Anti-Rust Engineering.
- CC01120 Data Storage Media Manufacturing and Duplicating.
- F113050 Wholesale of Computers and Clerical Machinery Equipment.
- E603090 Lighting Equipments Construction.
- F113020 Wholesale of Electrical Appliances.
- CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing.
- ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

2 The Company's main lines of products (services) at present:

- Surface mount device (SMD) integrated circuit (IC) packaging paper tape, cover tape and carrier tape, embossed cover tape, and embossed carrier tape.
- Surface mount technology (SMT) semi-automatic laser marking machine and automatic barcode laser marking machine.
- Ceramic substrate laser scribing/drilling/cutting machine; thick film laser trimmer(using IRLASER); thin film laser trimmer (GREEN LASER); chip trimmer; functional trimmer; flexible board fast drilling and cutting machine; flexible board cutting machine; FR4/FR5 carrier board cutting machine; rigid-flexible board cutting machine; steel plate cutting machine; heat dissipation substrate drilling machine; diamond cutting machine; and wafer trimmer.

- Wholesale of LED lights.
- Wholesale of air purifiers and energy-efficient products.
- Wholesale of antibacterial products.

3 Revenue from major products or main business items as a percentage of operating revenue from major lines of business in 2024:

Unit: NTD thousand

Business item	2024	
	Amount	Percentage (%)
Tape and reel packaging materials	454,801	33.41
Self-developed laser equipment and sale of equipment in the capacity of an agent	898,492	66.01
Energy and others	7,891	0.58
Total	1,361,184	100.00

4 New products or services planned to be developed:

(1) New products (services) planned to be developed in the future:

Product name	Content
AI chip laser debonding machine	● 3D lineScan system for detecting adhesive height. ● AI algorithm and laser power matching for debonding area and formulation.
Dense hole drilling machine	● Customized laser and optical system to improve quality and speed. ● Increase real-time monitoring of laser parameters
High-precision composite board cutting	● Replaces the original Dicing Saw process. ● Customized laser and optical system to improve quality and speed. ● Adopts a post-cutting material collection system.
Lead Frame EMC 2-in-1 processing	● Customized dual laser system with switchable functionality for different processes. ● Four-point alignment for shrinkage compensation.

(2) R&D expenditures further expected:

The Company will persist in investing in product research and development to augment market competitiveness; it expects the total research and development expenditures in 2025 to be about NTD 55,000 thousand and is estimated to account for 3.5% of total revenue.

Unit: NTD thousand

R&D plan in the most recent year	Current progress	R&D expenditures yet to be invested	Time to mass production
AI & AOI SMD defect inspection machine	Collected AI data and built models with equipment being able to detect over 10 types of defects.	3,000	Verified quality in June 2024, and customer-side verification was completed in July 2025.
Four-headed ceramic rapid drilling machine (Gen 2)	Motion axis control system has been optimized, improving equipment yield rate.	2,000	Mass production has been completed and production testing is being carried out at customer' site.
3D automotive electronic module cutter	Optimized front-end and back-end inspection functions; customized laser and optical system optimization for processing speed enhancement.	5,000	Mass production has been completed and customer verification will be carried out in June 2024
2.5D TSV wafer drilling	Deployed femto laser for quality test of plating through hole (PTH) and blind via hole (BVH), which are co-developed with customers.	5,000	Completed quality testing and verification in June 2025.
SIC cutting and drilling	Introduce femto laser quality test, which is co-developed with customers.	5,000	Completed quality testing and verification in June 2025.
LAB heterogeneous laser welding	Designed and developed peripherals including temperature measurement components, customized optical coating lens sets etc.	2,000	Testing completed in July 2024, with equipment setup to be completed in Q4 2025.
AR/VR key module cutting	Customized light source system for AI transparent contour construction.	7,000	Completed first-stage sample delivery in February 2025.
Dense hole drilling	Introduced Femto laser for drilling, developed in cooperation with customers.	8,000	Quality verification to be carried out in April 2025
High-precision composite board cutting	Completed laser system architecture development. Material handling system under development.	6,000	Completed first-stage quality verification in January 2025.
Copper foil RTR laser cutting and slitting	Laser light source system selection based on quality requirements.	6,000	Completed first-stage quality verification in January 2025.
Lead Frame EMC composite processing	Introduced dual laser system for process-specific processing.	6,000	Completed first-stage quality verification in March 2025.

(II) Industry overview

1 Current trends and outlook of the industry

As semiconductor manufacturing processes advance to 3nm and even 2nm, along with the rapid progress in high-end applications, such as AI, autonomous vehicles, and information and communication technology driven by the AI industry, advanced packaging technology has also emerged. By arranging multiple chips horizontally or vertically, it not only effectively increases the density of transistors, but also opens up new ways to improve chip performance. Advanced packaging involves stacking multiple chips, including processors and memory, to enhance the read/write performance between them. Currently, the 2.5D packaging process is mainly adopted in the market to horizontally stack semiconductor chips on an interposer or connect them via a silicon bridge and then connect them to the underlying substrate through a packaging process. This allows multiple chips to be packaged together, thereby achieving a smaller package volume, lower power consumption, and fewer pins. Essentially, it remains horizontal packaging but brings chips closer together.

The most well-known 2.5D packaging is TSMC's CoWoS. CoWoS, developed by TSMC, is a 2.5D/3D advanced packaging technology. Its full name is Chip-on-Wafer-on-Substrate, primarily a combination of two key technologies: CoW and WoS. CoWoS packaging can encapsulate and integrate various chips onto a substrate, thus shortening the circuitry between chips to improve performance and save power consumption. CoWoS is currently widely adopted in AI servers, data centers, 5G communication, IoT, automotive electronics, and other fields. CoWoS technology can be found in everything from computer GPU chips to network router chips.

CoWoS mainly involves front-end wafer-level processes and back-end substrate-level processes. The wafer-level processes are mostly completed in wafer fabs, making it difficult for traditional outsourced semiconductor assembly and test (OSAT) companies to enter this field.

With the AI wave sweeping across the world, and tech giants, such as NVIDIA, AMD, and Google, competing to launch AI chips, the demand for CoWoS production capacity has exhibited explosive growth. The overall industry outlook is promising, and the supply chain is expected to continue expanding. Currently, CoWoS production capacity is severely undersupplied, and supply-demand balance may not be achieved until after 2026 at the earliest.

According to the Yole Développement industry analysis report, the increase in demand for advanced semiconductor chips and complex packaging structures, is the main driving force for the growth of the advanced packaging market. It is expected that the advanced packaging market will grow to USD 65 billion by

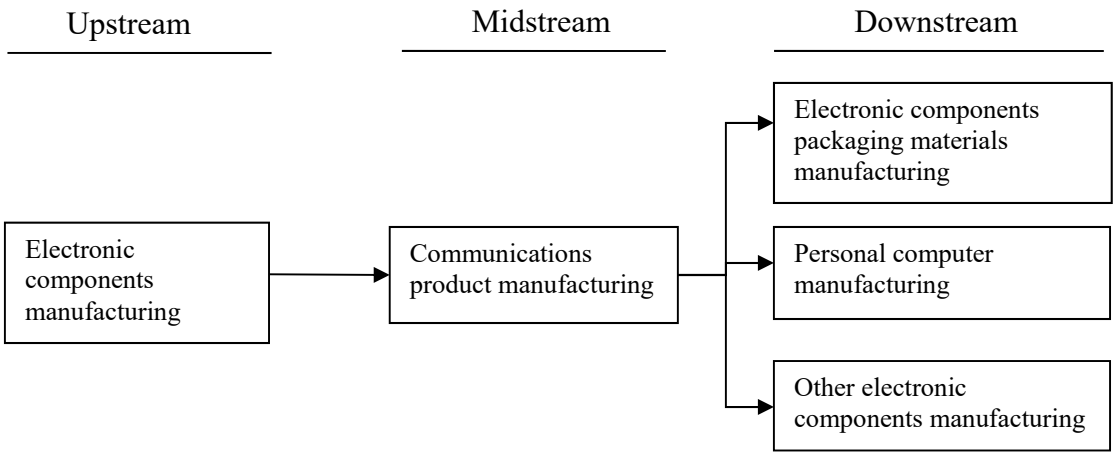
2027, and experience an average annual compound growth rate (CAGR) of approximately 10%. In addition, the market share will also increase year by year, and is estimated to reach more than 50% by 2027.

Different from traditional packaging, which first cuts the wafer into individual chips and then packages them, advanced packaging uses wafer level packaging, where the silicon wafer is first sealed and then sliced. Therefore, the demand for new production equipment to cope with the new process will also increase. The SMT inspection equipment distributed by the Company as an agent already been applied in the CoWoS process. Also, the Company continues to research, develop, and manufacture its own laser equipment for use in advanced process technology. It is anticipated that high-performance equipment products in line with market demands will be available in the second half of 2025.

2 Association among the up-, mid- and downstream

(1) SMD packaging materials

The Company is a processor and seller of SMD packaging materials, sitting somewhere in the mid-stream of the computer, communications, and consumer electronics industry supply chain, with the upstream being suppliers of paper tape, film, and plastic materials and the downstream being electronics component manufacturers. The figure below depicts the association between the upstream, midstream, and downstream of the industry chain where the Company belongs to:

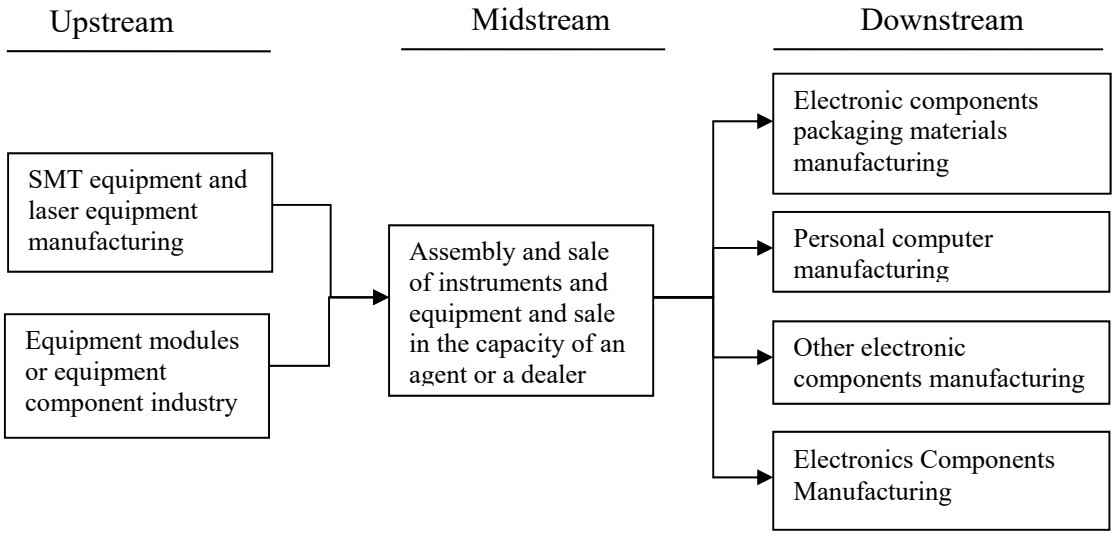


Source: Taiwan Trend Research (TTR) and the Company

(2) Self-developed laser equipment and sale of SMT equipment in the capacity of an agent

The Company sells SMT equipment as an agent and engages in the design, manufacture, assembly, and sale of laser equipment, sitting somewhere in the upstream and midstream of the computer, communications, and consumer electronic products supply chain, with the upstream being suppliers of SMT

equipment and laser equipment modules or components and the downstream being manufacturers of computer, communications, and consumer electronic products and components. The figure below depicts the association between the upstream, midstream, and downstream of the industry chain where the Company belongs to:



Source: Provided by the Company

3 Product development trends and competition

In recent years, the Company's sales of own-made laser equipment and agency sales of SMT equipment, passive component industry production equipment and etc. have accounted for 60% of our sales mix. Alternatively, sales of electronic component tape and reel materials accounted for about 40%. Therefore, industry development trends and level of competition will be described in terms of equipment products and tape and reel products:

Development trend:

(1) Advanced packaging process application equipment

The semiconductor industry has developed advanced packaging technologies in response to the development of the AI industry, thereby driving demand for related production equipment. In addition to developing new laser equipment technology applications, SMT testing equipment has become more widely used in advanced packaging processes.

