

Etron Technology, Inc.

Annual Report 2024

(Translation)

Published on April 21, 2025

Annual Report is available at <https://mops.twse.com.tw>
<https://www.etrn.com>

I 、 Spokesperson 、 Deputy Spokesperson

Spokesperson	Deputy Spokesperson
Name : Justine Tsai	Name : Eason Cheng
Title : Director	Title : Supervisor
TEL : 886-3-578-2345	TEL : 886-3-578-2345
E-mail : investor@etron.com.tw	E-mail : investor@etron.com.tw

II 、 Address and telephone number of the Company

Address : No. 6, Technology Road 5, Hsinchu Science Park, Hsinchu, Taiwan
TEL : 886-3578-2345
Taipei Office : 10F, No. 22, Lane 35, Jihu Rd., Neihu Dist., Taipei City, Taiwan
TEL : 886-2-8751-2838

III 、 Stock Transfer Agency

Stock Affairs Agency Department of CTBC Bank Co., Ltd.
Address : 5F., No.83, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City, Taiwan
Website : <https://www.ctbcbank.com>
TEL : 886-2-6636-5566

IV 、 Certified Public Accountant

Name of CPA firm:PricewaterhouseCoopers Taiwan
Names of the CPA: Hsieh, Chih-cheng, Hsu, Sheng-Zhong
Address : 27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City, Taiwan
Website : <https://www.pwc.tw>
TEL : 886-2-2729-6666

V 、 The Company does not issue any overseas securities.**VI 、 Company Website**

<https://www.etron.com>

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Chapter 1 Letter to Shareholders

Dear Shareholders,

In 2024, the semiconductor industry experienced a notable recovery, driven primarily by strong demand for AI-related chips that spurred overall market growth. According to data released by the World Semiconductor Trade Statistics (WSTS) organization and Industry, Science and Technology International Strategy Center (ISTI) of Industrial Technology Research Institute (ITRI) in February 2025, the global semiconductor market is estimated to have reached a total value of approximately US\$627.6 billion in 2024, representing a year-on-year growth of 19%. Furthermore, Taiwan's semiconductor industry is expected to achieve a production value of NT\$5.3 trillion in 2024, reflecting a 22% increase compared to the previous year. Within this, the IC design sector is projected to reach NT\$1.3 trillion, an annual growth of 16%, indicating a clear rebound in market momentum across the semiconductor industry.

Operating Achievements

Our consolidated operating revenues stood at NT\$3.473 billion in 2024, reflecting a 30% growth compared to the previous year. The consolidated net loss of NT\$614 million after tax, a reduction in loss of NT\$378 million compared to the previous year. The loss per share was NT\$1.77.

Operations policy and business strategy

The Group adopts a product strategy of "Eye-Brain-Nerve Convergence," focusing on the integration of eye, brain, and neural bionic ergonomics. By concentrating resources on three core product lines, the Group aims to drive product development and organizational integration. This strategy combines innovative inventions with a commitment to corporate sustainability, continuously advancing forward-looking research in semiconductor components and processes. The Group also focuses on accumulating competitive intellectual property rights from innovative inventions, leveraging both homogeneous and heterogeneous integration technologies to promote breakthroughs in semiconductor technologies and memory products, in order to seize the opportunities brought about by AI development. On the business front, we continue to reshape our approach by focusing on cost control, expense reduction, enhancing operational efficiency, and improving organizational resilience. We are quality-centered and focus on the delivery of technical services to maintain long-term and stable partnerships with globally leading companies. We harness our technical and business capabilities by optimizing our product portfolio and actively developing new products and new markets, and we work with different systems integrators to create innovative products that can meet the needs of the future, while transforming ourselves from a component vendor, to software, application and system developer and finally to a secondary system provider to bring forth value-added products. We also strengthen our relationship with our strategic partners from different sectors and work with them on matters related to production capacity, technology, markets, and capital, thereby fueling the Group's growth dynamics and securing our foothold in long-term development.

Research & Development

Based on the strategy of "Eye-Brain-Nerve Convergence", the Group established 3 major product lines:

I. Specialty Buffer Memory

Our specialized DRAM products are renowned for their high quality, superior performance, and cost-effectiveness. They offer exceptional advantages in terms of ultra-high bandwidth and super-low power consumption. In addition to providing commercial specifications for consumer markets, we also offer customized KGD (Known Good Die) solutions for industrial and automotive applications, where the operating environment is demanding and high quality and reliability are critical. Our product line consists of SDR, DDR, DDR2, DDR3, DDR3L, DDR4, LPDDR2, and LPDDR4/4X, with input and output from 4 to 64 bits and densities ranging from 16 Mb to 32 Gb. In particular, our high-density products such as DDR2, DDR3, DDR3L, DDR4, and LPDDR4/4X are manufactured by 2x/1x nm advanced process mass production. Our specialty DRAM products have been widely

used in an array of emerging and booming fields, including network communications, set-top boxes, digital TVs, computer peripherals, surveillance devices, 5G broadband communications, and the rapidly growing fields of endpoint AI, smart homes, robots, and cloud storage.

In recent years, the Company has continued to make strides in development and innovation, and we have implemented innovative circuit designs to overcome the limitations of traditional DRAM. We successfully developed the Long Retention Time (LRT) technology, which complies with the JEDEC standard interface, and introduced LRTDRAMTM products. These products greatly improve overall system performance in high-temperature and high-capacity applications, including automotive, heterogeneous integration, and KGD.

In the field of AI, to fulfill the high demand for miniature end devices in the AI-generation, we have also launched the world's first RPC DRAM[®] offered in WLCSP (Wafer Level Chip Scale Package), it is currently the smallest form factor DRAM product that also offers the dual advantages of cost-effectiveness and low power consumption. It is suitable for industrial use, robotics, AR/VR, edge AI, and Terminal AI products for wearable or mobile devices. In 2024, RPC DRAM[®] officially passed the AEC-Q100 Grade-2 automotive reliability testing standards and successfully entered the supply chain of internationally leading automotive brands.

In response to the advent of AI-generation, the Company is actively developing DWB (Direct-Wide-Bus) DRAM to provide high bandwidth, low power consumption, and cost-effective AI memory for large language models in edge computing. DWB also offers total solutions that include DRAM, PHY, and Controller. Through our proprietary design technology, DWB significantly reduces power consumption on both the DRAM and memory controller sides. Additionally, the product features high adaptability, with the ability to scale from 1GB to 4GB or larger capacities as needed, achieving bandwidth of up to 102.4GB/s or higher to meet the requirements of various high-performance, high-bandwidth, low-power, and compact applications.

Building on our accumulated expertise and experience, the Company launched a comprehensive AI memory platform called "MemorAiLink" at the end of 2023. This platform integrates hardware and software architecture, including memory, memory control IP, and packaging technology. It effectively maximizes memory bandwidth performance, reduces overall subsystem computational power consumption, and optimizes heterogeneous integration packaging technology. MemorAiLink helps customers quickly develop products by combining cross-disciplinary technologies, shortening time-to-market, and providing a comprehensive AI edge computing memory solution.

II. High-speed USB chips

The Group leads the global market with IC solutions that simultaneously support both USB Type-C and Thunderbolt interfaces, compliant with USB4 specifications. Our solutions cater to the latest DP2.1, USB4, and Thunderbolt 5 specifications, incorporating new applications for PD IC and Emarker IC, while also ensuring backward compatibility. In addition, the new generation of 4K@60Hz video capture IC supports H.265 and H.264 compressed video data and integrates various audio and video processing functions, which can be applied to live broadcasting, broadcasting machine, gaming, conference systems, healthcare, industrial control, and other markets, and further enter into the Pro AV professional audio and video market.

III. 3D Video chips and AI applications

We are advancing wide-angle imaging technology and depth cloud point algorithms, positioning them as powerful tools for AI edge terminal computing and deep learning development. Our offerings include machine vision ICs, 2D/3D subsystem solutions, and 3D sensing camera modules. These technologies integrate artificial intelligence and other hardware accelerators into existing products, while also entering the system-on-chip (SoC) domain. We have launched the revolutionary eCV series chips, targeting the AI edge computing market and the monocular, binocular, and multi-eye 3D vision (ThingCaptureTM Vision) camera markets. Additionally, we are actively collaborating with international industry leaders. As AI continues to develop, we are combining 3D sensing, computer vision, large language models, and Convolutional Neural Network (CNN) sensor technology to build intelligent perception systems and smart human-machine interaction interfaces. Our related products have extensive applications in fields such as healthcare, smart IoT, smart homes, autonomous driving systems, industrial automation, robotics, machine vision, and intelligent surveillance and security.

In addition, with the widespread use of AI and cloud applications, "privacy" and "information security" have become a significant concern. The Group offers solutions for safeguarding personal privacy and calculating hardware and software data privacy. It conducts focused monitoring and tracking of specific activities while ensuring the protection of personal privacy. Utilizing algorithms patented by patents, it performs big data analysis and decodes data trends, primarily in the areas of healthcare, lifestyle, entertainment, finance, and metaverse data protection. In addition to receiving the CES Innovation Award for two consecutive years, our recently launched AI Privacy Agent (AipA) actively participates in application scenarios, providing analysis and real-time alert functions. The applications include the "AI Privacy Agent Healthcare System" a privacy-centric patient health care system designed specifically for the medical field, which has been implemented at the National Taiwan University Hospital Zhubei Branch. Additionally, we offer the "AI Privacy Agent Robotic System" which supports scene and behavior perception, helping robots quickly respond to on-site conditions.

The Group is committed to providing high-end and high-value-added products. We exert our expertise in soft- and hardware design, and focus on software, hardware, and firmware R&D. As of the end of 2024, the Group had obtained 884 patents in Taiwan and abroad, as well as 388 pending patent applications, which demonstrates our solid R&D capability.

Future Operating Outlook

As the semiconductor industry moves towards the trillion-dollar era, the Group has been following the industrial trend of Heterogeneous Integration and integrating the concepts of green design and pollution-free industries for sustainability, continuing to develop high speed, high bandwidth, low voltage, low power, suitable density/capacity, and low costs specialty DRAMs and logic chip products to provide for the emerging application markets (such as broadband communications, wireless networks, virtual reality, consumer electronics, surveillance systems, smart homes, intelligent cars and drone, AI, and machine learning), so that we can respond to the emerging demands. At the same time, we have also set foot in the business of industrial- and automotive-grade products, and are thus developing a new operating model and expanding our product lines. While the market widely anticipates that the recovery of consumer electronics and communication electronics demand, originally expected in 2024, will be delayed until 2025, the emergence of new applications and demands driven by AI is expected to accelerate the overall industry's recovery, with gradual improvement anticipated in each quarter of 2025. Despite uncertainties arising from U.S. tariffs and semiconductor policies, the Group will continue to expedite our innovative R&D and optimize our product portfolios, build new customer bases in new markets, and increase market shares in targeted application markets to ensure steady growth.

Chairman & CEO: Nicky Lu

President: Elvis Deng

Accounting Supervisor:
Yu-Chia, Cheng

Chapter 2 Corporate Governance

I Information on the Directors, President, Vice Presidents, Associate Vice Presidents, and Heads of Divisions and Branch Units

(I) Director

April 21, 2025; Unit: shares, %

Position	Nationality or Place of Registration	Name	Gender Age (Note 2)	Date Elected (or Taking Office)	Term	Date First Elected	Shareholding When Elected		Current Shares Held		Current Shareholding of Spouse & Minor Child(ren)		Shareholding under Others' Names		Major Experience (Education)	Currently holds positions in the Company and other companies	Other Heads, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Note
							Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
Chairman	R.O.C.	Nicky Lu	Male	2024/6/25	Three years	1991/2/1	11,779,978	4.05	11,949,727	3.67	13,209,744	4.06	1,000,000	0.31	Master/PhD in Electrical Engineering, Stanford University, USA Bachelor of Electrical Engineering from National Taiwan University Manager, IBM Technology Headquarters/R&D Center, USA National Academy of Engineering (NAE), USA Fellow National Academy of Inventors (NAI) Fellow IEEE Fellow The Highest Technical Award Winner of the IEEE Solid State Circuit The Honor Medal of the Executive Yuan Award for Outstanding Science and Technology Contribution Director/Co-founder/First Chairman, Global Unichip Corp. Co-founder, Ardentec Fellow, Chinese Management Association Outstanding Alumni, National Taiwan University Outstanding Alumni/Chair Professor, National Chiao Tung University Chairman, World Semiconductor Council (WSC) Chairman of the Board, Global Semiconductor Alliance (GSA) Chairman, Taiwan Semiconductor Industry Association (TSIA) Director Representative, Walton Advanced Engineering, Inc.	CEO, Etron Technology, Inc. Director Representative/CEO, eEver Technology, Inc. Founder/Director Representative/CEO, eYs3D Microelectronics, Co. Director, eEver Technology Limited Director, eYs3D Microelectronics, Inc. Director/CEO, DeCloak Intelligences Co. Consultant, Invention and Collaboration Laboratory Pte. Ltd. Consultant, T-Era Architecture Technology, Inc. Consultant, TAT Technology, Inc. Consultant, T-Era Architecture Technology Corp. Consultant, TAT Technology Corp. President, AI on Chip Taiwan Alliance (AITA) Standing Director, Taiwan Semiconductor Industry Association (TSIA) Director, Global Semiconductor Alliance (GSA); Chairman, Asia Pacific Leadership Council Standing Director, The Allied Association for Science Park Industries Vice President, Monte Jade Science & Technology Association of Taiwan Executive Director of Taiwan Electrical and Electronic Manufacturers' Association (TEEMA) and Chairman of Semiconductor and AI Applications Committee Member of Technical Committee, VLSI Symposia Distinguished Research Lecture Professor, National Taiwan University	None	None	None	Note 3