(2) The Artificial Intelligence of Things (AIoT) application

In line with the development of artificial intelligence (AI) technology, using existing equipment and products in coordination with AI development and design can provide users with more flexible and efficient applications. Related technologies and equipment are also applied to the processing of tape and reel materials to improve quality and reduce defective rate.

(3) Demand lies in improved reliability and stable quality

High-end technology equipment and highly stable SMD packaging materials are critical factors for downstream manufacturers to control costs and quality. Thus, the Company will continue to provide cost-effective production equipment and component materials, and cater to market demand by developing and providing customized equipment.

Competition situation:

(1) Regarding advanced packaging processes, the Company provides laser equipment products that are distributed as an agent and self-manufactured. Its agency agreement for German-made SMT inspection equipment is exclusive in Taiwan, and the Company has been an agent for over 30 years and possesses expertise in equipment installation and repair and maintenance; thus this agency right should not be easily replaced. The Company's self-manufactured laser equipment is developed in-house and through collaborative R&D with clients. These equipment products are considered more advanced in the market, with no other competitors having yet entered this specific niche.

(2) As for the SMD packaging materials processed by the Company, semiconductor packaging carrier tapes are special, small-batch products with higher gross margins, while major competitors mainly produce large volumes with general specifications, leading to somewhat different market positioning. The Company is also actively increasing its client base and product specifications to expand market share.

(III) Overview of technology and R&D

1 Technological levels required for business activities

(1) SMD packaging materials

The Company has gained ground in its paper tape punching technology in that it successfully developed paper tape punching machine that are twice as fast. It developed a piece of mechanism used for locking in the E value of punching process machines, thereby reducing E value-related defect rate and thus customer complaints. In terms of punching quality, it's not uncommon in the market that square holes having edge bur or not perpendicularly positioned hinder the smoothness of chip packaging or P&P material suction. The Company also developed the electronic stove burning technology, which has been applied to the tape processing process and is able to deliver higher-quality, burr-free tape to customers. The Company has also independently improved the design of pierce dies, and connected the mechanism used to seal the carried tape to current punching machine, to seal the tape, thereby increasing product added value.

In addition, the Company has component packaging carrier tape made from plastic raw materials. This type of carrier tape is suitable for packaging components such as capacitors, resistors, variable resistors, ICs, LEDs, wire-wound chip inductors, transistors, and semiconductors, and is mainly composed of plastic materials like PC, PS, or PET. The carrier tape is mainly at the disposal of the semiconductor industry and LED industry. The Company's core technology is its capability to leverage self-developed molds of good quality and special specifications to provide customized service to customers. The Company also introduced high-speed particle accelerator to increase production capacity and maintain supply stability.

(2) SMT laser machinery and equipment

The Company's Taiwan plant and Singapore plant are in charge of developing and producing various application laser equipment and market them under our own brand, "LaserTek". These products are suitable for various related industries and provide customized services to customers. The laser machinery and equipment developed by the Company has expanded from the passive component industry to the semiconductor and optoelectronic industries. In recent years, in response to market demand, we have developed laser equipment used in advanced packaging processes in the semiconductor industry, providing professional laser technology and customized design services, including wafer trimming/resisting, soft and hard board cutting, high-precision drilling, and scribing and engraving for various applications. We also provide various adhesive removal from different materials, reducing the use of wet processes, and moving towards the future development of ESG in practice.

In the field of laser applications, the Company continues to invest in the research and development of the latest and more extensive laser application equipment.

2 R&D plan and expenditures in the most recent year

Technologies and products researched and developed in 2024:

Year	2024	As of March 31, 2025
Successfully developed technologies and products	(1) Function trim	(1) 3D automotive electronic module cutter (thick plate)
	(2) wafer trim (Gen 2)	(2) wafer trim off line
	(3) 3D automotive electronic module cutter	(3) Dense hole laser drilling machine
	(4) Four-headed ceramic rapid drilling machine (Gen 2)	(4) TSV wafer drilling

R&D plan and expenditures in the most recent year:

Unit: NTD thousand

Year	2024	As of March 31, 2025
Research and development expenses	47,699	9,592
Ratio to turnover (%)	3.50%	3.44%

3 Project item planned to be developed

Product name	Content
AI chip laser debonding machine	● 3D lineScan system for detecting adhesive height. ● AI algorithm and laser power matching for debonding area and formulation.
Dense hole drilling machine	● Customized laser and optical system to improve quality and speed. ● Increase real-time monitoring of laser parameters
High-precision composite board cutting	● Replaces the original Dicing Saw process. ● Customized laser and optical system to improve quality and speed. ● Adopts a post-cutting material collection system.
Lead Frame EMC 2-in-1 processing	● Customized dual laser system with switchable functionality for different processes. ● Four-point alignment for shrinkage compensation.

4 R&D expenditures further expected

The Company will persist in investing in product research and development to augment market competitiveness; it expects the total research and development expenditures in 2025 to be about NTD 55,000 thousand and is estimated to account for 3.5% of the revenue in 2025.

(IV) Long- and Short-Term Business Development Plans:

1 Short-Term Business Development Plan:

(1) Continue to enlarge the sales of each product line

The Company is actively reducing the cost of packaging material products and seeking for more economical materials with good quality in order to reduce the cost of materials and to replace machinery equipment with inferior productivity. By deploying high-speed and effective equipment and reducing the overall costs, we can make our packaging material products more competitive and thereby increase the overall market share. We will also be able to continuously increase our market share among Asian customers.

(2) Continue to research and develop applications of laser equipment and machinery

The Company is committed to in-house R&D of laser equipment products that can be applied to a variety of fields. We will continue to focus on developing new technologies and to provide customers with one-stop product services by developing and manufacturing diverse equipment and machinery to help solve processing challenges at the customers' end, thereby satisfying customers' diverse needs.

2 Long-Term Business Development Plan:

(1) Continue to progress towards the vision of making LASER TEK the largest brand supplier in the global SMT supply chain; adopt a dual-core strategy to develop the business of materials and R&D and manufacturing of equipment.

(2) Concentric circle strategy: With clients at the development core and limited resources, peripheral auxiliary industries or sub-industries should actively play a more professional supporting role. The Company will strive to become the world's number one SMT solution provider.

(3) Continue to aggressively research and develop relevant SMT applications like niche products and equipment, so as to deepen and broaden laser applications; seek applications that can be replaced with laser, so as to diversify and customize products, to develop a blue ocean market and provide momentum for the Company's profits in the future.

(4) Commit to talent development plan by setting global marketing goal and strengthening the Company's human resources; enhance product quality and quantity control and after-sale customer service in order to successfully construe global supply competencies and benefits.

II. Market, production and sales

(I) Market analysis

1 Main product sales regions and market share:

Unit: NTD thousand

Year / Sales region		2024		2023	
		Net operating revenues	As a percentage of net operating revenues (%)	Net operating revenues	As a percentage of net operating revenues (%)
Domestic sales		794,712	58.38	365,509	31.03
Exports	Asia	508,541	37.36	730,218	62.00
	America	28,167	2.07	39,143	3.32
	Europe	29,764	2.19	42,946	3.65
	Africa	0	0.00	0	0.00
	Subtotal	566,472	41.62	812,307	68.97
Net sales		1,361,184	100.00	1,177,816	100.00

The Company mainly engages in the sales and manufacturing of SMD packaging materials and laser equipment as well as SMT equipment agency sales. Packaging material products are mainly categorized into passive and active component industries. In 2024, revenue from domestic clients increased, mainly due to increased sales of SMT equipment via agency sales and self-manufactured laser equipment. These products are mainly supplied to semiconductor and optoelectronic manufacturers in Taiwan.

Self-developed laser equipment is designed and manufactured independently, mainly for the passive component industry, optoelectronics industry, and semiconductor industry. The Company also develops other laser applications tailored to the needs of other industries, particularly those in Asia, e.g., Taiwanese, Japanese, and Chinese companies.

The Company is extremely demanding on quality, and has long been committed to improving SMT laser equipment application functions, in addition to providing customers with a wider collection of solutions. Furthermore, the Company offers one-stop shopping service, meaning that it offers all SMD materials, laser equipment, and SMT testing instrument throughout the SMT process. In addition, the Company’s products are esteemed in the market for their reliable quality.

2 Future market supply and demand and future growth

In the field of semiconductors and other electronic industries, with the rapid development of high-end applications such as AI, unmanned vehicles, and ICT, advanced packaging technology has also emerged. Different from traditional packaging, which first cuts the wafer into individual chips and then packages them, advanced packaging uses wafer level packaging, where the silicon wafer is first sealed and then sliced. Therefore, the demand for new production equipment to cope with the new process will also increase. With the AI wave sweeping across the world, and tech giants, such as NVIDIA, AMD, and Google, competing to launch AI chips, the demand for CoWoS production capacity has exhibited explosive growth. The overall industry outlook is promising, and the supply chain is expected to continue expanding. Currently, CoWoS production capacity is severely undersupplied, and supply-demand balance may not be achieved until after 2026 at the earliest.

According to the Yole Développement industry analysis report, the increase in demand for advanced semiconductor chips and complex packaging structures, is the main driving force for the growth of the advanced packaging market. It is expected that the advanced packaging market will grow to USD 65 billion by 2027, and experience an average annual compound growth rate (CAGR) of approximately 10%. In addition, the market share will also increase year by year, and is estimated to reach more than 50% by 2027.

The SMT inspection equipment sold by the Company as an agent has been applied in the CoWoS process; therefore, 2025 shipment volume is still expected to continue growing due to increasing market demand.

The Company’s self-developed and self-manufactured laser equipment is adopted in relevant advanced process technologies. With the continuous growth in semiconductor advanced packaging processes, future market demand is expected to see significant growth.

3 Competitive niches

(1) Exceptional management team

The Company’s management team, with their impressive experience and technological strengths, are able to skillfully grasp key technologies, product quality, and market trends. The Company’s key management possess immense expertise and years of experience in the passive component industry and laser equipment industry; the R & D and technological support personnel they picked have a good grasp of professional knowledge and market trends of the passive component industry and laser equipment industry. The highly qualified management team provides the Company with a strong foothold in the passive component and laser equipment industries.

(2) Possess core technology platform

Beyond possessing the capability to independently develop and assemble laser application equipment and machinery, the Company is able to offer customers customized design and development service; by providing them with technical and product support during their product development and planning period, the Company is able to provide functions tailored to their needs and product design conductive to further improvement. In this way, the Company's professional technological strength remains at the international level.

(3) Create a private brand and diversify product portfolio

The Company also sells components and equipment products. SMD packaging material products include cover tapes, paper tapes, and punched tapes etc. We adopt a bundle sales method to provide customers with one-stop purchasing services and reduce operating costs for downstream customers. Equipment products include various SMT equipment, of which we are a long-term sales agent, as well as laser equipment products developed and manufactured by the Company. The types of self-developed equipment products can be used by various industries, and are marketed worldwide under the "LASERTEK" brand. We also hold multiple patents, which help us to increase our market share.

4 Development prospects: Favorable and unfavorable factors

(1) Favorable factors:

A The rise and rapid development of advanced processes and new technologies

In response to the increasing demand for advanced manufacturing processes and the development of the AI industry, the demand for components and related SMT equipment and laser equipment has also grown. The Company is a long-term sales agent for SMT equipment and focuses on the R&D of various new technology applications of laser production equipment in order to accurately seize market trends. The Company has always been committed to the technological innovations of laser equipment over the long-run, and can continue to grow steadily along with the market movements.

B Diversified product lines across multiple industries

Since the Company's products are sold to multiple electronic industries, the Company is not subject to the economic cycle of a single industry. In addition, being advantageous in having a diverse product portfolio and strong technological strength, the Company is able to maneuver across multiple industries and markets and satisfy customers' demand for a single product or a product portfolio.

(2) Unfavorable factors:

A SMD packaging materials price competition is becoming fierce

Having independently developed the raw materials requisite for production of packaging materials, Chinese packaging materials manufacturers are able to provide packaging materials at a cost lower than those manufactured using Japanese raw materials. Although such Chinese raw materials are inferior to Japanese counterpart in terms of quality, they have changed the price competition structure in the market for SMD packaging materials. In the future, price competition will become even intense.

Response measures:

The Company keeps using Japanese raw materials, which are of better quality, but it has also substituted low-cost raw materials for those used in some products in order to provide customers with different options. In addition, the Company is keen to replace automated production equipment and develop relevant production technologies to reduce production costs, thereby wining customers' trust with quality products at a competitive price.

B Some important raw materials need be sourced from abroad

Paper tape raw materials, a type of critical raw materials used in the Company's products, are still controlled by foreign manufacturers. At present, the market for paper tape raw materials is still controlled by Japanese and Chinese manufacturers; this will lead to volatile price change and short supply once coincided with exchange rate changes and mismatch of demand and supply in the market.

Response measures:

The Company has been maintaining a good and long-term partnership with major suppliers; it does business with multiple suppliers to properly change the sources of purchase in a timely manner, lest purchase is excessively concentrated on a small number of manufacturers. In addition, the Company also actively develops raw materials, to reduce operating risks and dependence on a single supplier.

(II) Production procedures of main products

1 Applications of main products

Industry	Product category	Service category
SMD industrial products	Chip packaging tape, paper tape	SMD LED (blue light, white light emitting diode), SMD transistor, SMD diode transient voltage suppressor (TVS), Schottky body, standard diode rectifier (STD Rectifier), fast diode rectifier, ultra fast diode, SMD NTC Thermistor, SMD Varistor, resistors, capacitors, inductors, etc.
	Semiconductor component packaging carrier tape	Ideal for packaging of various components, e.g., capacitors, resistors, variable resistors, IC, LED, wire-wound chip inductor, transistor, and semiconductor; can be broken down in PC, PSS, PET by type of plastic materials.
SMT industrial equipment	Laser trimmer 1 IR laser trimmer 2 Green laser trimmer 3 Function trimmer Rapid probe	1 Trim impedance and passive components using laser. 2 Functional cutting in SMT process, e.g., VCO, POWER SUPPLY, LTCC cuttings. 3 High speed at 200PCS/sec; high precision cutting with +-0.2% tolerance. 4 Measure impedance on substrates quickly and accurately, and accurately calculate the pre-adjustment and post-adjustment impedance value; mainly used in variable resistors and hybrid microelectronic circuits.
	Solid-state laser marking machine	1 Provide laser marking and cutting service in a laser processing environment. 2 Presented with stable precision and efficiency, owing to our laser source of industrial aesthetics - diode-pumped solid-state laser (DPSSL). (Nd:YAG, Nd:GdVO4, Nd:YVO4).
	Cutting/ drilling/ scribing: Various laser process applications	1 Cutting/drilling/scribing/....; both standardized systems and customized systems are available. 2 Diversified laser light sources: Nd:YAG, Nd:GdVO4, Nd:YVO4, Fiber, CO2, IR/Green/UV/Pico-second. 3 Low-power, reliable, gas/chilled water cooling, and applicable to a range of process applications, e.g., FR4-FPC (rigid-flexible board) depaneling, scribing on, and drilling through, ceramic substrate and LED heat dissipated substrate (ceramic and aluminum nitride), and cutting of SMT stencils, glass substrate, solar panels, ICs, and wafers.
	Automatic barcode ink-jet printing machine/Optical Barcode Inspector	1 Ink-jet system and inspection system designed specifically to address the barcode requirements in SMT/PCB/FPC process. 2 Customized systems and standardized systems (off-line/in-line) available. 3 Exceptional in features, speedy ink-jet printing, and capable of processing barcodes and text, with fast-drying ink without the need of a bake. 4 A supporting measure for inspecting products after ink-jet printing, used to measure barcode quality against the systems to prevent escape of defects.

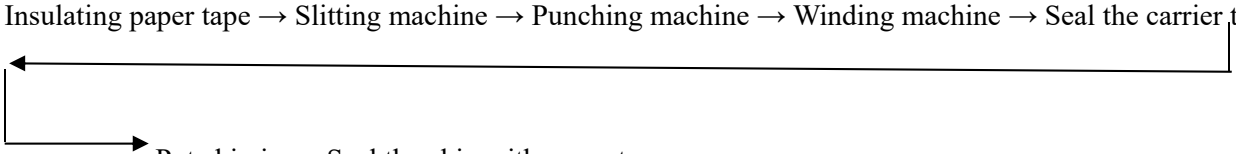
Industry	Product category	Service category
		5 May be ink-jet printed on a variety of surface materials simply by replacing ink types corresponding to different material types. Applicable to paper, plastic, metal, glass, hard surface, or soft and fragile surface. 6 SMT In-line/Off-line Line Scanning AOI System verifies the correctness of barcode against data base and save in image files to complete the final inspection before shipment, less defects escape.
	Automatic barcode laser marking machine (single-head, duo-head)	1 A laser marking system designed specifically to address the barcode requirements in SMT/PCB/FPC process. 2 Customized systems and standardized systems (off-line/in-line) available. 3 Single-sided marking and real-time double-sided marking available, with a barcode analysis and automatic reading function. 4 May be directly incorporated in to an SMT production line, or work off-line along with a board conveyance and collection mechanism to fulfill automatic production requirements. 5 With a 70mmx70mm~540mmx480mm XY movement platform and an independent dust collection filter and ventilation mechanism. 6 Support high-speed marking of the various commonly used 1D/2D barcodes, at <1sec/code; capable of handling the minimum 2D dimensions of 2mmx2mm.
Semiconductor industry related equipment	Function trim	1 Quickly and accurately measure impedance, current, voltage. and other values on high-end hybrid microelectronic chips, and accurately calculate values before and after impedance calibrations, and perform functional modifications one by one. 2 The equipment can support a variety of instrument measurements.
	Wafer trim	1 The chip-level power management IC is equipped with ACCO TEST measurement, and can instantly measure the impedance, current, voltage and other values on the wafer die, and provides real-time feedback to the system to automatically adjust the resistance and trimming parameters to reach the specified values. 2 Automatically generate wafer mapping. 3 Robot automatically achieves feeding and blanking of materials, supporting 6", 8" and 12" wafers.
	3D automotive electronic module cutter	1 PCB outline cutting and forming for post-SMT finished products 2 Solve the issues of accuracy and space limitations with traditional ROUTER cutting and die cutting. 3 Flexible in usage, and capable of cutting PCBs into a precise portfolio without damaging the surface-mounted parts. 4 Smart electric vehicle IC substrate applications.

Industry	Product category	Service category
		5 With UV and GREEN LASER. 6 Special optical circuit design that allows laser cutting of 3D structure without damaging the substrate.
	Wafer Marking (using wafer laser engraving machines)	1 Wafer shallow & deep engraving/PIN engraving/pattern serial number engraving/WLCSP backside engraving/glass wafer engraving 2 Engravable materials: Metal/Silicon/LC tape 3 High-precision positioning system (total engraving accuracy ±25um) 4 Supports various engraving modes (2D Code, SEMI OCR, CAD vector graphics, bitmap images) 5 Robot automatically achieves feeding and blanking of materials, supporting 6", 8" and 12" wafers.
	Laser Remove EdgeBond (a laser debonding machine)	1 Uses 3D LineScan to quickly capture adhesive profiles 2 Constructs debonding area by matching line scan point cloud data with laser power via AI algorithms 3 Digs downward in stages to rescan near the substrate to reconstruct new area and energy matching 4 Levels the bottom surface 5 Adjusts tilt angle for laser light to cut into the chip where adhesive cannot be removed
Optoelectronics Industry	Four-headed laser ceramic rapid drilling and processing machine	1 Designed to address the need for radiator substrate industry, the equipment can perform complex processing including drilling, cutting, line drawing, etching, and other different processing needs on ceramic substrates such as aluminum oxide or aluminum nitride. 2 The equipment can operate in automatic/semi-automatic mode, and supports up to four simultaneous processing heads to increase production capacity. 3 The equipment's readable bar code automatically loads information including work order parameters, and the processing results are uploaded to the MES system for integration. 4 3D Line scan for pre-inspection QC that checks for warpage and deformation of input materials. 5 AOI post-inspection of hole size and offset after laser processing.
AR/VR industry	AOI + Laser processing machine	1 Upper and lower prism interlayer film cannot be cut with cutting tools 2 Whole-piece AOI recognition calculates the maximum outer edge via algorithm and removes the film beyond the glass edge via laser 3 Edge protrusion <50um, heat affected zone <50um

2 Manufacturing processes of main products

Chip packaging cover tape, carrier tape, and paper tape:

Insulating paper tape → Slitting machine → Punching machine → Winding machine → Seal the carrier tape



Put chip in → Seal the chip with cover tape.