Position	Nationality or Place of Registration	Name	Gender Age (Note 2)	Date Elected (or Taking Office)	Term	Date First Elected	Shareholding When Elected		Current Shares Held		Current Shareholding of Spouse & Minor Child(ren)		Shareholding under Others' Names		Major Experience (Education)	Currently holds positions in the Company and other companies	Other Heads, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Notes
							Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
Director	R.O.C.	Elvis Deng	Male	2024/6/25	Three years	2015/6/24	1,068,004	0.37	1,265,219	0.39	0	0.00	0	0.00	Master of Business, National Taiwan University Electronics Research and Service Organization, Industrial Technology Research Institute Bachelor of Engineering, National Chiao Tung University Director, Vanguard International Semiconductor-America Co-founder /Vice President, Ardentec Vice President of Marketing and Sales/ COO/President/Other Positions, CSMC Technologies CEO/Executive Director, CR Micro	President /Nominating Committee member, Etron Technology, Inc. Managing Director, Etron Technology America, Inc. Director, Anzon Technology, Inc. Chairman/President, eEver Technology, Inc. Chairman, eYs3D Microelectronics, Co. Director, eCapture Ltd. Co. Director, eCapture Co., Limited Director, Insignis Technology, Inc. Director, Insignis Technology Corporation Director, eEver Technology Limited Director, eYs3D Microelectronics, Inc. Supervisor, DeCloak Intelligences Co. Director, AiYs3D Technology, Inc. Managing Director, Invention and Collaboration Laboratory Pte. Ltd. Director, ICL1, Inc. Director, T-Era Architecture Technology, Inc. Director, TAT Technology, Inc. Director, Great Team Backend Foundry, Inc. Independent Director /Audit Committee Member/Remuneration Committee Member, Episil Technologies External Board of Director, Tekscend Photomask Corp.	None	None	None	None
Director	R.O.C.	Chiu Chiang Investment Co., Ltd.	N/A	2024/6/25	Three years	1995/4/17	782,473	0.27	853,155	0.26	0	0.00	0	0.00	N/A	N/A	N/A			None
		Representative: Shi-Yi, Chen	Male				0	0.00	0	0.00	0	0.00	0	0.00	Bachelor in Enterprise Management, California State University, USA Bachelor, National Taiwan University YAMAHA MOTORS CORP USA President, Hong Tai Electric Industrial Co., Ltd.	Chairman, Hong Tai Electric Industrial Co., Ltd. Director Representative, ShenJin Yuan Investment Director Representative, Southern Star Investment	None	None	None	None
		A																		

Position	Nationality or Place of Registration	Name	Gender Age (Note 2)	Date Elected (or Taking Office)	Term	Date First Elected	Shareholding When Elected		Current Shares Held		Current Shareholding of Spouse & Minor Child(ren)		Shareholding under Others' Names		Major Experience (Education)	Currently holds positions in the Company and other companies	Other Heads, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Notes
							Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
Director	R.O.C.	Kai Chun Investment Corp.	N/A	2024/6/25	Three years	2009/6/19	6,716	0.00	7,322	0.00	0	0.00	0	0.00	N/A	N/A	N/A			None
		Representative: Mei-Ling Hsu	Female				54,831	0.02	59,783	0.02	37,000	0.01	0	0.00	Bachelor, National Taiwan University CFO, Mycenax Biotech Inc. CFO, Jantex Technology. CFO/ Member of Management Committee/Supervisor, Linli Wedding Remuneration Committee Member, Hong Tai Electric Industrial Co., Ltd.	Supervisor Representative, eEver Technology, Inc. Supervisor Representative, eYs3D Microelectronics, Co. Director, eEver Technology Limited Director, eYs3D Microelectronics, Inc. Supervisor, Kai Chun Investment Corp.	None	None	None	None
			A																	
		Representative: Bor-Doou, Rong	Male				68,256	0.02	133,315	0.04	38,163	0.01	0	0.00	Master of Electrical Engineering, Arizona State University, USA Senior Vice President, Etron Technology, Inc.	Senior Vice President/R&D Supervisor, Etron Technology, Inc. Chairman/President, Kai Chun Investment Corp. Director Representative, Ardentec	None	None	None	None
B																				
Independent Director	R.O.C.	Ai-Chen, Wang	Female	2024/6/25	Three years	2015/6/24	0	0.00	0	0.00	0	0.00	0	0.00	Banking Team, Department of Business, National Taiwan University Analyst, HSBC Securities Investment Consulting Inc., Taiwan Branch Supervisor of Research Department, Tainan Branch, Asia Securities Director, Southern District, Crown Financial Ministries Taiwan CFO, Crown Global Chinese Co., Ltd. Remuneration Committee Member, Feature Integration Technology	Audit Committee Convener/Remuneration Committee Convener/Nominating Committee Member, Etron Technology, Inc. Supervisor, Netclass Technology	None	None	None	None
			B																	
Independent Director	R.O.C.	Jen-Hung, Tseng	Male	2024/6/25	Three years	2006/6/12 (Note 4)	0	0.00	0	0.00	0	0.00	0	0.00	Master, Department of Business & Management, National Chiao Tung University Bachelor Degree in Electrical Engineering, National Taiwan University President, K Laser President, Taijie Technology CEO, Great Team Backend Foundry, Inc.	Audit Committee Member/ Remuneration Committee Member, Etron Technology, Inc.	None	None	None	None
			A																	
Independent Director	R.O.C.	Yun-Chieh, Huang	Female	2024/6/25	Three years	2020/5/13	0	0.00	0	0.00	0	0.00	0	0.00	Department of Finance and Taxation, Chung Hsing University Director, Moneywin International Limited Supervisor, Raffar Technology Corp. Supervisor, Exploit Technology Co., Ltd. Investment Manager, Hong Tai Electric Industrial Co., Ltd.	Audit Committee Member, Etron Technology, Inc. Supervisor, Lumimore Tech Co., Ltd. Supervisor, Guang Duo Energy Co., Ltd. Representative Supervisor, Guang Duo Business Consulting Chairman, Ruijia Technology.	None	None	None	None
			C																	

Position	Nationality or Place of Registration	Name	Gender Age (Note 2)	Date Elected (or Taking Office)	Term	Date First Elected	Shareholding When Elected		Current Shares Held		Current Shareholding of Spouse & Minor Child(ren)		Shareholding under Others' Names		Major Experience (Education)	Currently holds positions in the Company and other companies	Other Heads, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Notes
							Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
Independent Director	R.O.C.	Wilson Wang	Male	2024/6/25	Three years	2022/6/8	0	0.00	0	0.00	0	0.00	0	0.00	Bachelor's Degree in Accounting, Chengchi University CPA, Pricewaterhouse Coopers	Audit Committee Member/ Nominating Committee Convener, Etron Technology, Inc. Independent Director/Audit Committee Member/ Remuneration Committee Member, Feature Integration Technology Independent Director/Audit Committee Member/ Remuneration Committee Member, Ennostar Independent Director/Audit Committee Member/Remuneration Committee Member, Taiwan Mask Corp. CPA, Zhi Cheng CPA Firm	None	None	None	None
			B																	

Note 1: The total number of shares issued by the Company on April 27, 2024: 290,595,781 shares; the total number of shares issued on April 21, 2025: 325,595,781 shares.

Note 2: Zone A is for age over 71, Zone B age between 61 and 70, and Zone C age between 51 and 60.

Note 3: The reason, reasonableness and necessity of concurrently serving as a CEO: the Chairman, Nicky Lu, has been committed to making contributions to global IC design and semiconductor industry for many years, focusing on the innovation of technologies, academic research, and corporate management, and creating a number of new businesses, thus, it is reasonable and necessary for him to hold the concurrent position.

Responsive measures: The Company has increased the number of Independent Directors in response thereto.

Note 4: Independent Director Jen-Hung, Tseng served as a supervisor from June 12, 2006, to June 19, 2009, and as the Director Representative of Kai Chun Investment Corp from June 19, 2009 to June 24, 2015, and has been serving as an independent director since June 15, 2018.

Note 5: Director Elvis Deng serves as an External Board Director of Toppan Photomask Co., Ltd., which was renamed Tekscend Photomask Corp. in November 2024.

(II) Directors who are the Representatives of Corporate Shareholders. The Major Shareholders of Such Corporate Shareholders

April 21, 2025

Name of Corporate Shareholder	Major Shareholder
Chiu Chiang Investment Co., Ltd.	Tse-Yu, Chen (48.82%), Liang-Hua, Chen (35.02%), Shi-Yi, Chen (2.70%), Wei-Tzu, Hsu (6.05%), Chun-Fei, Chang (3.80%), and Ya-Ming, Li (2.74%)
Kai Chun Investment Corp.	Bor-Doou, Rong (16.70%), Edward Yao (16.66%), Fu-Yung, Hung (16.66%), Willy Lin (16.66%), Ming-Hong, Kuo (16.66%), Peter Chung (16.66%)

(III) Major Shareholders of Institutional Shareholders with Corporations as Their Major Shareholders: None.

(IV) Professional Qualifications and Independence of Directors

Position and Name		Qualifications	Professional Qualifications and Work Experience	Independence Criteria	Number of Other Public Companies where the Individual Currently Serves as an Independent Director
Chairman	Nicky Lu		Note	This is not applicable as they are not independent directors.	0
Director	Elvis Deng		Note		1
Director	Chiu Chiang Investment Co., Ltd. Representative: Shi-Yi, Chen		Note		0
Director	Kai Chun Investment Corp. Representative: Mei-Ling, Hsu		Note		0
Director	Kai Chun Investment Corp. Representative: Bor-Doou, Rong		Note		0
Independent Director	Ai-Chen, Wang		Note	<ol style="list-style-type: none"> Please refer to page 6-7 of this annual report for the comprehensive shareholding of independent directors. Each of the Company's independent directors met the following independence criteria in the two years prior to their election and during their term of office: <ol style="list-style-type: none"> Not an employee of the Company or any of its affiliates. Not a Director or Supervisor of the Company or any of its affiliated companies. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, children (minors), 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. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of the Managerial Officers specified in preceding (1) subparagraph, or of any of the persons specified in the preceding (2) and (3) subparagraphs. Not a Director, Supervisor, or employee of a corporate shareholder who directly holds 5% or more of the total number of outstanding shares of the Company, or who holds shares ranking in the top five holdings or any of the authorized representatives of a company referred to in Paragraphs 1 or 2 of Article 27 of the Company Act. Not a Director, Supervisor, or employee of other company who has a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person. Not a Director, Supervisor (Governor), or employee of other company or institutions who is the Chairman, President, or person holding an equivalent position of the Company and a person in any of those positions at another company or institution are the same person or are spouses. 	0
Independent Director	Jen-Hung, Tseng		Note		0
Independent Director	Yun-Chieh, Huang		Note		0
Independent Director	Wilson Wang		Note		3

<div> <div>Qualifications</div> <div>Position and Name</div> </div>		Professional Qualifications and Work Experience	Independence Criteria	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
			<p>(8) Not a Director, Supervisor (Governor), Managerial Officer, or shareholder with over 5% shareholding of any specific company or institution which has financial or business relationships with the Company.</p> <p>(9) Not a professional or the owner, partner, Director, Supervisor, or Managerial Officer of any sole proprietorship, partnership, company, or institution in business, legal, financial, or accounting, or consulting services, and their spouse who or which provided auditing to, or obtained less than NT\$500,000 compensation accumulatively in the most recent two years from, the Company or its affiliates.</p> <p>(10) Not a spouse or relative within the second degree of kinship of any other Directors.</p> <p>(11) Not under any of the categories stated in Article 30 of the Company Act.</p> <p>(12) Not a Government Apparatus agency, juristic person or its representative elected under Article 27 of the Company Act.</p>	

Note: Please refer to page 4-7 of this annual report for major experience (education) as well as other position concurrently held at other companies. All directors are not under any of the categories stated in Article 30 of the Company Act.

(V) Diversity and Independence of the Board of Directors

1. Diversity of the Board of Directors

The Company has formulated a "Diversity Policy for the Members of Board of Directors" and disclosed it on the Company's website. It clearly stipulates the composition of the Company's Board of Directors shall take into account the Company's own operation, business model and development needs in formulating a diversified approach. The Board of Directors as a whole shall possess a range of core competencies, such as operational judgment, accounting and financial analysis, operational management, crisis management, industry knowledge, international market perspective, leadership and decision making. The goal is to have at least one board member with expertise in each professional field and to appoint four independent directors.