Active component packaging plastic carrier tape:

Plastic pellets → Extrude plastic belt → Slitting machine → Molding → Put chip in → Seal with cover tape

Self-developed laser equipment:

Parts and laser head → Assembly → Adjust software design → Test → Laser equipment

(III) Supply of main raw materials:

Main raw materials	Major supplier	Supply status
SMD packaging raw materials	JEF SHOJT; TRITEC JAPAN; HANSOL; Dai Nippon Printing; Akros Trading Taiwan Co. Ltd.	Good
Equipment, products, and agency sale	Nutek Pte Ltd; KING FORCE AUTOMATION CORPORATION; CYBER TECH; JD Union Pte Ltd.	Good

(IV) Names of customers who accounted for more than 10% of the purchases/ sales in any of the last two years, and purchases/sales amount and percentage, with explanations of the increase/decrease of such purchases/sales:

1 Names of customers who accounted for more than 10% of the sales in either of the last two years:

Unit: NTD thousand

	2023				2024				As of March 31, 2025			
	Name	Amount	As a percentage of net sales	Relationship with the Company	Name	Amount	As a percentage of net sales	Relationship with the Company	Name	Amount	As a percentage of net sales	Relationship with the Company
1	Customer A	178,814	15.18%	None	Customer C	243,328	17.88%	None	Customer E	33,464	12.00%	None
2	Customer B	159,422	13.54%	None	Customer D	137,232	10.08%	None	Customer B	29,023	10.41%	None
	Others	839,580	71.28%	-	Others	980,624	72.04%	—	Others	216,442	77.59%	—
	Net sales	1,177,816	100.00%	-	Net sales	1,361,184	100.00%	—	Net sales	278,929	100.00%	—

Explanation:

Customer C is a major domestic semiconductor wafer and IC manufacturer and increased shipments of related process inspection equipment due to rising CoWoS process capacity demand. Customer D, a domestic semiconductor packaging and testing company, also saw increased equipment demand due to the increase in CoWoS advanced packaging process capacity. Customer B is a European passive component manufacturer that provides automotive and high-end electronic components. It expanded production capacity with increased capital expenditure in 2023 and continues to increase capital expenditures as planned in Q1 2025. Customer A is a Japanese company that supplies automotive and high-end components and expanded production capacity in 2023 but reduced capital expenditure in 2024. In recent years, sales have increasingly focused on semiconductor and optoelectronic industries, indicating a growing market share for our products in the semiconductor sector.

2 Names of suppliers who accounted for more than 10% of the purchases in either of the last two years:

Unit: NTD thousand

	2023				2024				As of March 31, 2025			
	Name	Amount	As a percentage of net purchases	Relationship with the Company	Name	Amount	As a percentage of net purchases	Relationship with the Company	Name	Amount	As a percentage of net purchases	Relationship with the Company
1	Company A	115,110	17.30%	None	Company B	277,426	33.86%	None	Company B	36,021	27.92%	None
2	Company B	64,698	9.72%	None	Company C	59,170	7.22%	None	Company E	8,210	6.36%	None
3	Company C	55,672	8.36%	None	Company D	57,827	7.06%	None	Company C	8,190	6.35%	None
	Others	430,071	64.62%	—	Others	424,954	51.86%	—	Others	76,604	59.37%	—
	Net purchase	665,551	100.00%	—	Net purchase	819,377	100.00%	—	Net purchase	129,025	100.00%	—

Note: Investors having significant influence over subsidiaries, and such investors' affiliates.

Explanation:

Company B is a supplier of the SMT inspection equipment distributed by the Company as an agent. Since 2023, due to increased demand for advanced processes from semiconductor clients, the Company's related procurement amount increased in 2024 and Q1 2025. Company C is major raw material supplier for packaging materials and reduced procurement volumes in 2024 and Q1 2025 due to inventory adjustments and reduced production in the passive component sector. Overall, the change in suppliers in the last two years is considered reasonable.

III. Information of the number of employees, average years of service, and education in the last two years and up to the publication date of this Annual Report:

Unit: Person/ %

Year		2023	2024	As of March 31, 2025
Number of employees (persons)	Indirect employees	169	169	167
	Direct employees	81	81	80
	Total	250	250	247
Average age (years-old)		42.19	42.85	43.03
Average years of service (years)		10.19	10.84	11.00
Academic qualification	PhD	0.40%	0.00%	0.00%
	Master	11.20%	10.80%	1.93%
	University/ College	49.60%	48.40%	48.99%
	Below high school	38.80%	40.80%	40.08%

IV. Environmental protection expenditure information: Any losses suffered by the company in the most recent year and up to the publication date of this Annual Report due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.

(I) The Company is mainly engaged in processing and production of upper tape, bottom taps, and paper tapes used for packaging SMDs. The Company has also introduced the RoHS requirements. The Company is not a member of those announced by the law to be subject to requirements on water pollution control and air pollution control at the current stage, and is therefore not likely to pollute the environment.

Furthermore, the Company regularly maintains the environment around its factories and has obtained ISO14001:2015 (valid until November 5, 2027) international environmental management standard certification. In 2022, the Company also began implementing ISO14064-1:2018 for greenhouse gas inventory to facilitate the Company's formulation of carbon reduction plans and prevention of environmental pollution.

(II) The Company was not involved in any environmental pollution incident or fined for environmental pollution, or paid any damages in the most recent two years and up to the publication date of this Annual Report.

Item	2023	2024	As of March 31, 2025
Pollution status	None	None	None
Penalized by	None	None	None
Penalties imposed	None	None	None
Other losses	None	None	None

V. Employees-employer relations

(I) Give a list of the Company's employee welfare measures, continuing education, training, retirement regulations and their actual implementation, along with employer-employee agreements, and measures for protecting employee rights:

1 Welfare measures

To protect employee rights and enhance company cohesion, LaserTek provides comprehensive benefits for full-time employees, including labor and health insurance, annual leave, maternity leave, parental leave, and other rights as required by law. We continue to implement leave and attendance systems that are more favorable than legal requirements. We also provide employees with group insurance, life insurance, medical insurance, disability insurance, pensions, subsidies for weddings, funerals, and childbirths, birthday cash gifts, holiday cash gifts for the four major festivals, and domestic and international travel subsidies in the hope that the Company will accompany employees through different stages of their lives. Through continuous improvement, the Company was awarded the Kaohsiung City Labor Affairs Bureau's Little Labor Hero, Happy Enterprise (Category A) in 2024. LaserTek will continue to build a friendly workplace where employees feel valued and supported by focusing on three aspects: work-life balance, employee well-being, and fair treatment.

The Company also offers male employees paternity leave, new hire leave, Lunar New Year leave, and flexible working hours. It provides scholarships for employees' children to reward their excellent academic performance, subsidies for establishing sports clubs, health check-ups, and other benefit measures, while holding irregular art and cultural lectures and recreational activities. Physicians and registered nurses are employed to give habitual on-site healthcare consultations from time to time. The Company has also set up its Employee Stock Ownership Trust Committee to encourage employees to put their stock in trust.

2 Diversity and equality in the workplace

Adhering to the value of talents being valuable assets to the Company, LaserTek is committed to creating a happy, safe and friendly workplace, where employees can develop their talents, enhance a sense of satisfaction in life through being passionate about their work, and even go on to leading the Company's continuous progress and joining us to achieve collective mission and goals. As of the end of 2024, the total number of employees of LaserTek Group in Taiwan was 194, and the ratio of men to women was approximately 1.4:1. The basic salary and remuneration of women and men are also becoming more equal. In 2024, the salary and remuneration ratio between women and men was 0.94:1. And the slight differences were mainly due to industry characteristics and job differences rather than gender factors. In addition, we are also committed to providing employment opportunities for people with disabilities, and have employed a total of 4 people with disabilities, which meets the legal employment quota.

The Company fully protects the rights of workers to take parental leave to care for their children. Any employee who has worked at the Company for 6 months can apply for a maximum of 2-year unpaid parental leave before each child reaches 3 years old. The parental leave will last until the said child reaches 3 years old. During unpaid parental leave, employees can also continue to participate in their existing social insurance. The Company has also set up multiple breastfeeding rooms with relevant facilities and devices to provide a complete and supportive childcare work environment for its employees. Besides fulfilling the spirit of the "Act of Gender Equality in Employment" in practice, we also align our practices with Goal 5 "Gender Equality" among the SDGs. LaserTek has also established relevant mechanisms for maternal health protection to ensure the physical and mental health of pregnant, postpartum, and breastfeeding female employees in line with the provisions from Article 31 of the Occupational Safety and Health Act. In 2024, onsite medical staff provided maternal health monitoring and health advice to a total of 3 people. In addition, the Company has also set up nursing rooms for employees to use conveniently and safely when needed.

3 Continuing education, and trainings

Since exceptional talents are the Company's most important assets, the Company values employees' learning and occupational competency development and encourages them to take the initiative to learn and apply the knowledge and skills they have learned to their work.

The Company was awarded a gold medal in the "National Talent Development Award and Talent Quality-Management System" evaluation organized by the Workforce Development Agency, MOL in both 2021 and 2023.

The Company has a comprehensive employee education and training system, including:

(1) New employee orientation training: To enable new LASERTEK employees to understand the corporate culture, integrate themselves into the organizational environment, and learn self-management techniques.

(2) On-the-job training: To provide trainings on core competencies, management competency, and professional competencies to new employees and senior (managerial) employees.

(3) Self-development training: To develop other categories of trainings courses tailored to colleagues' needs, so as to boost their knowledge and experience.

(4) Work stress relief course: To help colleagues relieve work pressure and strike a work-life balance. In addition to static courses on health diet, natural and sweet sleeping, and disease prevention that are closely related to employees' life, the Company also provides dynamic courses such as exercise and stretch.

(5) Department-specific professional courses: To provide a wider selection of professional training courses based on the professional fields and state-of-art knowledge that each department identifies as needy for enhancement.

(6) Management courses: To collaborate with National Sun Yat-sen University and launch two sets of management programs for mid-level and senior managers and junior managers.

Mid-level and senior managers: Vision-based leadership; data-based thinking; communication and integration; trouble shooting.

Junior manager: Control resources; foster subordinates; self-improvement; learn and grow.

(7) Subsidize the tuition of employees for academic programs in order to motivate them to pursue further education.

Training programs on corporate governance participated by the Company's managers

Title	Name	Training date	Organizer	Course title	Hours
Assistant Vice President, Finance Department	Ching-Ling, Tang	2024.04.29	Accounting Research and Development Foundation	Latest Annual Report/ Sustainability Information/ Financial Report Preparation Regulations and Internal Control Management Practices	6 hours
		2024.07.26	Taiwan Investor Relations Institute	Current Global Industry Trends and Political-Economic Outlook	3 hours
		2024.08.09	Accounting Research and Development Foundation	Corporate ESG: Environment, Social, Governance - Case Studies and Legal Responsibility Analysis	3 hours

Title	Name	Training date	Organizer	Course title	Hours
		2024.09.05	Taipei Exchange	Insider Equity Awareness-Raising Seminar for TWSE/TPEx Listed Companies	3 hours
		2024.09.09	Accounting Research and Development Foundation	Corporate ESG Practices: Legal Responsibilities in "Gender Equality and Human Rights" Cases	3 hours
		2024.09.09	Accounting Research and Development Foundation	Strategic Thinking and Practices of "Group Enterprise Restructuring"	3 hours
		2024.09.10	Accounting Research and Development Foundation	Creating New Corporate Value with ESG: Challenges, Responses, and Strategies	3 hours
		2024.09.10	Accounting Research and Development Foundation	Practical Analysis of Financial Report Reviews by Competent Authorities and Material Information	3 hours
		2024.10.07	The Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net-zero Power Summit	3 hours
Manager, Finance Department	Hui-Chang, Huang	2024.08.26 - 2024.08.27	Accounting Research and Development Foundation	Professional Continuing Education Course for Accounting Managers	12 hours

The Company's employee training achievements in the most recent year are as follows:

Trainings can be broken down into 6 categories. Course category and implementation are depicted as follows:

Course item	Total number of trainees	Total number of hours	Total expenditures (NTD)
Management	118	290	761,763
General category	371	689.5	
Professional	185	883.5	
Quality assurance	80	94.5	
Occupational safety and environmental protection	333	1,131	
Occupational competency	82	404.5	
Total	1,169	3,493	

The Company's finance personnel have obtained the following licenses designated by the competent authority:

(1) The Company's finance officer took part in the "Professional Certification for Financial and Accounting Officers at Public Companies" organized by the Accounting Research and Development Foundation (ARDF) and was qualified therein.

(2) One of the Company's financial and accounting personnel was awarded the "Qualified Stock Affairs Specialist" license by the Securities and Futures Institute.

4 Employee Retirement System and Implementation

LaserTek follows relevant local retirement laws and systems to protect employees' retirement rights and interests. For Taiwan, the "Calculation and Benefit Distribution Principles of Employee Pension Measures" are formulated in accordance with the Labor Standards Act, and 100% of full-time employees participate in the relevant pension plan. The "Labor Pension Act" (also known as the new pension scheme) is a post-retirement benefit plan with a defined contribution plan. LaserTek has appropriated monthly contributions in accordance with regulations since July 1, 2005. Employees can choose to continue to use the pension plan in accordance with the Labor Standards Act (also known as the old pension scheme), or to apply to the pension system under the new scheme and retain their years of work experience before the application of the said new scheme. The Company has also completed paid the benefits for employees under the old scheme in full. Currently, all employees are eligible for the new pension scheme. In line with the Company's regulations, all employees who are aged over 55 and have worked for more than 25 years, and those who are over 65 years old, can apply for retirement from the Company's Administration Department.

▼ Retirement system overview:

Retirement methods	Pension contribution as a percentage of salary	Employees' participation in pension plans	Expenses recognized by the Company in 2024
Old pension system: Company pension account	Employer 2-15%; employee 0%	100%	6,026,598 (NTD)
New pension system: Individual pension account	Employer 6%; employee 0-6%	100%	

In order to benefit the Company's employees, to help them achieve long-term savings and the accumulation of wealth so as to ensure the stability of their future and enhance their sense of engagement in the Company, LaserTek allows employees to hold Company shares in order to jointly share the Company's operating results. This also helps to keep the Company's equity and management rights more centralized, thereby allowing us to achieve sound development on a solid basis. On December 23, 2021, the "Employee Share Ownership Trust Implementation Measures" was formulated, and the "LaserTek Taiwan Co., Ltd. Employee Share Ownership Association" was established and began to handle employee share ownership related matters beginning on March 1, 2022. All full-time employees of Republic of China nationality who have served at the Company for more than 3 months are free to apply to and join the said organization. Trust deposits can be divided into employee deposits and company incentives. The former is deducted monthly from employee salaries based on job grade, while the latter is an incentive equal to 100% of the employee's deposit amount. In 2024, a total of 133 employees participated, with a participation rate of 74.72%.

5 Employer-employee relations and employee rights maintenance measures

The Company's regulations and measures in relation to labor relations are implemented according to law, so the labor relations have been good. Any measure in relation to labor relations and intended to be modified is fully communicated between labors and the management and publicized before being approved. In this way, the Company is able to win support from employees, and both parties are able to create reciprocally beneficial and harmonious labor relations. As a result, the Company did not face any labor dispute.

6 Protection Measures for the Work Environment and Employees' Personal Safety

To protect employees' safety and health and prevent occurrence of work-related accidents, the Company has formulated the "Occupational Safety and Health Work Rules" and "Occupational Safety and Health Management Plan" in accordance with the "Occupational Safety and Health Act" and other applicable laws and regulations. The Company establishes its "Occupational Safety and Health Committee", has each department establish an occupational safety and health unit/to manage workers and emergency medical technicians, and also regularly inspect local laws and regulations to examine the degree of compliance of internal management measures and systems. In addition, we also review whether substances prohibited by LaserTek are being used or stored through regular occupational hazard identification and risk

evaluation, and also engage in risk assessment and inspection of the storage and documentation management of substances including organic solvents to ensure the safety of our operating environment. Safety and health training are also organized every year so that employees can learn necessary safety knowledge at work as well as improve their disaster and emergency response capabilities.

The Company implements multiple strategies to protect the health and safety of employees. All work areas comply with legal requirements. In addition, the Company provides ear plugs to those working in high-risk operation environment exposed to dust and noise and enhances exhaust ventilation systems therein in order to reduce employees' exposure to operation environment risks and hazards. Moreover, the Company periodically provides operators with a health checkup, monitor labors' working environment, inspects the safety of public areas of a building, and checks for fire safety so as to mitigate the hazardous risks to all workers.

To allow employees to understand the importance of safety and health, and to work under safe conditions, the Company regularly provides trainings on occupational safety to new employees and refresher trainings to in-service employees, so that employees can acquire the safety knowledge required for their jobs. In 2024, a total of 282 persons took part in such trainings, which totaled 888 person-hours. In addition, to increase colleagues' emergency response capability, the Company also held 3 sessions of education and trainings on fire drill for a total of 3 hours in 2024, with 16 trainees. In addition, fire safety equipment is made available in factories at the disposal of colleagues in case of fire, so as to minimize the risks of accidents.

To enable employees to achieve a balance between work, health, and life, in addition to consulting services provided by onsite doctors and nurses, LaserTek also provides regular health examinations every two years. In addition, follow-up health monitoring is carried out by onsite medical staff to continuously care for the physical and mental health of our workers. Based on the results of operating environment monitoring, LaserTek conducts health related inspections for personnel with special procedural health hazards, and implements a tiered health management in accordance with the law. The health status of those placed under tier three health management level will be monitored in the following year. The dedicated onsite medical staff will actively arrange for those in tier four health management level to undergo interviews, health guidance, and on-site visits. Subsequently, the dedicated medical staff will also issue notes based on the results of the visits from the visiting physicians to follow-up and manage their health status. In 2024, a total of 70 people have undergone special hazardous health examinations, and 3 person who was placed in tier four health management. His/her health continues to be regularly followed-up by our onsite medical staff.

In addition, in terms of organizing health promotion training courses, we first survey our employees' ideas for the topics before planning the courses, hoping to enhance colleagues' health-related knowledge and improve their physical and mental health through relevant courses. LaserTek is committed to creating a healthy workplace. In 2018, we received the "Healthy Workplace Certification-Health Initiator Label" from the Health Promotion Administration, MOHW. Moreover, we were honored with "Healthy Workplace Certification - Health Promotion Label" in 2020 and 2023. LaserTek will continue to take care of the physical and mental health of every employee and create a safe work environment.

In 2024, no employees of the Company had abnormal health check results due to special operations, nor were there any occupational injuries or fatalities. Moreover, the Company participates in the "Accident-Free Activity Record" launched by the Industrial Safety and Health Association of the R.O.C. From May 1, 2006, to March 31, 2024, we have accumulated 6,297,952 hours of accident-free work, with a total of 165 participating workers, making the Company an outstanding entity in accident-free working hour records.

7 Regulations for employee conduct and ethics

The Company has formulated its "Code of Ethical Conduct", "Regulations for Preventing Insider Trading", and "Ethical Corporate Management Best Practice Principles", whereby directors, supervisors, and managers must act accordingly. The Company's regulations for employees' code of conduct are mostly put down in the Work Rules, where compliance matters are enumerated and which stipulate that employees perform duties in a responsible, fair and ethical, and humble manner.

(II) Please list any losses incurred due to labor disputes for the most recent year and up to the date of publication of this prospectus (including violations of the Labor Standards Act as a result of labor inspections, specifying the penalty date, penalty number, violated regulations, details of the violation, and penalty content). Also, disclose the estimated current and future potential penalty amounts and countermeasures. If a reasonable estimate cannot be made, state the facts for such inability:

1 Since the Company always values labor relations and does its best to maintain a good interaction between both parties, there is no material labor dispute that requires negotiation so far.

2 Estimated possible losses likely to occur at present and in the future, and measures to be taken:

The Company fully complies with labor laws and enhances welfare measures at present, and will continue to do so in the future; it further establishes a two-way communication and complaint lodging system. The Company's labor relations have been rational and harmonious. The Company did not suffer any labor dispute or any resulting loss in the last two year, so the chances of having one in the future should be limited.

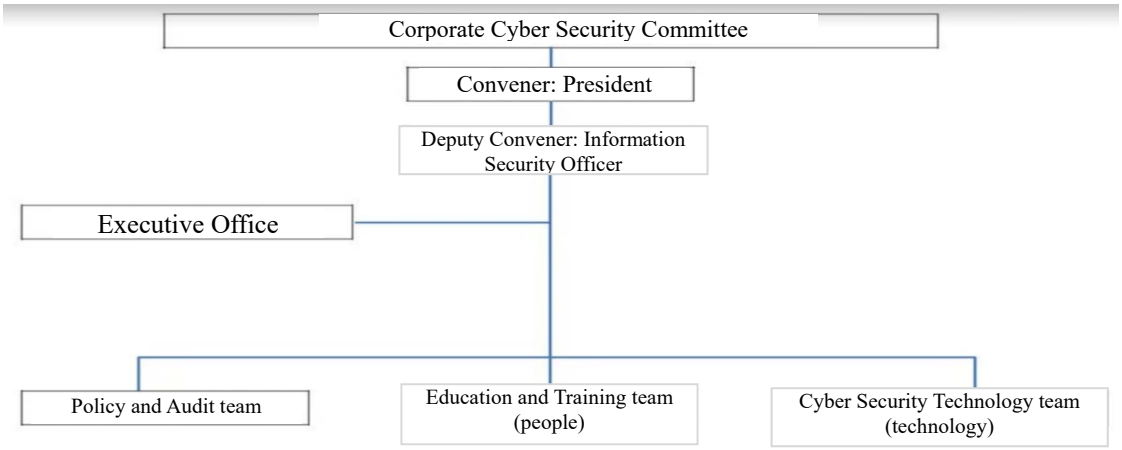
VI. Cyber security management

(I) Cyber security risk management framework

In light of the increasing number of cybersecurity attacks in recent years, LaserTek has established a clear information security management policy to ensure customer privacy and sustainable operations. This policy, with stringent system management and security measures, strengthens information security management, thus ensuring the confidentiality, integrity, and availability of the Company's information and information assets. This allows for the continuous operation of the Company's information-related business and protects our operations from deliberate or accidental internal and external threats. In the future, we will plan to implement the ISO 27001 Information Security Management System to comprehensively enhance the strength of our information security management. In 2023, the Company established the "Corporate Cyber Security Committee" to implement cybersecurity policies and management at all levels, enhance security protection and awareness, and align with the Company's sustainable development goals.