The relevant diversity policy of the 12th Board of Directors of the Company has been achieved as follows:

April 21, 2025

Diversity Item Name		Basic Composition						Professional Background (Note 2)			
		Nation-ality	Age (Note 1)	Gender	Serving con-currently as an employee	Acting as An Audit Committee member?	Number of the times as an Inde-pendent Director of the Com-pany	Finance and Ac-counting	Banking and Se-curities	Tech-nology R&D	Market-ing and Opera-tion
Chairman	Nicky Lu	R.O.C.	A	Male	✓	N/A	N/A			✓	✓
Director	Elvis Deng	R.O.C.	B	Male	✓	N/A	N/A			✓	✓
Director	Chiu Chiang Invest-ment Co., Ltd. Representative: Shi-Yi, Chen	R.O.C.	A	Male		N/A	N/A			✓	✓
Director	Kai Chun Investment Corp. Representative: Mei-Ling, Hsu	R.O.C.	A	Female		N/A	N/A	✓			✓
Director	Kai Chun Investment Corp. Representative: Bor-Doou, Rong	R.O.C.	B	Male	✓	N/A	N/A			✓	✓
Independent Director	Ai-Chen, Wang	R.O.C.	B	Female		✓	4	✓	✓		✓
Independent Director	Jen-Hung, Tseng	R.O.C.	A	Male		✓	3			✓	✓
Independent Director	Yun-Chieh, Huang	R.O.C.	C	Female		✓	3	✓			✓
Independent Director	Wilson Wang	R.O.C.	B	Male		✓	2	✓			✓
Proportion		—	—	Male 67% Female 33%	Employee 33% Non-employee 67%	100%	—	44%	11%	56%	100%

Note 1: Zone A is for age over 71, Zone B age between 61 and 70, and Zone C age between 51 and 60.

Note 2: Please refer to pages 4-7 of this annual report for the work experience of directors.

2. Independence of the Board of Directors

As of the date of publication of this annual report, the Company has a total of four independent directors, accounting for 44% of all board seats. Moreover, the Independent Directors of the Company comply with the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act, and do not have a spousal relationship or a familial relationship within the second degree of kinship with other Board members.

(VI) President, Vice Presidents, Associate Vice Presidents, and Heads of Divisions and Branch Units

April 21, 2025; Unit: shares, %

Position	Nationality	Name	Gender	Date Taking Office	Shareholding		Spouse & Minor Child(ren) Shareholding		Shareholding under Others' Names		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Title, Name and Relationship of Managers with Spouses or Relatives within the Second Degree			Note
					Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
CEO	R.O.C.	Nicky Lu	Male	1991/2/1	11,949,727	3.67	13,209,744	4.06	1,000,000	0.31	Master/PhD in Electrical Engineering, Stanford University, USA Bachelor's Degree in Electrical Engineering, National Taiwan University Manager, IBM Technology Headquarter/R&D Center, USA National Academy of Engineering (NAE), USA Fellow National Academy of Inventors (NAI) Fellow IEEE Fellow The Highest Technical Award Winner of the IEEE Solid State Circuit The Honor Medal of the Executive Yuan Award for Outstanding Science and Technology Contribution Director/Co-founder/First Chairman, Global Unichip Corp. Co-founder, Ardentec Fellow, Chinese Management Association Outstanding Alumni, National Taiwan University Outstanding Alumni/Chair Professor, National Chiao Tung University Chairman, World Semiconductor Council (WSC) Chairman of the Board, Global Semiconductor Alliance (GSA) Chairman, Taiwan Semiconductor Industry Association (TSIA) Director Representative, Walton Advanced Engineering, Inc	Director Representative/CEO, eEver Technology, Inc. Founder/Director Representative/CEO, eYs3D Microelectronics, Co. Director, eEver Technology Limited Director, eYs3D Microelectronics, Inc. Director/CEO, DeCloak Intelligences Co. Consultant, Invention and Collaboration Laboratory Pte. Ltd. Consultant, T-Era Architecture Technology, Inc. Consultant, TAT Technology, Inc. Consultant, T-Era Architecture Technology Corp. Consultant, TAT Technology Corp. President, AI on Chip Taiwan Alliance (AITA) Standing Director, Taiwan Semiconductor Industry Association (TSIA) Director, Global Semiconductor Alliance (GSA); Chairman, Asia Pacific Leadership Council Standing Director, The Allied Association for Science Park Industries Vice Presiden, Monte Jade Science & Technology Association of Taiwan Executive Director of Taiwan Electrical and Electronic Manufacturers' Association (TEEMA) and Chairman of Semiconductor and AI Applications Committee Member of Technical Committee, VLSI Symposia Distinguished Research Lecture Professor, National Taiwan University	None	None	None	Note 2

Position	Nationality	Name	Gender	Date Taking Office	Shareholding		Spouse & Minor Child(ren) Shareholding		Shareholding under Others' Names		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Title, Name and Relationship of Managers with Spouses or Relatives within the Second Degree			Note
					Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
President	R.O.C.	Elvis Deng	Male	2014/8/12	1,265,219	0.39	0	0.00	0	0.00	Master of Business, National Taiwan University Electronics Research and Service Organization, Industrial Technology Research Institute Bachelor of Engineering, National Chiao Tung University Director, Vanguard International Semiconductor-America Co-founder /Vice President, Ardentec Vice President of Technology Marketing and Sales / COO/ President/Other Positions, CSMC Technologies CEO/Executive Director, CR Micro	Managing Director, Etron Technology, Inc. America, Inc. Director, Anzon Technology, Inc. Chairman/President, eEver Technology, Inc. Chairman, eYs3D Microelectronics, Co. Director, eCapture Ltd. Co. Director, eCapture Co., Limited Director, Insignis Technology, Inc. Director, Insignis Technology Corporation Director, eEver Technology Limited Director, eYs3D Microelectronics, Inc. Supervisor, DeCloak Intelligences Co. Director, AiYs3D Technology, Inc. Managing Director, Invention and Collaboration Laboratory Pte. Ltd. Director, ICL1, Inc. Director, T-Era Architecture Technology, Inc. Director, TAT Technology, Inc. Director, Great Team Backend Foundry, Inc. Independent Director of/Audit Committee Member/Remuneration Committee Member, Episil Technologies External Board of Director, Tekscend Photomask Corp.	None	None	None	None
Senior Vice President (R&D Supervisor)	R.O.C.	Bor-Doou, Rong	Male	2015/12/8	133,315	0.04	38,163	0.01	0	0.00	Master of Electrical Engineering, Arizona State University, USA Associate Vice President, Etron Technology, Inc.	Chairman/President, Kai Chun Investment Corp. Director Representative, Ardentec	None	None	None	None
Vice President and Chief R&D Researcher (R&D Supervisor)	R.O.C.	Chun, Shiah	Male	2015/12/8	330,152	0.10	7,147	0.00	0	0.00	Master of Electronic Engineering, Syracuse University, New York State, USA Associate Vice President, Etron Technology, Inc.	Research Fellow, Invention and Collaboration Laboratory Pte. Ltd.	None	None	None	None
Vice President	R.O.C.	Ming-Hong, Kuo	Male	2021/1/14	0	0.00	0	0.00	0	0.00	Master of Electronics, National Chiao Tung University Director, Operating Office, mCube Associate Vice President, Etron Technology, Inc. Quality Assurance and Technical Assistant Manager, Taiwan Semiconductor Manufacturing Company R&D Process Integration Manager, Vanguard International Semiconductor Corporation Assistant Manager, Electronics Research and Service Organization, Industrial Technology Research Institute Director Representative, Ardentec	Director Representative, Bridge Semiconductor Corporation Director, Kai Chun Investment Corp.	None	None	None	None
Vice President	R.O.C.	Peter Chung	Male	2024/7/3	54,720	0.00	0	0.00	0	0.00	Master, Department of Business Administration, Chuo University Associate Vice President, Etron Technology, Inc.	Director, Eutrend Technology Inc. Director, Kai Chun Investment Corp.	None	None	None	None

Position	Nationality	Name	Gender	Date Taking Office	Shareholding		Spouse & Minor Child(ren) Shareholding		Shareholding under Others' Names		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Title, Name and Relationship of Managers with Spouses or Relatives within the Second Degree			Note
					Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
Group Legal Counsel	R.O.C.	Teng-Wei, Wang	Male	2022/1/24	80,000	0.02	0	0.00	0	0.00	Master of Laws, University of Minnesota Twin City Department of Laws, Fu-Jen Catholic University Director, Chunghwa Picture Tubes, Ltd. Associate Vice President, Etron Technology, Inc. Vice President, Medeon Biodesign, Inc. Director, PRODEON, INC.	Director, Invention and Collaboration Laboratory Pte. Ltd. Director, ICL1, Inc. Director, T-Era Architecture Technology, Inc. Director, TAT Technology, Inc. Director Representative, T-Era Architecture Technology Corp. Director Representative, TAT Technology Corp. Director Representative, ValueCreation Technology, Inc.	None	None	None	None
Associate Vice President	R.O.C.	Edward Yao	Male	2020/8/15	0	0.00	0	0.00	0	0.00	MBA, Emory University Director, Etron Technology, Inc. Manager, Jietai Technology Section Chief, Mosel Vitelic Inc. Executive Director, Fullboom Electronics (Shenzhen) Co., Ltd.	Chairman, Kingwell Investment Corp. Chairman, Kinglord Corp. Director, Plusway Corp. Director, Etron Technology, Inc. America, Inc. Chairman, Eutrend Technology Inc. Chairman, Kingcharm Investment Inc. Director, Anzon Technology, Inc. Director, Anzon Corporation Director, Etron Technology, Inc. (HK) Limited Director, Intercosmos Group Limited Director, Grandsino Technology Limited Director Representative, Fullboom International Limited Director, Creative Ally Limited Chairman, Invention and Collaboration Laboratory, Inc. Chairman, Global Etron Enterprise Co. Supervisor Representative, eEver Technology, Inc. Supervisor Representative, eYs3D Microelectronics, Co. Director, eCapture Ltd. Co. Director, eCapture Co., Limited Director, Insignis Technology, Inc. Director, Insignis Technology Corporation Chairman, nD-HI Technologies Lab, Inc. Chairman, DeCloak Intelligences Co. Director, AiYs3D Technology, Inc. Director, Invention and Collaboration Laboratory Pte. Ltd. Director, Great Team Backend Foundry, Inc. Director, Great Team Backend Foundry Ltd. (Dongguan) Director Representative, Innorich Venture Capital Corp. Director, T-Era Architecture Technology, Inc. Director, TAT Technology, Inc. Chairman, T-Era Architecture Technology Corp. Chairman, TAT Technology Corp. Chairman, ValueCreation Technology, Inc. Director, ESTA, Inc. Director, ICL1, Inc.	None	None	None	None
Associate Vice President	R.O.C.	Wen-Chi, Wang	Male	2019/10/9	340,211	0.10	0	0.00	0	0.00	Bachelor in Electrical Engineering, Chung Hua University Section Chief, Powerchip Semiconductor Director, Etron Technology, Inc.	None	None	None	None	None
Associate Vice President	R.O.C.	Fu-Yung, Hung	Male	2019/10/9	282,574	0.09	0	0.00	0	0.00	Master, Department of Information Science, State University of New York Director, Etron Technology, Inc.	None	None	None	None	None

Position	Nationality	Name	Gender	Date Taking Office	Shareholding		Spouse & Minor Child(ren) Shareholding		Shareholding under Others' Names		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Title, Name and Relationship of Managers with Spouses or Relatives within the Second Degree			Note
					Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding			Position	Name	Relationship	
Associate Vice President	R.O.C.	San-Pu, Lin	Male	2023/11/15	30,000	0.01	0	0.00	0	0.00	Master of Executive Management in Intelligent Manufacturing across Departments, Tsinghua University Master of Information Engineering, Yuan Ze University Associate Vice President, AIC Inc. Associate Vice President/Plant Manager/Director, Inventec Product Engineering Manager, Visson (VIA Group)	Associate Vice President, eYs3D Microelectronics, Co.	None	None	None	None
Associate Vice President	R.O.C.	Justin Chueh	Male	2024/3/28	98,820	0.03	0	0.00	0	0.00	Ph.D. in Electrical and Computer Science from the University of Michigan, Ann Arbor Bachelor's Degree/Master's Degree in Electrical Engineering, National Taiwan University Technology Manager of Super Micro Computer, Inc., North America Project Manager of North America TSMC Director, Etron Technology, Inc. Co-founder, DeCloak Intelligence Co.	Associate Vice President, eYs3D Microelectronics, Co.	None	None	None	None
Associate Vice President	R.O.C.	Robin Wang	Male	2024/7/3	0	0.00	0	0.00	0	0.00	Master's degree in Materials Science and Engineering, National Chiao Tung University Director, Etron Technology, Inc.	None	None	None	None	None
Director (Accounting Supervisor & Corporate Governance Supervisor)	R.O.C.	Yu-Chia, Cheng	Female	2011/12/23	111,111	0.03	0	0.00	0	0.00	Bachelor, Department of Accounting, Fudan University Team Leader, Deloitte & Touche Firm Financial and Accounting Section Chief, OSG Financial and Accounting Director, Asia Microelectronics	None	None	None	None	None
Director (Finance Supervisor)	R.O.C.	Jui-Ling, Hsieh	Female	2016/3/23	104,700	0.03	0	0.00	0	0.00	Master, Department of Management Science, National Chiao Tung University Senior Audit Specialist/Vice Programme Manager, Tecom Co., Ltd. Supervisor, Global Unichip Corp. Supervisor Representative, Hong Tai Electric Industrial Co., Ltd.	Director Representative, Kingwell Investment Corp. Director, Kinglord Corp. Director, Plusway Corp. Director Representative, Kingcharm Investment Director, Intercosmos Group Limited Director, Grandsino Technology Limited Director, Creative Ally Limited Director Representative, Invention and Collaboration Laboratory, Inc. Director Representative, Global Etron Enterprise Co. Director Representative, nD-HI Technologies Lab, Inc. Financial Accounting Supervisor, eYs3D Microelectronics, Co.	None	None	None	None

Note 1: The total number of shares issued on April 21, 2025: 325,595,781 shares.