The "Corporate Cyber Security Committee" oversees an Executive Office, a Policy and Audit team, an Education and Training team, and a Cyber Security Technology team. These teams are responsible for coordinating the formulation, execution, risk management, and compliance auditing of information operation security management policies. The President oversees information security and network security strategies. The Vice President serves as the Information Security Officer and is responsible for overseeing the executive office in establishing and maintaining information and network security strategies and processes to protect company assets, while reporting to the Board of Directors once every two quarters.

Committee organizational structure:



(II) Cyber security management policy and programs

1 Cyber security policy

Objectives	To ensure the smooth operation of the Company's business and prevent unauthorized access, use, control, leakage, damage, alteration, destruction, or other infringements of information or IT systems, and to ensure their confidentiality, integrity, and availability, this policy has been specifically formulated for all employees to jointly adhere to:
Scope	1 Effectively manage information assets, continuously conduct risk assessments, and take appropriate protective measures. 2 Protect information and IT systems from unauthorized access, and maintain the confidentiality of information and IT systems. 3 Safeguard against unauthorized modifications to ensure integrity of information and IT systems. 4 Ensure that authorized users can access information and IT systems when needed. 5 Comply with laws and regulations. 6 Assess the impact of human or natural disasters, develop recovery plans for core information and IT systems to ensure core business continuity. 7 Implement cyber security training to raise employees' information security awareness. 8 Implement reward and punishment mechanisms for personnel handling business, which involves cyber security. Regularly perform information security audits to ensure effective implementation of information security. 9 Ensure personnel's continuous information security updates and awareness. 10 Ensure the safety and non-toxicity of shipped equipment.

2 Specific IT management solutions:

The Company has formulated 22 specific measures for four major information security protection aspects: information access control, network information security, education and review, and business continuity. These measures are continuously reviewed and adjusted on a rolling basis based on evolving attack patterns and trends, to consistently implement comprehensive information security protection and uphold the highest standards for supply chain security quality.

Four major aspects	
Information access control	Role-based access privileges Server room access control Network access zone segmentation Computer equipment access control Remote access control Personnel change equipment access control
Network information security	Firewall setup Regular antivirus updates Regular software patch updates Spam filtering Network access control Security intelligence collection
Education and review	Information security education training Information security awareness raising Social engineering drills Timely information security material information announcements Information security personnel training
Business continuity	Regular disaster recovery drills Full off-site backups Continuous review and improvement Ongoing cyber security information updates Regulatory compliance

(III) Input of information security management resources

Information security system and policy	In 2024, 6 new information security-related mechanisms and systems were added. 1 All-employee computer backups 2 Cloud offline backups 3 Information security webpage 4 Webpage encryption 5 Email encryption 6 Obtaining the highest domestic information security certification

Practice drills	Social engineering drills: 6 times in 2022, 4 times in 2023, 4 times in 2024. Disaster recovery drills: Once in 2022, 2023, and 2024, respectively.
Training	100% new hire training: All new employees completed information security education training, with 100% completion rate in 2022 and 2023; 24 new hires trained in 2024, with 100% completion rate. All-employee training: Quarterly all-employee information security training for the latest critical information security updates. 4 times in 2022, 4 times in 2023, twice in 2024. External information security professional training hours: A total of 52 hours of training in 2024.
Advocacy	Awareness-raising posters: Posted on various bulletin boards to convey important information security notices. 6 posters in 2022, 22 posters in 2023, 22 posters in 2024. Awareness-raising announcements: Conveying important information security notices. 11 announcements in 2022, 6 announcements in 2023, daily announcements in 2024.
Information security events	Two information security incidents in 2024: 1 Forged vendor scam email attack 2 Fake PDF attachment email attack Two information security incidents in 2023 Two information security incidents in 2022
Event improvement	1 Enhanced spam filtering system 2 Strengthened protection against fake attachment risks
Future planning and continuous improvement	1 Implemented remote multi-factor authentication 2 Implemented edge firewalls 3 Implemented automated configuration management 4 Implemented information security incident tracking system 5 Implemented internal network control system 6 Implemented email DKIM

To address the information security risks facing enterprises, e.g., ransom ware attacks, business email compromise (BEC), advanced persistent threat (APT), social engineering scam, intrusion through vulnerability entailed in remote desktop connection, and business continuity issues, the Company persistently provides employees with trainings to improve their information security awareness. In addition, the Company keeps abreast of the trend of information security issues, and continues to introduce solutions to prevent the threat of malicious attacks, hoping to nip any malicious intent in the bud. In recent years, the Company has continued to increase the budget for cyber security trainings and solutions.

(IV) List any losses suffered by the Company in the most recent year and up to the publication date of this Annual Report due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

Up to the publication date of this Annual Report, the Company did not find any material cyber security incident. There was no material negative impact on our business and operations, and we were not involved in any legal cases or investigated for related incidents.

VII. Important contracts

Nature of contract	Party involved	Period	Major contents	Restriction clauses
Lease of land	Export Processing Zone Administration, MOEA	2021.01.01 - 2025.12.31	Lease of land	None
Lease of land	Export Processing Zone Administration, MOEA	2016.08.01 - 2026.07.31	Lease of land	None
Lease of land	Export Processing Zone Administration, MOEA	2017.12.02 - 2027.12.01	Lease of land	None
Lease of land	Export Processing Zone Administration, MOEA	2019.12.16 - 2029.12.31	Lease of land	None

Chapter V Review and Analysis of Financial Position and Financial Performance and Assessment of Risks

I. Financial position

Significant changes to the Company's assets, liabilities, and shareholder equity in the last two years (i.e., changes between the two periods reaching 20% and NTD 10 million), major causes and impacts, and response plans in the future:

Unit: NTD thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Cash and cash equivalents	900,821	659,580	241,241	36.57
Financial assets at amortized cost - current	518,602	794,818	(276,216)	(34.75)
Prepayments	53,365	78,388	25,023	(31.92)
Investments accounted for under equity method	39,188	9,895	29,293	296.04
Right-of-use assets	97,370	77,266	20,104	26.02
Short-term notes and bills payable	0	15,000	(15,000)	(100.00)
Financial liabilities at fair value through profit or loss - current	0	12,762	(12,762)	(100.00)
Contract liabilities - current	47,881	29,816	18,065	60.59
Accounts payable	129,578	105,207	24,371	23.16
Current income tax liabilities	29,891	45,581	(15,690)	(34.42)
Other current liabilities - others	16,012	28,627	(12,615)	(44.07)
Non-current lease liabilities	68,465	48,826	19,639	40.22
Special reserves	0	66,112	(66,112)	(100.00)
Other equity	178,609	18,017	84,129	127.25

1. Major causes and impacts:
   (1) Cash and cash equivalents: Increased by 36.57% over the two periods, primarily due to a reduction in the volume of USD fixed deposits of three months or above in 2024.
   (2) Financial assets measured at amortized cost - current: Decreased by approximately 34.75% over the two periods, mainly due to a reduction in the volume of USD fixed deposits of three months or above in 2024.
   (3) Prepayments: Decreased by approximately 31.92% over the two periods, primarily due to a reduction in advance payments for purchases in 2024.
   (4) Investments accounted for using the equity method: Increased by approximately 296.04% over the two periods, primarily due to reclassification from "financial assets at fair value through profit or loss - current" resulting from a change in the level of control in 2024.

(5) Right-of-use assets: Increased by approximately 26.02% over the two periods, mainly due to changes in lease agreements for buildings by a subsidiary in 2024.
(6) Short-term notes and bills payable: There was a decrease of about 100.00% between the two periods, mainly due to the decrease in short-term notes and bills issued in 2024.
(7) Financial liabilities at fair value through profit or loss - current: Increased by approximately 100.00% over the two periods, primarily because there was no loss recognized on foreign exchange derivative financial instruments in 2024.
(8) Contract liabilities - current: Increased by approximately 60.59% over the two periods, mainly due to a higher volume of equipment sales and greater advance payments received in 2024.
(9) Accounts payable: Increased by 23.16% over the two periods, mainly due to an increase in agent product purchases in 2024, resulting in higher payable amounts for goods purchased.
(10) Current income tax liabilities - others: Decreased by 34.42% over the two periods, primarily due to a higher additional tax on undistributed earnings recognized in the current period.
(11) Other current liabilities - others: Decreased by approximately 44.07% over the two periods, mainly because more collected payments on behalf of the Company were recorded in 2023.
(12) Lease liabilities - non-current: Increased by 40.22% over the two periods, mainly due to the renewal of a land lease agreement in 2024 with a longer lease term, resulting in a higher increase in lease liabilities.
(13) Special reserve: Decreased by 100.00% over the two periods, primarily due to the reversal of the special reserve in accordance with the law in 2024.
(14) Other equity: There was an increase of 127.25% between the two periods, mainly due to the increase in exchange gains on translation of foreign operations financial statements in 2024.

2. Response plan: The accounts significantly changed during the past two years did not significantly impact the Company’s financial position.

II. Financial performance

(I) Analysis of financial performance:

Unit: NTD thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Operating revenue	1,361,184	1,177,816	183,368	15.57
Operating cost	931,870	790,901	140,969	17.82
Gross profit	429,314	386,915	42,399	10.96
Operating expenses	318,723	282,440	36,283	12.85
Net operating profit	110,591	104,475	6,116	5.85
Non-operating income and expenses	90,847	90,581	266	0.29
Net income before tax	201,438	195,056	6,382	3.27
Income tax benefits (expenses)	(37,089)	(50,075)	12,986	-25.93
Net profit of the term	164,349	144,981	19,368	13.36

1. Major causes of significant changes to the Company's operating revenue, net operating profit, and income before tax in the last two years (i.e., changes between the two periods reaching 20% and NTD 10 million):
   (1) Income tax benefits (expenses)
   Decreased by 25.93% over the two periods, primarily due to a lower additional tax on undistributed earnings in 2024.

2. Expected sales volume and its basis, the possible impact on the company's future financial and business affairs, and the response plan:
   Downstream tape and reel customers adjusted their inventories, leading to reduced production volume and capital expenditures in 2024. As the consumer electronics market had not shown noticeably recovery in the first half of 2025, it is expected that downstream tape and reel customers will continue inventory adjustments and reduce capital expenditures in the first half of 2025. The market is expected to rebound in the second half of the year.
   In 2024, due to the expansion of advanced packaging capacity in the semiconductor industry, related capital expenditures and demand gradually increased. This upward trend is expected to continue in 2025. Accordingly, the Company anticipates higher shipment volumes of both agent and self-manufactured laser equipment to related industries compared to 2024.

III. Cash flows

Unit: NTD thousand

Cash balance, beginning	Net cash flows from operating activities throughout the year	Net cash flows from investing activities throughout the year	Net cash flows from financing activities throughout the year	Cash surplus (deficit)	Remedial measures for cash deficit	
					Investment plans	Financing plans
659,580	188,383	157,678	(202,281)	803,360	—	—

1. Analysis of changes in cash flows in the most recent year (i.e., 2024):
   (1) Operating activities: Net cash inflow, primarily due to a reduction in advance payments for purchases and shorter collection periods for accounts receivable in 2024.
   (2) Investing activities: Net cash inflow, mainly resulting from a decrease in current financial assets measured at amortized cost.
   (3) Financing activities: Net cash outflow, mainly due to the increase in repayments of short-term and long-term borrowings in 2024.

2. Improvement plan in case of insufficient liquidity: None.

3. Analysis of cash flow changes in the coming year:
   The Company expects a cash inflow in 2025. Expenditures are mainly operating expenditures like materials purchase, goods purchase, and salary paid, and investing and financial expenditures like capital expenditure and payment of cash dividends. Since operating revenue and payment collection are stable, the Company does not expect any cash shortfall in the coming year; the Company's cash should be sufficient for operations.

IV. The effects that significant capital expenditures have on financial operations in the most recent year:

The Company did not have any significant capital expenditure in the most recent year.

V. Investment policy in the most recent year, profit/loss analysis, improvement plan, and investment plan for the coming year:

(I) Investment policy:

The Company makes investment based on operational needs and future development; it also assesses the investees' location, organizational type, shareholding ratio, and financial position, so as to provide a basis for the management to make decisions. The Company grasps investees' business and financial position and analyzes investment effectiveness, so as to facilitate follow-up and assessment by the management.

In addition, the Company has put in place regulations for managing the operations of subsidiaries, and established a mechanism for managing associated operating risks, so as to maximize operating achievements.

The Company's major investment policy is as follows:

1. Tap into the market in mainland China to serve customers in close proximity and gain market shares.
2. Center on the technologies required for own business; work with relevant technology industries to increase products' depth and broadness, expand customer base, and establish a complete product supply chain.

(II) Investment profit/loss analysis, and major causes:

Most of the Company's investees are 100% owned. The profits of the investees in 2024 increased by approximately NTD 41,038 thousand compared with the previous year. This was mainly due to the increase in shipments of equipment products sold by the reinvested subsidiaries.

(III) Improvement plan:

The Company will continue to accelerate integration of investees' resources and technology and improve their effectiveness, so as to increase their profitability.

(IV) Investment plan for the following year: Subject to operational conditions in the future.

VI. Risk analysis and assessment

(I) Impact of interest rate and exchange rate changes and inflation on Company's profit, and response measures:

Unit: NTD thousand

2024	Short-term and long-term borrowings		Exchange gain (loss) arising from exchange rate changes
	Interest rate	Interest expenses	
	2.00% - 2.59%	41,785	17,261

1. The Company's short-term borrowing and long-term borrowings outstanding at the end of 2024 totaled NTD 1,718,767 thousand, and interest expenses totaled NTD 41,785 thousand, accounting for 2.43% of the operating revenue of the year. Therefore, the impact of interest rate fluctuation on the Company's profit or loss is quite limited. The Company will keep in close contact with banks and attend to interest rate trends, so as to seek low-interest rate financial facilities, thereby reducing its interest expenses.
2. In 2024, exports constituted more than 41.62% of the Group's total operating revenue, and exchange gains amounted to NTD 17,261 thousand, accounting for about 1.27% of the operating revenue of the year. Since the NTD did not

depreciate much against the USD in 2024, the fluctuation of the exchange rate of NTD against USD has had a small impact on the Company. To maintain profitability, the Company tracks exchange rate changes continuously, and cope with exchange rate fluctuation by employing the following methods:

(1) Open a foreign currency account, through which the Company adjusts its foreign currency position depending on capital needs and exchange rate trends.

(2) Have the business department factor in exchange rate changes when giving a quotation, so as to ensure due profits; give quotation in the foreign currency same as that used for imports purchase, so as to reduce exchange rate risks.

(3) Collect exchange rate changes information every day to keep abreast of exchange rate trends.

(4) Enter into a forward contract to purchase (sell) foreign currencies, or employ other derivatives.

3. Inflation magnitude in the most recent year did not significantly impact the Company's operations or profit or loss. The Company will attend to market price fluctuation at all times lest inflation poses significant impact on the Company.

(II) Policies, main causes of gain or loss, and future response measures with respect to high-risk, high-leveraged investments, lending, or endorsement guarantees, and derivatives transactions:

1. The Company's financial operation is based on the principle of robustness; the Company did not engage in high-risk or highly-leveraged investment. In addition, each investment project is required to go through meticulous assessment before being submitted to the Board of Directors for approval. In the most recent year and up to the publication date of this Annual Report, the Company did not engage in any high-risk or highly-leveraged investment.
2. In recent years and up to the date of publication of this prospectus, the Company's loaned funds and endorsements/guarantees have been limited to intercompany financing needs among subsidiaries and have not exceeded the limits or conditions set by regulatory authorities and the Company's internal policies. As of now, the Company has not provided any endorsements, guarantees, or loans to parties other than its subsidiaries. All such transactions have been conducted in accordance with the Company's Operational Procedures for Loaning Funds to Others and have been duly disclosed and reported in accordance with applicable regulations, without

any material impact.

3. The Company engages in derivative transactions by its "Regulations Governing the Acquisition and Disposal of Assets", and files and declares such transactions according to law. In addition, the Company transacts foreign currency forward contracts and derivatives mainly to hedge the risk of exchange rate changes entailed in debts and claims denominated in foreign currency. In the future, the Company will still adopt a natural balance strategy.

(III) Future R&D Programs and Expected R&D Investment

1. Project item planned to be developed in the future:

Product name	Content
AI chip laser debonding machine	● 3D lineScan system for detecting adhesive height. ● AI algorithm and laser power matching for debonding area and formulation
Dense hole drilling machine	● Customized laser and optical system to improve quality and speed. ● Increase real-time monitoring of laser parameters
High-precision composite board cutting	● Replaces the original Dicing Saw process. ● Customized laser and optical system to improve quality and speed. ● Adopts a post-cutting material collection system.
Lead Frame EMC 2-in-1 processing	● Customized dual laser system with switchable functionality for different processes. ● Four-point alignment for shrinkage compensation.

2. R&D expenditures further expected:

The Company will persist in investing in product research and development to augment market competitiveness; it expects the total research and development expenditures in 2025 to be about NTD 55,000 thousand and is estimated to account for 3.5% of revenue.

(IV) Major changes in government policies and laws at home and broad, the impact on Company finance and business, and response measures:

The Company fully aligns itself with any amendment of important policies or laws such as corporate governance, the Company Act, the Securities and Exchange Act, and the IFRSs. In addition, the Company's management attends to any change in domestic and foreign important policy and laws, and takes the initiative to propose response measures in a timely manner. Therefore, changes in

domestic and foreign important policy or law do not significantly impact the Company's business and financial affairs.

(V) Impact of technological (including cyber security risks) and market changes on finance and business of the Company, and response measures:

The Company watches closely technological changes in the industry it belongs to, and will, in view of the circumstances, assign staff or a project team to study and evaluate the impact of those changes on the Company's development, finance and business in the future as well as response measures. There was no instance of important technological or industrial changes in the most recent year that would significantly impact the Company's business and finance.

Cyber security risk: In response to the increasingly complex network environment and the growing associated risks, the Company has established an information security management policy to strengthen its information security governance and ensure the safety of data, systems, and networks. The Company has formed a Cyber Security Committee responsible for coordinating and implementing the information security policy. The President serves as the convener, while the Vice President assumes the role of Chief Information Security Officer (CISO), overseeing the management of cyber security risks. The internal audit unit is tasked with conducting internal audits of the management system, implementing preventive measures and crisis response strategies, and executing relevant control mechanisms. The Company also conducts irregular awareness campaigns on cyber security incidents and continues to enhance its internal anomaly detection and protection methods to mitigate enterprise-level cyber security risks. The specific implementation measures are as follows:

1. Information access control

   The Company enforces access control based on job functions across all application systems, regularly updates account and password settings, restricts physical access to server rooms, segments network access zones, controls user permissions for computer equipment, restricts remote access rights, manages equipment permissions during employee transfers, regularly updates IT hardware, and periodically renews maintenance contracts.

2. Network information security

   The Company has implemented multifunctional protective firewalls to prevent unauthorized hacking attempts. Regular virus scans and software patching are conducted to address vulnerabilities. Spam filtering is in place, and access control policies are enforced to block harmful or policy-restricted websites and content. Cyber threat intelligence is irregularly gathered and used to update or patch identified vulnerabilities accordingly.

3. Education and review

   The Company regularly conducts information security education and awareness training for employees where random social engineering drills targeting phishing and hacking scenarios are carried out. Each department forms an information security task force to promptly communicate major security matters. The Company also provides targeted training for personnel involved in information security.

4. Business continuity

   The Company conducts regular disaster recovery drills for employees and implements comprehensive off-site data backups. Continuous review and improvement of the established information and communication security policies are carried out, along with ongoing updates to ensure compliance with relevant regulations and enhancement of information security measures.

(VI) Impact of corporate image change on risk management and response measures:

As always, the Company greatly values its corporate image. Up to the publication date of this Annual Report, there was no incident that would change the Company's corporate image.

(VII) The expected benefits and possible risks of mergers and acquisitions as well as the responding measures:

There was no merger and acquisition in the most recent year and up to the publication date of this Annual Report.

(VIII) Expected benefits and possible risks of factory expansions as well as the response measures:

Up to the publication date of the prospectus, the Company did not have a plan to expand its factories.

(IX) Risks associated with over-concentration in purchase or sale and response measures:

Purchase: The Company mainly manufactures and sells tape and reel packaging materials for active and passive components, laser equipment, and SMT equipment. Each type of business has multiple suppliers. In recent years, there has been no single supplier whose net purchases exceeded 30% of the Company's total net purchases for the year. Additionally, sources of procurement have become increasingly diversified, and there is currently no risk of excessive concentration in purchases.

Sales: None of the Company's top ten customers constituted 30% or more of operating revenue in the most recent year, indicating that sales are diversified and do not exhibit a risk of excessive concentration.

(X) Impact of mass transfer of equity by or change of directors, supervisors, or shareholders holding more than 10% interest on the Company, associated risks and response measures:

Equity transferred by directors and supervisors - the Company does not have any major shareholder who holds 10% stake or more in the Company - in the last three years and up to the publication date of the prospectus did not change much and therefore would have only limited impact on the Company.

(XI) The effects that change in management has on the Company as well as risk and responding measures: This is not applicable to the Company.

(XII) List major litigious, non-litigious, or administrative disputes that: (1) involve the company and/or any company director, any company supervisor, the president , any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute up to the publication date of this Annual Report.