Note 2: The reason, reasonableness and necessity of concurrently serving as a Chairman: the Chairman, Nicky Lu, has been committed to making contributions to global IC design and semiconductor industry for many years, focusing on the innovation of technologies, academic research, and corporate management, and creating a number of new businesses, thus, it is reasonable and necessary for him to hold the concurrent position.

Responsive measures: The Company has increased the number of Independent Directors in response thereto.

Note 3: Director Justin Chueh was promoted to Assistant Vice President on March 28, 2024; Assistant Vice President Peter Chung was promoted to Vice President on July 3, 2024; and Director Robin Wang was promoted to Assistant Vice President on July 3, 2024.

Note 4: President Elvis Deng serves as an External Board Director of Toppan Photomask Co., Ltd., which was renamed Tekscend Photomask Corp. in November 2024.

II Remuneration Paid to the Directors, President and Vice Presidents

(I) Remuneration Paid to General Directors and Independent Directors

Unit: NT\$ thousand; %

Position	Name	Remuneration Paid to Directors								Total Amount of A, B, C and D, and Proportion of Said Total Amount in Net Earnings after Tax		Relevant Remuneration Received by Directors who Are Also Employees								Total Amount of A, B, C, D, E, F and G, and Proportion of Said Total Amount in Net Earnings after Tax		Remuneration from Re-invested Companies Other than Subsidiaries or the Parent Company
		Remuneration A		Severance Pay and Pension B		Remuneration Paid to Directors C (Note 2)		Business Execution Expenses D				Salary, Bonus and Special Expenses E		Severance Pay and Pension F		Employee Remuneration G (Note 2)						
		The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company		All Companies in Financial Report		The Company	All Companies in Financial Report	
																Cash	Stock	Cash	Stock			
Chairman	Nicky Lu	0	0	0	0	0	0	72	88	72 (0.01)	88 (0.02)	10,169	10,876	0	0	0	0	0	0	10,241 (1.89)	10,964 (2.03)	None
Director	Elvis Deng	0	0	0	0	0	0	72	88	72 (0.01)	88 (0.02)	8,498	8,572	108	108	0	0	0	0	8,678 (1.60)	8,768 (1.62)	
Director	Chiu Chiang Investment Co., Ltd. Representative: Shi-Yi, Chen	0	0	0	0	0	0	240	240	240 (0.05)	240 (0.05)	0	0	0	0	0	0	0	0	240 (0.05)	240 (0.05)	
Director	Kai Chun Investment Corp. Representative: Mei-Ling, Hsu	0	0	0	0	0	0	240	304	240 (0.05)	304 (0.05)	0	0	0	0	0	0	0	0	240 (0.05)	304 (0.05)	
Director	Kai Chun Investment Corp. Representative: Bor-Doou, Rong	0	0	0	0	0	0	72	72	72 (0.01)	72 (0.01)	5,232	5,250	212	212	0	0	0	0	5,516 (1.02)	5,534 (1.02)	
Independent Director	Ai-Chen, Wang	420	420	0	0	0	0	240	240	660 (0.12)	660 (0.12)	0	0	0	0	0	0	0	0	660 (0.12)	660 (0.12)	
Independent Director	Jen-Hung, Tseng	360	360	0	0	0	0	240	240	600 (0.11)	600 (0.11)	0	0	0	0	0	0	0	0	600 (0.11)	600 (0.11)	
Independent Director	Yun-Chieh, Huang	240	240	0	0	0	0	240	240	480 (0.09)	480 (0.09)	0	0	0	0	0	0	0	0	480 (0.09)	480 (0.09)	
Independent Director	Wilson Wang	240	240	0	0	0	0	240	240	480 (0.09)	480 (0.09)	0	0	0	0	0	0	0	0	480 (0.09)	480 (0.09)	
* The Company has formulated the Measures for Remuneration to Directors, specifying the related policies, systems, standards, and structure of and for payment of compensation. In addition to travelling expenses, Independent Directors shall perform businesses independently and participate in corporate governance based on their duties, and thus shall receive fixed compensation every month; if Directors Remuneration shall be paid, the compensation shall be calculated respectively by using the weight ratios specified in said Measures.																						
* Unless otherwise disclosed in the above table, the compensation received in the most recent year by the Company's Directors for providing services to all the companies listed in the Financial Report: None																						

Note 1: The net loss for the current period specified in 2024 parent company only financial statements was NT\$540,640 thousand.

Note 2: Refer to Note 1, As resolved by the Board of Directors in March 2025, no distribution of directors' and employees' remuneration was made.

(II) Remuneration Paid to President and Vice Presidents

Unit: NT\$ thousand; %

Position	Name	Salary A		Severance Pay and Pension B		Bonus and Special Expenses C		Employee Remuneration D (Note 3)				Total Amount of A, B, C and D, and Proportion of Said Total Amount in Net Earnings after Tax		Remuneration from Re-invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company		All Companies in Financial Report		The Company	All Companies in Financial Report	
								Cash	Stock	Cash	Stock			
CEO	Nicky Lu	27,200	30,479	712	712	9,439	10,494	0	0	0	0	37,351 (6.91)	41,685 (7.71)	None
President	Elvis Deng													
Senior Vice President	Bor-Doou, Rong													
Vice President	Chun, Shiah													
Vice President	Ming-Hong, Kuo													
Vice President	Peter Chung (Note 2)													
Group Legal Counsel	Teng-Wei, Wang													

Note 1: The net loss for the current period specified in 2024 parent company only financial statements was NT\$540,640 thousand.

Note 2: Assistant Vice President Peter Chung was promoted to Vice President on July 3, 2024. The remuneration disclosed in this table reflects his tenure as Vice President.

Note 3: Refer to Note 1, As resolved by the Board of Directors in March 2025, no distribution of employees' remuneration was made.

Range of Remuneration Table

Range of Remuneration Paid to the Company's President and Vice Presidents	Name of President and Vice President	
	The Company	All Companies in Financial Report
Less than NT\$1,000,000		
NT\$1,000,000 (inclusive) - NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive) - NT\$3,500,000 (exclusive)	Ming-Hong, Kuo, Peter Chung	Ming-Hong, Kuo, Peter Chung
NT\$3,500,000 (inclusive) - NT\$5,000,000 (exclusive)	Chun, Shiah, Teng-Wei, Wang	Teng-Wei, Wang
NT\$5,000,000 (inclusive) - NT\$10,000,000 (exclusive)	Elvis Deng, Bor-Doou, Rong	Elvis Deng, Bor-Doou, Rong, Chun, Shiah
NT\$10,000,000 (inclusive) - NT\$15,000,000 (exclusive)	Nicky Lu	Nicky Lu
NT\$15,000,000 (inclusive) - NT\$30,000,000 (exclusive)		
NT\$30,000,000 (inclusive) - NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive) - NT\$100,000,000 (exclusive)		
Over NT\$100,000,000		
Total	7 persons in total	7 persons in total

(III) Remuneration of the Top Five Highest paid Executives

Unit: NT\$ thousand; %

Position	Name	Salary A		Severance Pay and Pension B		Bonus and Special Expenses C		Employee Remuneration D (Note 2)				Total Amount of A, B, C and D, and Proportion of Said Total Amount in Net Earnings after Tax		Remuneration from Re-invested Companies
		The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company	All Companies in Financial Report	The Company		All Companies in Financial Report		The Company	All Companies in Financial Report	Other than Subsidiaries or the Parent Company
								Cash	Stock	Cash	Stock			
CEO	Nicky Lu	6,126	6,126	0	0	4,043	4,750	0	0	0	0	10,169 (2.01)	10,876 (2.01)	0
President	Elvis Deng	7,009	7,009	108	108	1,489	1,563	0	0	0	0	8,606 (1.59)	8,680 (1.60)	0
Vice President	Chun, Shiah	2,801	6,080	154	154	1,338	1,410	0	0	0	0	4,293 (0.79)	7,644 (1.41)	0
Senior Vice President	Bor-Doou, Rong	3,992	3,992	212	212	1,240	1,258	0	0	0	0	5,444 (1.01)	5,462 (1.01)	0
Vice President	Teng-Wei, Wang	3,898	3,898	108	108	502	635	0	0	0	0	4,508 (0.83)	4,641 (0.86)	0

Note 1: The net loss for the current period specified in 2024 parent company only financial statements was NT\$540,640 thousand.

Note 2: Refer to Note 1, As resolved by the Board of Directors in March 2025, no distribution of employees' remuneration was made.

(IV) The names of the managers responsible for distributing employee compensation and the distribution situation are as follows: Due to losses in 2024, the Board of Directors decided in March 2025 not to distribute employee compensation.

(V) Remuneration Paid to Directors, Presidents and Vice Presidents in the Most Recent Two Years

1. The proportion of the total compensation paid to the Directors, President and Vice Presidents in the net profit after tax specified in the parent company only financial statements.

Unit: %

Year & Proportion Position	2023		2024	
	The Company	All Companies in Consolidated Financial Report	The Company	All Companies in Consolidated Financial Report
Directors	(0.33)	(0.33)	(0.54)	(0.56)
President & Vice Presidents	(5.02)	(5.28)	(6.91)	(7.71)

Note: The Company's net loss specified in 2023 Parent Company Only Financial Statements was NT\$892,914 thousand, and its current net loss specified in 2024 Parent Company Only Financial Statements was NT\$540,640 thousand. Moreover, the Company has established an Audit Committee to replace the duties of the Supervisor.

2. Remuneration policies, standards, and packages, procedure for determining compensation, and linkage thereof to operating performance and future risk exposure

The Company has formulated the Article of Incorporation, the Measures for Remuneration to Directors, the Measures for Performance Assessment and Remuneration Management of Managerial Officers, and other measures to specify the standards for payment of remuneration to Directors and improve the Company's system for performance assessment on and remuneration management of its Managerial Officers. And the Company has established Remuneration Committee to be responsible for establishing and assessing the policies, systems, standards, and structure of the remuneration to Directors and Managerial Officers, and submit their suggestions to the Board of Directors for discussion. The Company shall establish the procedures, standards, and combinations for and of remuneration cautiously, by considering its overall operating performance and future risks with priority, then by referring to individual performance achievement rate, scope of rights and responsibilities, and the level in the industry both at home and abroad.

Affiliates were handled according to their respective Consolidated Financial Reports and Article of Incorporation, while considering the business performance and future risks. The compensation paid to Directors in the most recent two years was the traveling expenses they spent for attending the Board of Directors' meetings.

III Implementation of Corporate Governance

(I) Operations of the Board of Directors

A total of 6 Board of Directors' meetings were held in 2024. The attendance of the Directors was as follows:

Position	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Note
Chairman	Nicky Lu	6	0	100	Re-elected on June 25, 2024
Director	Elvis Deng	6	0	100	Re-elected on June 25, 2024
Director	Chiu Chiang Investment Co., Ltd. Representative: Shi-Yi, Chen	6	0	100	Re-elected on June 25, 2024
Director	Kai Chun Investment Corp. Representative: Mei-Ling, Hsu	6	0	100	Re-elected on June 25, 2024
Director	Kai Chun Investment Corp. Representative: Bor-Doou, Rong	6	0	100	Re-elected on June 25, 2024
Independent Director	Ai-Chen, Wang	6	0	100	Re-elected on June 25, 2024
Independent Director	Jen-Hung, Tseng	6	0	100	Re-elected on June 25, 2024
Independent Director	Yun-Chieh, Huang	6	0	100	Re-elected on June 25, 2024
Independent Director	Wilson Wang	6	0	100	Re-elected on June 25, 2024

Other matters to be recorded

1. Matters referred to in Article 14-3 of the Securities and Exchange Act

Date & Meeting	Contents of Proposals	All Independent Directors' Opinions	The Company's Response
2024/3/13 12th Meeting, 11th Session	<ul style="list-style-type: none"> ■ Proposal for Replacing the Independent Certified CPAs of Financial Statements and Evaluating Their Independence in 2024 ■ Proposal for Amendment to the Internal Control System and Internal Audit Implementation Rules ■ Proposal for Releasing Manager from Non-Competition Restrictions ■ Proposed the List of Candidates Nominated by the Board of Directors and the Proposal for Releasing New Directors from Non-Competition Restrictions at the Annual Shareholders' Meeting 	None	N/A

Date & Meeting	Contents of Proposals	All Independent Directors' Opinions	The Company's Response
2024/5/8 13th Meeting, 11th Session	■ Proposal of Cash Capital Increase through the Issuance of Common Shares	None	N/A
2024/6/25 1st Meeting, 12th Session	■ Proposal for the Appointment of Remuneration Committee Members ■ Proposal for the Election of Nominating Committee Members	None	N/A
2024/7/3 2nd Meeting, 12th Session	■ Proposal to Establish the “2024 Regulations Governing the Cash Capital Increase with Employee Stock Subscription for Etron Technology, Inc.” ■ Proposal for Managers’ Subscription of Shares in the 2024 Cash Capital Increase ■ Proposal for Releasing Manager from Non-Competition Restrictions ■ Proposal for Releasing Director from Non-Competition Restrictions	None	N/A
2024/8/12 3rd Meeting, 12th Session	■ Proposal for The Change of the Head of Internal Audit	None	N/A

2. Any recorded or written resolutions made by the Board of Directors to which Independent Directors have objections or reservations in addition to the above: None.

3. Abstentions of Directors from Voting due to Conflicts of Interests

Date & Meeting	Name	Contents of Proposals	Reason for Abstention	Details of voting participation
2024/3/13 12th Meeting, 11th Session	Elvis Deng	■ Proposal for Releasing Manager from Non-Competition Restrictions	Parties to the Proposal	Not participated in the discussion and voting
	Nicky Lu/ Elvis Deng/ Bor-Doou, Rong/ Shi-Yi, Chen/ Mei-Ling, Hsu	■ Proposed the List of Candidates Nominated by the Board of Directors and the Proposal for Releasing New Directors from Non-Competition Restrictions at the Annual Shareholders' Meeting (Resolution on the General Directors)		
	Ai-Chen, Wang/ Jen-Hung, Tseng/ Yun-Chieh, Huang/ Wilson Wang	■ Proposed the List of Candidates Nominated by the Board of Directors and the Proposal for Releasing New Directors from Non-Competition Restrictions at the Annual Shareholders' Meeting (Resolution on the Independent Directors)		

Date & Meeting	Name	Contents of Proposals	Reason for Abstention	Details of voting participation
2024/6/25 1st Meeting, 12th Session	Ai-Chen, Wang/ Jen-Hung, Tseng	■ Proposal for the Appointment of Remuneration Committee Members	Parties to the Proposal	Not participated in the discussion and voting
	Wilson Wang/ Ai-Chen, Wang/ Elvis Deng	■ Proposal for the Election of Nominating Committee Members		
2024/7/3 2nd Meeting, 12th Session	Nicky Lu/ Elvis Deng/ Bor-Doou, Rong	■ Proposal to Establish the “2024 Regulations Governing the Cash Capital Increase with Employee Stock Subscription for Etron Technology, Inc.”	Parties to the Proposal	Not participated in the discussion and voting
	Bor-Doou, Rong	■ Proposal for Releasing Manager from Non-Competition Restrictions		
	Bor-Doou, Rong	■ Proposal for Releasing Director from Non-Competition Restrictions		

4. Assessment and Implementation by the Board of Directors

Frequency of Assessment	Once a year		
Period of Assessment	2024 (December 1, 2023 - November 30, 2024)		
Method of Assessment	Internal Assessment of the Company: Self-assessment by the Board of Directors, the members of the Board of Directors, and functional committees through questionnaire		
Contents of Assessment	Scope of Assessment	Aspects of Assessment	Evaluation result
	Board of Directors	A total of 25 indicators were evaluated for the following 5 aspects: <ul style="list-style-type: none"> ● Participation in the Company's operating ● Improvement of the Board of Directors' decision-making quality ● Composition and structure of the Board of Directors ● Election and continued education of the Directors ● Internal Control 	Excellent
	Members of Board of Directors	A total of 20 indicators were evaluated for the following 6 aspects: <ul style="list-style-type: none"> ● Grasping of the Company's goals and tasks ● Understanding of the Director's duties ● Participation in the Company's operating ● Management and communication of the internal relations ● Expertise and continued education of the Directors ● Internal Control 	Excellent
	Audit Committee	A total of 20 indicators were evaluated for the following 5 aspects: <ul style="list-style-type: none"> ● Participation in the Company's operating ● Understanding of the functional committee's duties ● Improvement of the functional committee's decision-making quality ● Composition and structure of the Board of functional committees ● Internal Control 	Excellent

Contents of Assessment	Nominating Committee	A total of 16 indicators were evaluated for the following 4 aspects: <ul style="list-style-type: none"> ● Participation in the Company's operating ● Understanding of the functional committee's duties ● Improvement of the functional committee's decision-making quality ● Composition and structure of the Board of functional committees 	Excellent
	Remuneration Committee	A total of 16 indicators were evaluated for the following 4 aspects: <ul style="list-style-type: none"> ● Participation in the Company's operating ● Understanding of the functional committee's duties ● Improvement of the functional committee's decision-making quality ● Composition and structure of the Board of functional committees 	Excellent
Report to the Board of Directors	The assessment results for 2024 have been reported to the Board of Directors on March 7, 2025		

5. Goals for Strengthening the Functions of the Board of Directors in the Current Year and the Most Recent Year and its Implementation Status

- (1) Has established the Remuneration Committee, Audit Committee and Nominating Committee to submit the suggestions to the Board of Directors based on their duties for reporting or discussion.
- (2) Four additional independent director position was added, which accounts for 44% of the total board seats.
- (3) Has Formulated Internal Regulations and Rules such as the "Organizational Rules for the Special Committee for Mergers and Acquisitions", "Diversity Policy for the Members of Board of Directors", and the "Guidelines for the Adoption of Codes of Ethical Conduct for a Director, or Managerial Officer" to strengthen the functions of the Board of Directors.
- (4) Has Formulated the "Board of Directors' Performance Evaluation Regulations" and Implemented Board of Directors' Performance Evaluation once a year, and an external evaluation will be conducted every three years. The implementation status and results of the Board performance evaluation are reported to the Board of Directors in the first quarter of the following year. The most recent external evaluation was commissioned to the Taiwan Investor Relations Institute in 2022.
- (5) In 2024, each director of the Company has completed 6 hours of continuing education. The total number of continuing education hours for all directors is 75 hours. The information regarding the continuing education of board members has been disclosed on the MOPS.

(6) The Corporate Governance Supervisor's continued training in 2024 is listed below:

Name	Date	Sponsor	Course Name	Course Hours
Yu-Chia, Cheng	2024/8/13	The Allied Association for Science Park Industries	Walking the Talk on ESG – Perspective of Corporate Governance	3
	2024/9/18	Taiwan Investor Relations Institute	Global Economic Outlook and Industry Trends	3
	2024/10/16	Taiwan Corporate Governance Association	The 20th (2024) International Corporate Governance Summit Forum–Thriving for Talent Edge via Focusing on Governance	3
	2024/11/11	Taiwan Investor Relations Institute	Embracing AI and ESG Transformation: Executive Compensation Management and Talent Development	3
	2024/12/17	The Greater Chinese Financial Development Association	Trump 2.0: Challenges to the Global Landscape	3

(II) Operations of Audit Committee:

Operations of Audit Committee: 4 meetings of the Audit Committee were held in 2024. The attendance of the Independent Directors was as follows:

Position	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Note
Independent Director (Convener)	Ai-Chen, Wang	4	0	100	Re-elected on June 25, 2024
Independent Director	Jen-Hung, Tseng	4	0	100	Re-elected on June 25, 2024
Independent Director	Yun-Chieh, Huang	4	0	100	Re-elected on June 25, 2024
Independent Director	Wilson Wang	4	0	100	Re-elected on June 25, 2024

Other matters to be recorded

1. Matters referred to in Article 14-5 of the Securities and Exchange Act

Date & Meeting	Contents of Proposals	Independent Directors' dissenting opinions, qualified opinions or contents of material suggestions	Audit Committee's Resolutions	The Company's Response
2024/3/12 12th Meeting, 2nd Session	<ul style="list-style-type: none"> ■ 2023 Final Statement ■ 2023 Statement on Internal Control System ■ Proposal for Replacing the Independent Certified CPAs of Financial Statements and Evaluating Their Independence in 2024 ■ Proposal for Amendment to the Internal Control System and Internal Audit Implementation Rules 	None	Approved	N/A
2024/5/6 13th Meeting, 2nd Session	<ul style="list-style-type: none"> ■ Proposal of Cash Capital Increase through the Issuance of Common Shares 	None	Approved	N/A
2024/8/8 1st Meeting, 3rd Session	<ul style="list-style-type: none"> ■ Consolidated Financial Report for the Second Quarter of 2024 ■ Proposal for the Change of the Head of Internal Audit 	None	Approved	N/A

2. In addition to the above-mentioned, any other proposals which failed to obtain the approval of the Audit Committee, but were approved by over two-thirds of all Directors: None.

3. Abstentions of Independent Directors from Voting due to Conflicts of Interests: None.

4. Communication between Independent Directors and Head of Internal Audit and CPAs

Communication Method	Key Work Items and Communication Content	Participants	
		Head of Internal Audit	CPA
Independent Communication Meeting without Management Presence	<ul style="list-style-type: none"> ● Progress in managing internal audit reports and internal control tracking issues ● Issues Related to Financial Reports 	✓	✓
Audit Committee	<ul style="list-style-type: none"> ● Progress in managing internal audit reports and internal control tracking issues ● Assessment of the Effectiveness of Internal Control Systems ● Review of Financial Reports and Important Company Motions 	✓	✓
Correspondence/ Meeting	<ul style="list-style-type: none"> ● Progress in managing internal audit reports and internal control tracking issues ● Other Matters Related to the Responsibilities of Independent Directors 	✓	

(III) Implementation of Corporate Governance and Deviations from the Principles of Corporate Governance for TWSE/TPEX Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Principles of Corporate Governance for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Does the Company formulate and disclose the "Principles of Corporate Governance" according to the "Principles of Corporate Governance for TWSE/GTSM Listed Companies"?	✓		The Company has formulated the "Principles of Corporate Governance" and disclosed the principles on the Market Observation Post System (MOPS) and the Company website.	No deviation
II. Shareholding structure & Shareholders' rights				Description
(I) Does the Company establish internal operating procedures to handle Shareholder's suggestions, doubts, disputes, and lawsuits, and implemented such procedures?		✓	(I) In practice, the Company handles Shareholder's suggestions or disputes through spokesperson system, as well as investor relations department, legal affairs and other relevant departments based on the their duties.	
(II) Has the Company possessed a list of the major Shareholders who actually control the Company, and the ultimate owners of these major shareholders?	✓		(II) The Company has possessed a list of the major Shareholders who actually control the Company, and the ultimate owners of these major shareholders.	No deviation
(III) Has the Company established and implemented risk control and firewall systems with its affiliate companies?	✓		(III) As for internal control system, the Company has formulated the management rules such as "Subsidiary Supervision and Management Operations" and "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises", etc. to specify the management rights and responsibilities as well as control methods related to affiliates. It supervises the establishment and implementation of necessary internal control systems by subsidiaries. If there are business with affiliates, they are deemed as independent third parties, and abnormal transactions are completely eradicate, so as to establish a good risk control mechanism and firewall.	No deviation
(IV) Has the Company formulated internal rules prohibiting the Company's insiders from trading securities by using information not disclosed to the market?	✓		(IV) The Company has formulated the "Code of Ethics", the "Guidelines for the Adoption of Codes of Ethical Conduct for a director, or managerial officer", and the "Procedures of Handling Material Inside Information and Prevention of Insider Trading", etc., expressly prohibiting the occurrence of related incidents.	No deviation

Evaluation Item	Implementation Status			Deviations from the Principles of Corporate Governance for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
III. Composition and duties of the Board of Directors (I) Has the Board of Directors established and implemented diversity policies for its composition?	✓		(I) In order to strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company has formulated the “Diversity Policy for the Members of Board of Directors”, and disclosed the Policy on the Company website and the Market Observation Post System (MOPS), and selected the members of the Board of Directors according to the policy. Specific management objectives: Board members shall generally possess the knowledge, skills, and qualities necessary to perform their duties. In order to achieve the ideal goal of corporate governance, the overall competencies of the Board of Directors are operational judgment, accounting and financial analysis skills, operational management, crisis management, industry knowledge, international market perspective, leadership and decision making: Implementation Status: <ul style="list-style-type: none"> • The Company has set up nine Directors to meet the Company’s needs for development. • The Company’s female Directors account for 33% of all Directors. • The professionals with different backgrounds in technology, management, industry, and accounting, etc. have been elected to serve as the members of the Company’s Board of Directors. 	No deviation
(II) In addition to the Remuneration Committee and Audit Committee, has the Company voluntarily established other functional committees?	✓		(II) The Company has voluntarily established a Nominating Committee. The Company will establish Special Committee for Mergers and Acquisitions, in accordance with the Business Mergers and Acquisitions Act and the Organizational Rules for the Special Committee for Mergers and Acquisitions, to perform relevant businesses, if the Company needs to deal with mergers and acquisitions.	No deviation
(III) Has the Company established the measures to evaluate the performance of the Board of Directors, and does the Company implement performance evaluation annually? Does it report the performance evaluation results to the Board of Directors and use them as a reference for individual Director's compensation and nomination of term renewal?	✓		(III) The Company has formulated the Board of Directors’ Performance Evaluation Regulations. An internal evaluation is conducted on an annual basis, while an external evaluation is conducted every three years. The implementation situation and results of the performance evaluation are reported to the Board of Director in the first quarter of the subsequent year and disclosed as information. The evaluation results may be utilized as a reference for relevant remuneration and nomination.	No deviation