1. The Company's concluded or pending major litigations: None.
2. Major litigious, non-litigious, or administrative disputes that (1) involve the Company and/or any company director, any company supervisor, or any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the Company; and (2) could materially affect shareholders' equity or the prices of the Company's securities: None.
3. If any financial difficulties or loss of credit standing occurs to the Company's director, supervisor, manager, or major shareholders with 10% interests or more in the last two years and up to the publication date of this Annual Report, the impact on the Company's financial status should be stated: None.

(XIII) Other significant risks and response measures:

Please refer to the (II) Corporate Governance Report (Pages 6 – 110) of this annual report and the ESG page on the Company's official website.

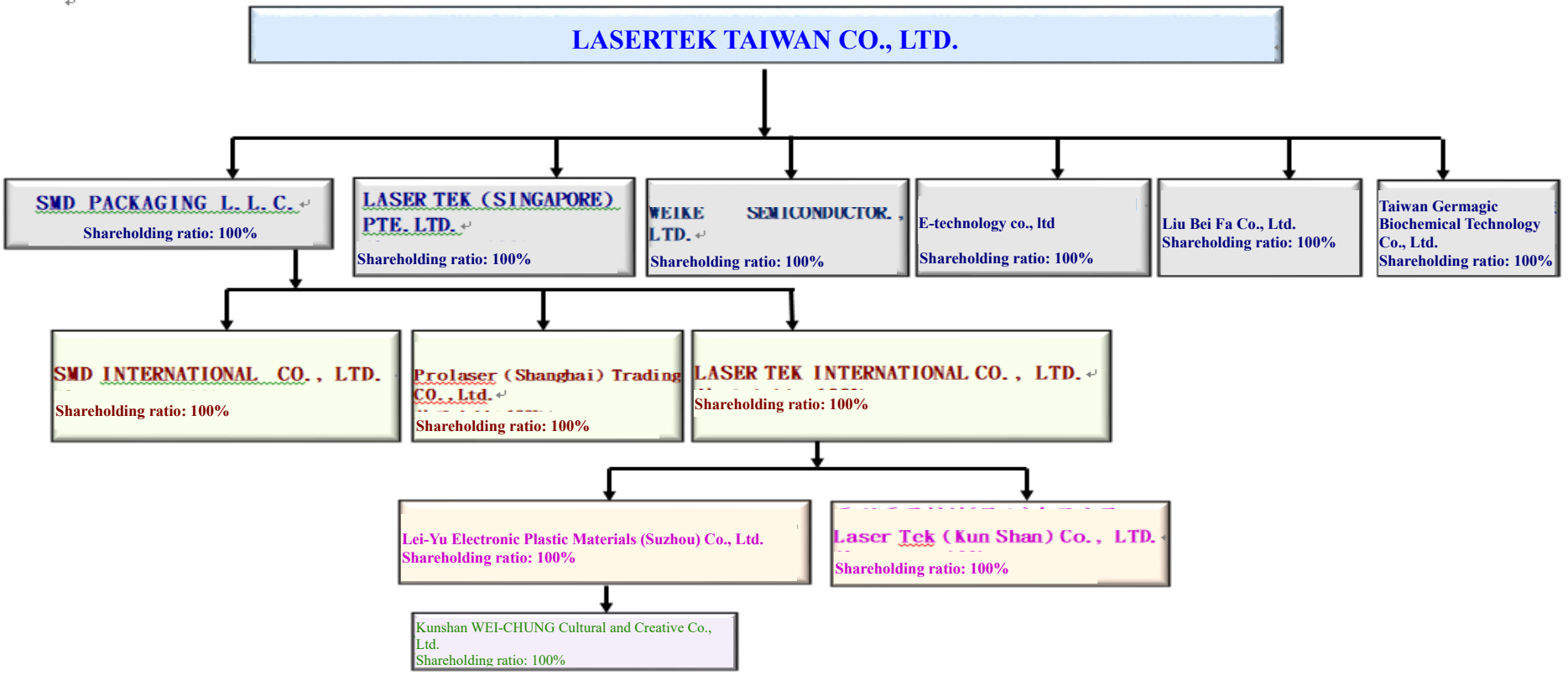
VII. Other important matters: None.

Chapter VI Special Disclosures

I. Profiles of affiliates and subsidiaries

(I) Consolidated Business Reports of Affiliated Enterprises

1. Organizational Chart of Affiliated Enterprises



2. Fundamental particulars of affiliated enterprises

Company name	Paid-in capital	Main business/ products
SMD PACKAGING L.L.C.	USD 1,678,065	Holding company
LASER TEK(SINGAPORE) PTE.LTD.	SGD 3,820,000	Production and development of laser equipment
Jie-Yan Energy Saving Technology Co., Ltd.	NTD 30,000,000	Holding company
Weike Semiconductor Co., Ltd.	NTD 76,000,000	Sales of semiconductor equipment and parts
SMD INTERNATIONAL CO., LTD.	USD 1,970,000	Holding company
LASER TEK INTERNATIONAL CO., LTD.	USD 1,905,734	Slitting and sale of chip resistor packaging paper tape and anti-static top/bottom tape
Press (Shanghai) Trading Co., Ltd.	USD 1,000,000	International trade, entrepot trade, trade between enterprises in the bonded zone, and a trade agent
Lei-Yu Electronic Plastic Materials (Suzhou) Co., Ltd.	USD 11,100,000	Manufacture of plastic products and electronic component packaging materials and design, manufacture, and assembly of automation equipment
Laser Tek (Kun Shan) Co., LTD.	USD 2,300,000	Slitting of chip resistor packaging paper tape
Kunshan WEI-CHUNG Cultural and Creative Co., Ltd.	RMB 800,000	Trade and sale of art works and liquor
Liu Bei Fa Co., Ltd.	NTD 20,000,000	Holding company
Taiwan Germagic Biochemical Technology Co., Ltd.	NTD 15,000,000	Biochemical R&D Industry

3. The industries covered by the overall operations of the affiliated enterprises include: Electronic components, semiconductor industry, optoelectronics industry, printed circuit board (PCB) industry, and biochemical industry.

4. Information of common shareholders who are presumed to have a relationship of control and subordination: Not applicable.

5. Information on the directors of each affiliated enterprise.

Unit: NTD 1,000, USD 1,000, CNY 1,000/ thousand shares

Company name	Title	Name or representative	Shareholding	
			Investment amount	Shareholding ratio
SMD PACKAGING L.L.C.	Chairman	LaserTek Taiwan Co., Ltd.: Tsai-Hsin, Cheng (Representative)	NTD 68,453	100%
LASER TEK(SINGAPORE) PTE.LTD.	Chairman	LaserTek Taiwan Co., Ltd.: Tsai-Hsin, Cheng (Representative)	NTD 80,458	100%
Jie-Yan Energy Saving Technology Co., Ltd.	Chairman	LaserTek Taiwan Co., Ltd.: Tsai-Hsin, Cheng	NTD 125,956	90%
Weike Semiconductor Co., Ltd.	Chairman	Jie-Yan Energy Saving Co., Ltd.: Yu-Ting, Huang	NTD 55,589	100%
SMD INTERNATIONAL CO., LTD.	Representative	SMD PACKAGING L.L.C: Tsai-Hsin, Cheng (Representative)	USD 1,970	100%
LASER TEK INTERNATIONAL CO., LTD.	Representative	SMD PACKAGING L.L.C: Tsai-Hsin, Cheng (Representative)	USD 1,906	100%
Press (Shanghai) Trading Co., Ltd.	Representative	Yu-Ting, Huang (Representative)	USD 1,000	100%
Lei-Yu Electronic Plastic Materials (Suzhou) Co., Ltd.	Representative	Yu-Hui, Cheng (Representative)	USD 11,100	100%
Laser Tek (Kun Shan) Co., LTD.	Representative	Yu-Ting, Huang (Representative)	USD 2,300	100%
Kunshan WEI-CHUNG Cultural and Creative Co., Ltd.	Representative	Yu-Ting, Huang (Representative)	RMB 800	100%
Liu Bei Fa Ltd.	Chairman	LaserTek Taiwan Co., Ltd.: Tsai-Hsin, Cheng (Representative)	NTD 20,000	100%
Taiwan Germagic Biochemical Technology Co., Ltd.	Director	Yu-Ku, Chuang	NTD 9,352	62.25%

6. Operational overview of each affiliate

Unit: NTD 1,000, USD 1,000, CNY 1,000, SGD 1,000

Company name	Currency	Capital	Total assets	Total liabilities	Net value	Operating revenue	Operating profits	Income for the current period	Earnings per share (NTD)
SMD PACKAGING L.L.C.	USD	1,678	61,637	0	61,637	0	(2)	(391)	—
Laser Tek (Kun Shan) Co., LTD.	RMB	16,406	8,984	8,881	103	5,900	(1,781)	(65)	—
Press Shanghai Trading Co., Ltd.	RMB	7,227	12,295	10,797	1,497	8,757	2,293	2,425	—
LaserTek Singapore Co., Ltd.	SGD	3,820	20,256	1,650	18,606	6,984	691	1,199	—
SMD INTERNATIONAL CO.,LTD	USD	1,970	21,188	0	21,188	0	(3)	231	—
LASERTEK INTERNATIONAL CO.,LTD	USD	1,906	39,743	2,063	37,679	3,334	(666)	(247)	—
LaserTek Xiamen Co., Ltd.	RMB	2,600	0	12	(12)	0	0	0	—
Jie-Yan Energy Saving Technology Co., Ltd.	NTD	100,000	33,938	1,792	32,146	0	(143)	170	—
Weike Semiconductor Co., Ltd.	NTD	76,000	395,981	270,576	125,405	253,077	63,328	46,892	—
Lei-Yu Electronic Plastic Materials (Suzhou) Co., Ltd.	RMB	69,294	55,427	101	55,325	0	(917)	976	—
Kunshan WEI-CHUNG Cultural and Creative Co., Ltd.	RMB	1,000	1,044	117	927	90	(12)	(10)	—
Liu Bei Fa Ltd.	NTD	20,000	19,418	5	19,413	0	(78)	(50)	—
Taiwan Germagic Biochemical Technology Co., Ltd.	NTD	15,000	18,965	10,911	8,054	4,474	(2,644)	(1,085)	

(II) Consolidated Financial Statements of Affiliated Enterprises

For the year ended December 31, 2024, pursuant to "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises," the Company that is required to be included in the consolidated financial statements of affiliates, is the same as the Company required to be included in the consolidated financial statements of parent and subsidiary companies under International Financial Reporting Standard No. 10. Also, if 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, it shall not be required to prepare separate consolidated financial statements of affiliates.

Please refer to the **Market Observation Post System (MOPS) > Financial Statement > Input Company Name/Code (6207) > Financial Statements.**

(III) Affiliation Report: Not applicable.

II. Status of private placement of securities in the most recent year and up to the publication date of this Annual Report: None.

III. Other supplemental information: None.

Chapter VII Corporate Events with Material Impact on Shareholders' Equity or Securities Prices Set Forth in Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act in the Most Recent Year and up to the Publication Date of this Annual Report: None.

LaserTek Taiwan Co., Ltd.

Chairman: Tsai-Hsin, Cheng