Evaluation Item	Implementation Status			Deviations from the Principles of Corporate Governance for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(IV) Does the Company regularly assess on the independence of CPAs?	✓		(IV) The Company assesses the independence of CPAs annually, and fills in Assessment Form and submits it to the Board of Directors for review together with the Independence Statements issued by CPAs. The contents of the assessment include referring to AQIs, whether the CPAs comply with Article 47 of the CPA Act, whether they have been punished by the FSC, and whether they have visa experience being assessed in related industries, etc. The assessment for 2024 and 2025 were approved by the Board of Directors on March 13, 2024, and March 7, 2025, respectively.	No deviation
IV. Does the Company appoint adequate and appropriate persons and a corporate governance supervisor to be in charge of corporate governance matters (including but not limited to providing Directors and Supervisors with their required information for business execution, assisting Directors and Supervisors in following laws and regulations, handling matters in relation to the Board of Directors' meetings and Shareholders' Meetings, and keeping minutes of the Board of Directors meetings and Shareholders' Meetings according to law)?	✓		<p>The Company has appointed a corporate governance supervisor and has dedicated departments responsible for managing corporate governance matters.</p> <p>Implementation of the Corporate Governance Supervisor and the dedicated department was as follows:</p> <p>(I) Dealt with the affairs related to the meetings of the Nominating Committee, the Audit Committee, the Board of Directors, and the Shareholders' Meeting, and implemented related issues, in accordance with laws.</p> <p>(II) Provided the members of the Board of Directors with the financial and business information, changes to laws and regulations, and other related information required for operating, from time to time.</p> <p>(III) Was responsible for the disclosure of information on the Company's MOPS.</p> <p>(IV) Handled change registration for the Company.</p> <p>(V) Made cooperation in the assessment on corporate governance to strengthen corporate governance.</p> <p>(VI) Conduct Director performance evaluations and Director training operations.</p> <p>(VII) Regularly reviewing the independence of Independent Directors.</p> <p>(VIII) Other business related to corporate governance.</p>	No deviation
V. Does the Company establish communication channels and a dedicated section on the Company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	✓		<p>The Company has established a dedicated section for stakeholders, and it communicates with stakeholders in the following ways.</p> <p>(I) Company website: Provide the Company's contact methods, and update the various information related to the Company.</p> <p>(II) Industry value chain information platform: The Company's business philosophy, product information, etc. can be accessed through the common platform established by TPEX.</p> <p>(III) Daily communication: Dedicated units are set for different stakeholders to maintain</p>	No deviation

Evaluation Item	Implementation Status			Deviations from the Principles of Corporate Governance for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			communication with them through meetings, visits, phone calls, emails, etc. (IV) Exchanges in the industry: Actively participate in the representative organizations and related activities in the academic and industrial circles, such as GSA, TSIA, labor union of the Park, so as to maintain a good communication with the overall industry.	
VI. Does the Company appoint a professional shareholder service agency to deal with the affairs of Shareholders' Meeting?	✓		The Company has entrusted the Stock Affairs Agency Department of CTBC Bank Co., Ltd to deal with the affairs of the Company's Shareholders' Meeting act an agency.	No deviation
VII. Information disclosure (I) Has the Company established a corporate website to disclose information regarding the Company's financial, business, and corporate governance status?	✓		(I) The Company has established a corporate website both in Chinese and English to disclose various related information.	No deviation
(II) Has the Company established any other information disclosure channels (e.g. maintaining a website in English, designating dedicated persons to be responsible for collection and disclosure of the Company's information, implementing spokesperson system, webcasting investors' conference, etc.)?	✓		(II) The Company has designated a spokesperson and a deputy spokesperson. In addition to the MOPS, there are also Chinese and English websites for the disclosure of various information, including finance, business, and audiovisual materials for press conferences and presentations. The collection and disclosure of company information are conducted by dedicated personnel in each department, in accordance with their respective responsibilities.	No deviation
(III) Does the Company announce and declare the annual financial report within two months after the end of the fiscal year? Does it announce and declare the first, second and third quarter financial reports and operating conditions of each month as soon as possible before the prescribed period?		✓	(III) In 2024, the Company announced and declared its financial reports as well as its operating conditions of each month by the deadline stipulated by competent authority.	Description
VIII. 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, care for employees, investor relations, supplier relations, stakeholder rights, Directors' and Supervisors' continued education and training, implementation of risk management policies and risk evaluation measures, implementation of customer policies, and purchase of liability insurance by the Company for	✓		The Company purchases director, supervisor and important employee liability insurances for its Board of Directors' members and important personnel every year. Such insurance purchased in 2024 has been reported to the Board of Directors on November 5, 2024. For additional information regarding corporate governance practices, employee rights, and risk management policies, please refer to the sections "Implementation of Corporate Governance," "Labor-management Relations," and "Risk Assessment and Management" in this Annual Report. In addition, the Company has provided comprehensive and detailed explanations on various information related to communication and operations with stakeholders, risk management policies, measurement standards and implementation status,	No deviation

Evaluation Item	Implementation Status			Deviations from the Principles of Corporate Governance for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
its Directors and Supervisors)?			employee rights and benefits, and corporate governance in accordance with the regulatory authorities' Sustainable Blueprint on the Company's website and in the sustainability report. This helps stakeholders understand the Company's corporate governance and important information related to sustainability.	
IX. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the Taiwan Stock Exchange's Corporate Governance Center in the most recent year, and provide the priorities and plans for improvement with items yet to be improved.				
(I) In the 10th (2023) Corporate Governance Evaluation, the Company was in the 21%~35% among the listed companies, As of the publication date of the Company's 2024 Annual Report, the results of the 11th (2024) Corporate Governance Evaluation have not yet been announced, the Company will optimize corporate governance related matters gradually depending on its status.				
(II) The Company makes cooperation in Corporate Governance Evaluation, revises the corporate governance related rules, evaluates and improves the information disclosed in its annual reports and on its website, and improves the completeness of the description of various indicators.				

(IV) Composition, Duties and Operation of the Remuneration Committee

1. Professional Qualifications and Independence Analysis of Remuneration Committee Members

April 21, 2025

Title	Qualifications		Independence Criteria	Number of Other Public Companies where the Individual Concurrently Serves as a Remuneration Committee Member
	Name	Professional Qualifications and Work Experience		
Independent Director (Convener)	Ai-Chen, Wang	Please refer to page 6-7 of this annual report for major experience(education) as well as other position concurrently held at other companies	<ol style="list-style-type: none"> 1. Please refer to page 6-7 of this annual report for the comprehensive shareholding of independent directors. 2. Each member met the following independence criteria in the two years prior to their election and during their term of office: <ol style="list-style-type: none"> (1) Not an employee of the Company or any of its affiliates. (2) Not a Director or Supervisor of the Company or any of its affiliated companies. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, children (minors), 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. (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of the Managerial Officers specified in preceding (1) subparagraph, or of any of the persons specified in the preceding (2) and (3) subparagraphs. (5) Not a Director, Supervisor, or employee of a corporate shareholder who directly holds 5% or more of the total number of outstanding shares of the Company, or who holds shares ranking in the top five holdings or any of the authorized representatives of a company referred to in Paragraphs 1 or 2 of Article 27 of the Company Act. (6) Not a Director, Supervisor, or employee of other company who has a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person. (7) Not a Director, Supervisor (Governor), or employee of other company or institutions who is the Chairman, President, or person holding an equivalent position of the Company and a person in any of those positions at another company or institution are the same person or are spouses. (8) Not a Director, Supervisor (Governor), Managerial Officer, or shareholder with over 5% shareholding of any specific company or institution which has financial or business relationships with the Company. (9) Not a professional or the owner, partner, Director, Supervisor, or Managerial Officer of any sole proprietorship, partnership, company, or institution in business, legal, financial, or accounting, or consulting services, and their spouse who or which provided auditing to, or obtained less than NT\$500,000 remuneration accumulatively in the most recent two years from, the Company or its affiliates. However, members of the Remuneration Committee, Tender Offer Review Committee, or Special Committee on Mergers and Acquisitions who perform their duties in accordance with the Securities and Exchange Act or the Business Mergers and Acquisitions Act shall not be subject to this restriction. (10) Not under any of the categories stated in Article 30 of the Company Act. 	0
Independent Director	Jen-Hung, Tseng			0
Others	Hsiang-Lan, Kuo	<p>Education: Bachelor, Department of Accounting, National Cheng Kung University</p> <p>Experience: Independent Director at Ares Green Technology Co., CFO, Coretronic</p>		0

2. Duties of Remuneration Committee

The Remuneration Committee of the Company shall exercise the care of an administrator with good faith, faithfully fulfill the following functions and powers, and submit the suggestions to the Board of Directors for discussion.

- (1) Review these Regulations and make amendment suggestions as appropriate in response to environmental change.
- (2) Establish and regularly review the Company's Directors' and Managerial Officers' performance evaluation and remuneration policies, systems, standards, and structure.
- (3) Regularly assess and determine the Director's and Managerial Officer's remuneration.

3. Operational Status of the Remuneration Committee

- (1) The Company's Remuneration Committee Member consists of 3 people in total.
- (2) Term of this Remuneration Committee: June 25, 2024 to June 24, 2027. Two Remuneration Committee meetings were held in 2024. The attendance of the members were as follows:

Position	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Note
Convener	Ai-Chen, Wang	2	0	100	Re-elected on June 25, 2024
Committee Member	Jen-Hung, Tseng	2	0	100	Re-elected on June 25, 2024
Committee Member	Hsiang-Lan, Kuo	2	0	100	Re-elected on June 25, 2024

Other matters to be recorded

1. Circumstances where the Board of Directors did not adopt or amend the recommendations of the Remuneration Committee: None.
2. Circumstances where any member of the Remuneration Committee expressed dissenting or qualified opinions on resolutions, with records or written statements: None.
3. Significant Resolutions Passed by the Remuneration Committee in the Most Recent Year

Date & Meeting	Contents of Proposals	Dissenting or Reserved Opinions of Committee Members	Committee's Resolutions	The Company's Response
2024/3/7 9th Meeting , 5th Session	■ Proposal for the Manager Remuneration	None	Approved	N/A
2024/7/3 1st Meeting, 6th Session	■ Proposal for the Manager Remuneration ■ Proposal for Cash Capital Increase and Subscription for 2024	None	Approved	N/A

(V) Composition, Duties and Operation of the Nominating Committee

1. Qualifications and Responsibilities of the Nominating Committee

The Nominating Committee of the Company shall be composed of at least three Directors appointed by the Board of Directors, with a majority of the members being independent directors. With the authorization of the Board of Directors, the care of an administrator with good faith shall be performed, faithfully fulfill the following functions and powers, and submit the suggestions to the Board of Directors for discussion:

- (1) To establish standards for the professional knowledge, skills, experience, gender diversity, and independence required for members of the Board of Directors, and to use these standards to search for, review, and nominate Director candidates.
- (2) To establish and develop the organizational structure of the Board of Directors and various Committees, conduct performance evaluations of the Board of Directors, Committees, and Directors, and assess the independence of Independent Directors.
- (3) Develop and implement continuing education and training program for Directors.
- (4) Other matters authorized by the Board of Directors.

2. Information regarding the professional qualifications and experience of the members of the Nominating Committee and the operation of the Nominating Committee

(1) The Company's Nominating Committee consists of 3 members in total.

(2) Term of this Nominating Committee: June 25, 2024 to June 24, 2027. Two Nominating Committee meetings were held in 2024. The professional qualifications and experience of the members and the operation of the Committee were as follows:

Title	Position	Name	Professional Qualifications and Work Experience	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Note
Independent Director	Chairperson and Convener	Wilson Wang	Please refer to pages 4-7 of this annual report for major experience (education) as well as other position concurrently held at other companies	2	0	100	Re-elected on June 25, 2024
Independent Director	Committee Member	Ai-Chen, Wang		2	0	100	Re-elected on June 25, 2024
Director	Committee Member	Elvis Deng		2	0	100	Re-elected on June 25, 2024

Other matters to be recorded

Significant Resolutions Passed by the Nominating Committee in the Most Recent Year

Date & Meeting	Contents of Proposals	Committee Recommendations and Objections	Audit Committee's Resolutions	The Company's Response
2024/3/11 1st Meeting, 1st Session	<ul style="list-style-type: none"> ■ Proposal for the Election of the Board of Directors and Acceptance of Nominations ■ Proposed the List of Candidates Nominated by the Board of Directors and the Proposal for Releasing New Directors from Non-Competition Restrictions at the Annual Shareholders' Meeting ■ Proposal for 2024 Continuing Training for Directors 	None	Approved	N/A
2024/11/1 1st Meeting, 2nd Session	<ul style="list-style-type: none"> ■ Proposal for the Amendments to Certain Provisions of the "Audit Committee Charter" and the "Nomination Committee Charter" ■ Proposal for the Assessment of Independent Directors' Independence During Their Term of Office in 2024 ■ Proposal for the 2024 Board Performance Evaluation 	None	Approved	N/A

(VI) Implementation Status of Sustainable Development

1. Implementation Status of Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Does the Company establish a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, which is handled by the senior management authorized by the Board of Directors? And how does the supervision of the Board of Directors go?	✓		<p>1. The Company's Governance Structure to Promote Sustainable Development The Company has established a Corporate Sustainable Development Committee, with the President as the chairman to formulate sustainable development strategies and report to the Board of Directors at regular intervals.</p> <p>2. Implementation of Each Organization of the Company</p> <p>(1) Name, Setting Time and Authorization of the Board of Directors of the Fulltime (Part-Time) Unit to Promote Sustainable Development: Starting from 2025, the Company has assigned dedicated personnel under the President's Office to be responsible for promoting and coordinating various sustainability initiatives.</p> <p>(2) Member Composition, Operation and Implementation of the Unit to Promote Sustainable Development in the Current Year: The President of the Company serves as the Chairperson of the Corporate Sustainable Development Committee and convenes and presides over sustainability meetings regularly (twice a year). The Chief Executive invites members of the relevant working groups to participate in the meetings based on the agenda items. Given that sustainability encompasses environmental, social, and governance (ESG) dimensions, the Corporate Sustainable Development Committee adopts a task group-based structure. Each responsible department takes actions in accordance with its respective authority and the relevant issues it oversees. Resolutions passed by the Corporate Sustainable Development Committee are reviewed by the Chairperson and, through the coordination of the Chief Executive and the Executive Secretary, assigned to the relevant units for implementation.</p> <p>(3) Frequency of the Promotion Unit Reporting to the Board of Directors, or the Date of Reporting to the Board of Directors in the Current Year: the Corporate Sustainable Development Committee has reported the progress of promotion to the Board of Directors on March 13, 2024, May 8, 2024, August 12, 2024, and November 5, 2024, respectively.</p>	No deviation

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>3. The Board of Directors' supervision of sustainable development</p> <p>The Board of Director approved the amendment to the “Sustainable Development Best Practice Principles” in 2022, and established the Corporate Sustainable Development Committee to formulate sustainable development policies and guidelines, and regularly monitors the implementation of sustainable initiatives. The Company is committed to gradually integrating the concept of sustainable management into its corporate culture.</p>	
II. Does the Company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	✓		<p>1. The boundary of risk assessment (the scope of the subsidiaries covered)</p> <p>The Company's risk assessment boundary lies in itself, including two branches in Taiwan.</p> <p>2. Risk assessment criteria, process, results and risk management policies or strategies for identifying material issues related to environment, society and corporate governance</p> <p>The Board of Directors - the highest governance body for risk management - holds liable for approving risk management policies, procedures and structures, and overseeing risk management to ensure effective operation. The Risk Management Policy and Procedure has been adopted. A Risk Management Committee has been formed within the Company in which the President serves as the chairman. The executive secretary, according to the Company's business characteristics, risk nature, and operating activities, convenes the risk management promotion group cooperate with each operating unit for risk identification, analysis, evaluation, and response. Then, the sequence and control mechanism are formulated based on the risk impact and tolerance, so that appropriate response measures can be taken when facing risks, while maintaining detailed records of management procedures and execution results that should be reported to the Risk Management Committee at regular intervals.</p> <p>Based on the results of the stakeholder questionnaire survey, the Company has assessed the perceived impact ratings of various sustainability issues by our key stakeholders. We have conducted internal evaluations on corporate governance, environment, and social aspects based on these ratings.</p>	No deviation

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
III. Environmental issues (I) Does the Company establish proper environmental management systems based on the characteristics of its industry?	✓		1. How can an effective environmental management system be implemented, and the regulations to follow: The Company has established an appropriate environmental management system according to the characteristics of the industry. In addition to the implementation of environmental protection in accordance with the relevant domestic environmental protection laws and regulations, the Company also regularly carries out internal and external environmental management system audit to ensure its effectiveness. 2. The relevant international verification standards passed by the Company and their coverage: The Company has complied with the requirements of EU Restriction of Hazardous Substances Directive (RoHS-2011/65/EU), thus being recognized by major international manufacturers as a green partner. Also having obtained ISO 14001 environmental management system certification (The certificate is valid until May 2026), the Company continues to improve environmental performance, formulates relevant management rules on environmentally restricted substances, and complete the adjustments to design and production processes.	No deviation
(II) Is the Company committed to utilizing all resources more efficiently and using renewable materials which have low impact on the environment?	✓		In the base year of 2023, the Company's electricity consumption was 5,890,685 kWh. In 2024, the Company implemented various measures to improve energy resource efficiency, including lowering the maximum pressure of air compressors, reducing the operating temperature and time of water heaters, adjusting the return water temperature of chillers, and replacing traditional lighting with LED fixtures. Additionally, the Company enforced restrictions on environmentally regulated substances in raw materials used for products to mitigate environmental impact. As a result of these energy efficiency improvements, electricity consumption in 2024 was reduced to 4,848,821 kWh, achieving a saving of 867,722 kWh (14.73%), which met the established target.	No deviation
(III) 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?	✓		The Corporate Sustainable Development Committee is responsible for evaluating and identifying the potential risks and opportunities that climate change may pose to the Company, both now and in the future. The risks identified include water shortage, power limitation, flooding, increase in operating costs, impairment of assets and the like. The measures to be taken are to improve the recovery time of operation-related support systems, shorten the time to return to normal operation, implement a mechanism to handle material abnormal events, and continue to pay attention to and comply with relevant energy and environmental regulations.	No deviation

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof																																											
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(IV) Does the Company take inventory of its greenhouse gas emissions, water consumption, and total weight of wastes in the last two years, and formulate policies on energy saving and carbon reduction, greenhouse gas reduction, water reduction, or wastes management?	✓		<div>1. Statistical data, intensity and data coverage of the following items in the last two years The scope of greenhouse gas emissions (Scope 1 and Scope 2), water consumption, and waste generation covers all plants. The figures for Scope 1 and Scope 2 GHG emissions have obtained reasonable assurance from an independent third-party verification in accordance with ISO 14064-1 standard, while Scope 3 data has obtained limited assurance. Scope 3 includes the calculation of water consumption and waste generation, covering the Hsinchu headquarters, Taipei office, and Zhubei office. (1) Greenhouse gas <div>Unit: metric ton</div><table><tr><th>Data coverage</th><th colspan="3">All factories</th><th rowspan="2">Total</th><th rowspan="2">Turnover (NT\$ million)</th><th rowspan="2">Intensity (metric tons CO2/NT\$ million)</th></tr><tr><th></th><th>Scope 1</th><th>Scope 2</th><th>Scope 3</th></tr><tr><td>2023</td><td>473.49</td><td>2,910.00</td><td>894.44</td><td>4,277.93</td><td>2,661.97</td><td>1.6071</td></tr><tr><td>2024</td><td>550.27</td><td>2,395.32</td><td>848.44</td><td>3,794.03</td><td>3,473.22</td><td>1.0924</td></tr></table> (2) Water consumption <div>Unit: metric ton</div><table><tr><th>Data coverage</th><th>All factories</th><th>Intensity (metric tons/NT\$ million)</th></tr><tr><td>2023</td><td>66,811</td><td>25.0983</td></tr><tr><td>2024</td><td>58,884</td><td>16.9537</td></tr></table> (3) Waste (mainly household waste, with less than 1% being industrial waste) <div>Unit: metric ton</div><table><tr><th>Data coverage</th><th>All factories</th><th>Intensity (metric tons/NT\$ million)</th></tr><tr><td>2023</td><td>86.58</td><td>0.0325</td></tr><tr><td>2024</td><td>84.99</td><td>0.0245</td></tr></table></div>	Data coverage	All factories			Total	Turnover (NT\$ million)	Intensity (metric tons CO2/NT\$ million)		Scope 1	Scope 2	Scope 3	2023	473.49	2,910.00	894.44	4,277.93	2,661.97	1.6071	2024	550.27	2,395.32	848.44	3,794.03	3,473.22	1.0924	Data coverage	All factories	Intensity (metric tons/NT\$ million)	2023	66,811	25.0983	2024	58,884	16.9537	Data coverage	All factories	Intensity (metric tons/NT\$ million)	2023	86.58	0.0325	2024	84.99	0.0245	No deviation
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Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof																
	Yes	No	Description																	
			<div>2. Policies, implementation, and achievements on greenhouse gas reduction, water use reduction or other waste management</div> <table><tr><th colspan="4">Base year: 2023</th></tr><tr><th>Item</th><th>Greenhouse gas</th><th>Water</th><th>Waste</th></tr><tr><td>Policy</td><td><ul style="list-style-type: none">● Energy conservation is implemented to reduce greenhouse gas emissions and thereby increase the reserve of carbon credits.● Compliance with national energy regulations● Enhance energy utilization efficiency● Procurement of energy-efficient labeling equipment</td><td><ul style="list-style-type: none">● Enhance water resource utilization efficiency● Assessment of water resource risks and response strategies: Management of water shortage risks</td><td><ul style="list-style-type: none">● Comply with national waste management regulations● Commitment to refraining from the use of prohibited substances and materials in products● Actively promote waste reduction and recycling</td></tr><tr><td>Reduction target</td><td>In addition to setting an annual goal of reducing Scope 1 and Scope 2 carbon emissions by at least 1%, the medium-term goals are to reduce emissions by 25% by 2030 and 40% by 2040.</td><td>A reduction of 20% in 2030</td><td>None</td></tr></table>	Base year: 2023				Item	Greenhouse gas	Water	Waste	Policy	<ul style="list-style-type: none">● Energy conservation is implemented to reduce greenhouse gas emissions and thereby increase the reserve of carbon credits.● Compliance with national energy regulations● Enhance energy utilization efficiency● Procurement of energy-efficient labeling equipment	<ul style="list-style-type: none">● Enhance water resource utilization efficiency● Assessment of water resource risks and response strategies: Management of water shortage risks	<ul style="list-style-type: none">● Comply with national waste management regulations● Commitment to refraining from the use of prohibited substances and materials in products● Actively promote waste reduction and recycling	Reduction target	In addition to setting an annual goal of reducing Scope 1 and Scope 2 carbon emissions by at least 1%, the medium-term goals are to reduce emissions by 25% by 2030 and 40% by 2040.	A reduction of 20% in 2030	None	
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Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof																
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Achievements for 2024	A 13% reduction in carbon emissions compared to the base year	A 12% reduction in water usage compared to the base year	A 2% reduction in waste amount compared to the base year																	
IV. Social issues (I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		The Company’s appointment policy complies with internationally recognized international conventions (including the "Universal Declaration of Human Rights", "International Covenant on Economic, Social and Cultural Rights", “International Covenant on Civil and Political Rights”, and “Declaration of Fundamental Principles and Rights of the International Labor Organization”), as well as other laws and regulations. The Company does not treat people in different ways due to their race, socioeconomic class, language, ideology, religion, party, birthplace, gender, marriage, appearance, physical obstacles or previous union memberships. Establish appropriate internal management measures and procedures, and undergo regular audits by internal teams, certification bodies, and clients to ensure proper implementation.	No deviation																

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Has the Company established and does it implement reasonable benefits for employees (including remuneration, leave, and other benefits), and reflects the business performance or results in employee's remuneration appropriately?	✓		<p>In addition to complying with the Labor Standards Act and relevant regulations, the Company offers flexible leave arrangements that exceed statutory requirements. Remuneration: The Company has established internal bonus distribution principles and incentive bonus programs, and provides Employee Stock Ownership Trusts and Employee Stock Options to reward employees. Other Benefits: A Employee Benefit Committee is in place, along with group insurance coverage, health check-ups for senior executives, various subsidies for marriage, funerals, celebrations, childbirth, long-term service, and emergency assistance. The Company also provides after-school care services, including free transportation and tutoring for employees' children. The Company was awarded the "Friendly Workplace" certification by the Council of Labor Affairs in 2008, recognized as an outstanding enterprise for its Employee Assistance Programs (EAPs) in 2011, and received both the Family LOHAS Award and Health LOHAS Award in the first "Work-Life Balance Award" organized by the Ministry of Labor in 2014.</p> <p>Based on overall economic indicators and industry remuneration levels, the Company offers competitive remuneration and benefits. Our remuneration policy includes fixed salaries, annual and holiday bonuses, and operational bonuses based on the Company's annual profit targets. We distribute employee remunerations based on the Company's profitability, employee performance, and contribution to the work. The Company values profit sharing to ensure that employees' efforts and achievements are duly rewarded.</p>	No deviation
(III) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	✓		<p>1. Measures for safety and a healthy working environment of employees, employee training policies and their implementation status</p> <p>The employee workplace is equipped with alarm systems for immediate detection of hazards such as fire, gas leaks, and nitrogen leaks, as well as automatic mitigation equipment including sprinklers and foam systems. In addition to implementing relevant alarms and emergency facilities in the workplace, the Company has established a healthy and safe working environment, by introducing effective methods, technologies and equipment, to prevent occupational disasters and diseases, improve employee's morale and health, and maintain product quality and service level. And the Company has set work safety management goals, and it regularly tracks, improves and formulates standardized emergency response procedures. In order to strengthen employees' awareness of safety and health, the Company conducts various safety response drills and first aid training annually, regularly organizes occupational safety and health training programs for employees, and provides health check-ups and safety and health training to</p>	No deviation

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof															
	Yes	No	Description																
			<div>enhance employees' awareness of workplace safety and well-being.</div> <div>2. Relevant certifications obtained by the Company and scope The Company has passed the "international standards ISO 45001 Occupational health and safety management systems - Requirements: 2018" (which certificate is valid until May, 2026), covering the Company's Hsinchu Headquarters.</div> <div>3. Total occupational accidents, fire accidents, casualty and ratio to the total employees of the Company in 2024, and corresponding improvements</div> <table><tr><th>Item</th><th>Occupational incidents</th><th>Fire incidents</th></tr><tr><td>Number of Cases / Number of People</td><td>0 case / 0 person</td><td>0 case / 0 person</td></tr><tr><td>Ratio to the total employees</td><td>0%</td><td>0%</td></tr><tr><td>Note</td><td colspan="2">No fire or personnel injuries occurred</td></tr><tr><td>Corresponding improvements</td><td colspan="2">N/A</td></tr></table>	Item	Occupational incidents	Fire incidents	Number of Cases / Number of People	0 case / 0 person	0 case / 0 person	Ratio to the total employees	0%	0%	Note	No fire or personnel injuries occurred		Corresponding improvements	N/A		
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Ratio to the total employees	0%	0%																	
Note	No fire or personnel injuries occurred																		
Corresponding improvements	N/A																		
(IV) Does the Company provide its employees with effective career ability development and training plans?	✓		The Company plans for and encourages employees to accept continued training, and provides them with continued training courses, channels, subsidies and leave, as well as continued training without payment but with positions kept, based on their functions and class, so as to improve their professional skills and encourage diversified development.	No deviation															
(V) Does the Company's products and services comply with related regulations and international rules for customers' health and safety, privacy, marketing, and marks, and set related policies and compliant procedures to protect consumers' rights and interest?	✓		The Company has obtained ISO 9001:2015 (which certificate is valid until July, 2027) and other international certifications to ensure that customers satisfy with its product quality and services, and established customer communication channels. And it complies with international rules and relevant regulations to safeguard customer's safety and privacy. The Company also has formulated the "Procedures for Management of the Relationships with Customers", the "Procedures for Dealing with Customer Complaints", the "Packaging Operation Methods", as well as other measures and policies related to consumer rights and interests.	No deviation															
(VI) Has the Company established the supplier management policies requesting suppliers to comply with relevant laws and regulations related to environmental protection, occupational safety and	✓		1. Supplier management policy and related norms for compliance, and the contents thereof should have positive and specific requirements for suppliers in terms of environmental protection, occupational safety, and health, or labor human rights With formulation of the “Sustainable Management Policy of Suppliers”, the Company	No deviation															

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
health or labor rights and supervised its implementation?			<p>attaches great importance to the long-term cooperation with suppliers, for which it has extended the scope of sustainable supply chain management to CRS such as economy and governance, environmental protection, and social co-prosperity. Labor rights, environmental protection, safety and health, ethics and management systems are part of key requirements for supplier selection and audit. Based on this, the Company has established risk control projects and identification of high-risk suppliers. The Company formulates improvement measures based on the evaluation results and assists suppliers in continuous improvement, in an attempt to improve the effectiveness of sustainable supply chain management and reduce supply chain operational risks, thus establishing a sustainable growth partnership. Through localized procurement, the Company aims to enhance supply flexibility, shorten new product development timelines, reduce production costs, and ultimately lower overall carbon emissions from supply chain transportation.</p> <p>2. Implementation of supplier management policies and related norms for compliance The Company's key suppliers are only considered qualified under the following circumstances, that is, they must hold ISO9001, ISO14001 and ISO45001 certificates at the same time, and execute the "Supplier Social Responsibility and Sustainable Development Best Practice Principles" and "Statement on Environmental Protection". Moreover, the products or materials provided by suppliers need to render RoHS ICP test reports of raw materials from third-party laboratories to recognize the composition of harmful substances. The Company also conducts annual supplier self-assessments and audits covering quality systems, environmental health and safety systems, green management systems, and social responsibility. Follow-up actions are taken to track improvements on any identified non-conformities.</p>	

Promotional Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
V. Does the Company refer to internationally-used standards or guidelines for the preparation of reports to prepare sustainability and other reports to disclose the Company's non-financial information? Does the aforementioned report obtain assurance or verification opinions from an independent third-party assurance provider? Does the aforementioned report obtain a level of assurance or attestation from an independent third-party verification body?	✓		<p>1. International standards or guidelines referenced, and reports prepared that disclose non-financial information Subject to the requirements of "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", the reports of the Company were prepared based on the Sustainability Reporting Standards 2021 (GRI Standards 2021) issued by the Global Reporting Initiative, with reference to the Task Force on Climate-Related Financial Disclosures (TCFD) and Sustainable Accounting Standards Board (SASB) Standards. The annexes to the reports were attached with the indexes of GRI Standards for the reference of stakeholders.</p> <p>2. Name of the accreditation unit for verification and guarantee, accreditation items or scope, and norms for compliance The Company has commissioned GREAT Certification to conduct Type 1 Moderate Level verification based on AA 1000: AS V3, in order to improve the disclosure quality of the report, which confirmed compliance with GRI Standards 2021.</p>	No deviation
<p>VI. Where the Company has established its own corporate sustainable development best-practice principles based on the "Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," describe the implementation and any deviations from such principles: In order to fulfill our corporate social responsibility and promote a balanced and sustainable development of the economy, society, and environmental ecology, the Company has established the "Sustainable Development Best Practice Principles" in according to "Sustainable Development Best Practice Principles for TWSE/TPEX Listed" and the actual operation is in line with the Principles established by the Company.</p>				
<p>VII. Other important information to facilitate a better understanding of sustainable development practices: The sustainability report has been prepared in accordance with international standards, covering the implementation and promotion of three aspects of sustainable development, including environmental protection, social responsibility, and responsibility governance. Please refer to the website (https://www.etrn.com/esg/) for relevant measures and results.</p>				

2. Execution Status of Climate-related Information

Item	Implementation Status							
1.Describe the Board of Directors' and Management's supervision and governance of climate-related risks and opportunities	1. The governance of climate risks and opportunities, along with annual sustainable risk management issues, are reported to the Board of Directors annually. The Board of Directors oversees the effectiveness of execution. In 2024, reports were submitted to the Board of Directors quarterly. 2.The President serves as the chairman of the Corporate Sustainable Development Committee, and the committee members are responsible for identifying, assessing, and managing risks.							
2.Describe how the identified climate risks and opportunities impact the company's business, strategy, and finance (short-term, medium-term, and long-term)	According to Etron’s climate change assessment methodology, the short term is defined as within the next two years, while the medium to long term is defined as three years or more. With respect to the three major risks and opportunities identified, namely, the strengthening of the obligation to report emissions, the increase in the severity of extreme weather events such as typhoons and floods, and the development and/or increase in low-carbon products and services, the Company has formulated relevant response plans to minimize the potential financial impacts, and the related information is as the table below:							
	Num-ber	Climate Change Risk Issues	Risk Level	Time Scope	Num-ber	Climate Change Risk Issues	Risk Level	Time Scope
	R1	Increase in GHG emissions pricing	Medium-term	Short-term, medium-term	O1	Reduce water usage and water consumption	Medium-term	Medium-term, long-term
	R2	Strengthening Emission Reporting Obligations	High	Short-term, medium-term, long-term	O2	Implement more efficient production and distribution processes	Medium-term	Medium-term, long-term
	R3	Requirements and regulation of existing products and services	Medium-term	Short-term	O3	Recycle and reuse	Medium-term	Medium-term, long-term
	R4	Substituting current products and services with low-carbon alternatives	Medium-term	Medium-term, long-term	O4	Transitioning to more efficient buildings	Medium-term	Medium-term, long-term
	R5	Costs of low carbon technology transition	Medium-term	Short-term, medium-term	O5	Adoption of more efficient transportation methods	Medium-term	Short-term, medium-term, long-term
	R6	Customer behavior changes	Medium-term	Short-term, medium-term	O6	Use of low-carbon energy	Medium-term	Medium-term, long-term
	R7	Changes in rainfall (water) patterns and extreme changes in climate patterns	Medium-term	Medium-term, long-term	O7	Open or increase the availability of low-carbon goods and services	Medium-term	Short-term, medium-term, long-term
	R8	Increase in the severity of extreme weather events such as typhoons and floods	High	Medium-term, long-term	O8	Use of new technologies	Medium-term	Medium-term, long-term
	R9	Increase in raw material costs	High	Medium-term, long-term	O9	Participation in the carbon trading market	Medium-term	Medium-term, long-term
	R10	Average temperature increase	Medium-term	Medium-term, long-term	O10	Transition to decentralized energy	Low	Medium-term, long-term
	R11	Sea level rise	Medium-term	Medium-term, long-term				
Note: The term short-term refers to a period of 1-2 years, medium-term refers to a period of 3-5 years, and long-term refers to a period of 6-10 years								

Item	Implementation Status					
3. Describe the financial impacts of extreme climate events and transformational actions	The financial impact of extreme weather events and transformational actions is a low impact, although they represent key risks and opportunities for the Company.					
	Classification	Aspect	Item	Meaning and impact on the Company	Strategy	Management measures/response measures
	TCFD (Task Force on Climate-related Financial Disclosures)	Transformation Risks-Policies and Regulations	Strengthening Emission Reporting Obligations	The Company ensures transparent disclosure of various environmental information. The financial impact is low; however, in order to complete the 2024 carbon inventory disclosure, the Company incurred a financial expenditure of NT\$300,000.	Develop management policies for greenhouse gas, water resources, waste, and energy, among others, and implement them in accordance with each policy.	1. Monthly record of water consumption, wastewater, waste, and energy consumption. 2. Conduct an annual carbon inventory and disclose it on the official website, sustainability report, and the CDP website.
		Transformation Risk - Rising Raw Material Costs	Increase in raw material costs	Climate change has led to shortages of raw materials and an increased demand for environmentally friendly alternatives. Additionally, the implementation of carbon tariffs by different countries has raised operating costs for the Company, resulting in a moderate financial impact.	1. Implementing supplier evaluation to promote supplier low-carbon transformation. 2. Priority should be given to selecting suppliers of low-carbon products or services when developing supplier relationships.	1. Ongoing monitoring of carbon tariff requirements in various countries. 2. Seeking competitive low-carbon suppliers by evaluating supplier ESG performance.
		Immediacy of physical risk	Increase in the severity of extreme weather events such as typhoons and floods	Natural disasters may impact the Company's operations or cause losses. Considering the current office environment, the financial impact on the Company is low. The Company pays an annual insurance premium to mitigate the risks of natural disasters (amount confidential).	Based on historical typhoon data, assess potential risks and mitigate the level of damage.	1. Valuable items that are securely attached to the ground. 2. Annually, inspect the ceiling suspension devices for stability. 3. Natural disaster insurance. 4. Purchase of additional absorbent sand packs (retaining wall). 5. Monthly maintenance of pump motor drainage facility. 6. Establishment of climate incident record management form.
4. Describe how the process of identifying, assessing and managing climate risk is integrated into the overall risk management system	The Risk Management Committee is formed internally, and the Risk Management Committee and the supervisors of each operating unit carry out risk identification, assessment and management in accordance with their authority and responsibility, so as to integrate climate risk, corporate governance, social responsibility, operational considerations, environmental protection, hazardous events, and other risks into the management of operational activities and day-to-day processes. After identifying the sources of risks, the Risk Management Committee reviews and decides on significant risk items and requires the operating units to take countermeasures, and reports the results of risk management execution to the Board of Directors on an annual basis, and for the year 2024, it was reported to the Board of Directors on November 5.					

Item	Implementation Status
5. If scenario analysis is used to assess the resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and significant financial impacts should be described	The Company discussed the 1.5°C scenario (1.5DS) in the Risk Committee meetings, utilizing tools provided by the TCCIP (The Taiwan Climate Change Projection Information and Adaptation Knowledge Platform) as references for assessing climate change physical risks. Ultimately, the decision was made to adopt the 1.5DS/RCP8.5 scenario as the Company's climate change physical risk scenario. Within this scenario, descriptions of climate change risks and opportunities are provided for physical risks, regulatory transition risks, etc.
6. If there is a transformation plan in place to address climate-related risks, please provide the details of the plan, including the indicators and objectives used to identify and manage both physical and transitional risks	<p>1. The Company's low-carbon transformation plan focuses on indirect emissions between energy use in Scope 2, with the main content indicators being the replacement of energy-consuming equipment with energy-saving equipment and the planning and construction of solar green power, with the goal of reducing carbon emissions in Scope 1 and Scope 2 by 25% in 2030 compared to the carbon emissions in 2023.</p> <p>2. The indicators of physical risk and transformation risk are to transparently disclose various environmental information and the degree of risk, the third-party verification of the greenhouse gas inventory was passed in 2024 for the first time and will continue to conduct annual inventories and verifications. We aim to complete the greenhouse gas inventory the third-party verification of our consolidated subsidiaries by 2027.</p>
7. If internal carbon pricing is used as a planning tool, the basis for determining the price should be explained	Internal carbon pricing has not been implemented.
8. If climate-related goals are established, information on the activities covered, the scope of GHG emissions, the planning period, and the annual progress should be provided. If carbon offsetting or renewable energy certificates (RECs) are utilized to meet these goals, the source and quantity of carbon offsetting or the quantity of RECs should be specified	<p>1. In 2024, greenhouse gas reduction targets were established. Through the replacement of high-energy-consuming equipment with energy-efficient ones and the implementation of solar green energy, the goal is to achieve a 25% reduction in Scope 1 + Scope 2 greenhouse gas emissions by 2030 compared to the base year of 2023. By 2040, the aim is to reduce Scope 1 + Scope 2 greenhouse gas emissions by 40%.</p> <p>2. Carbon offsetting or renewable energy certificates (RECs) is not necessary for use to achieve the relevant goals for the current carbon reduction plan as of 2040.</p>

Item	Implementation Status		
9.Inventory and confirmation of greenhouse gas emissions, reduction targets, strategies and specific action plans	1.Greenhouse gas inventory information Please refer to pages 35 of the annual report. 2.Greenhouse gas confirmation information The greenhouse gas emissions of the Company for 2023 and 2024 have passed the third-party verification. 3.Greenhouse gas reduction targets, strategies and specific action plans		
	Reduction target	Strategies and specific action plans	Achievement
	Short-term Reduced carbon emissions by more than 1% in 2024 compared to 2023 Base year: 3,383 (metric tons of CO2e) in 2023 for Scope 1 and 2	1.Engineering improvement: Replacement with energy-efficient lighting 2.Administrative management: Lowering equipment pressure and temperature settings, and adjusting operating hours	Reduction target achieved
	Medium-term, long-term By 2030, greenhouse gas emissions in Scope 1+ Scope 2 are expected to decrease by 25% compared to 2023 By 2040, greenhouse gas emissions in Scope 1+ Scope 2 are expected to decrease by 40% compared to 2023 Base year: 3,383 (metric tons of CO2e) in 2023 for Scope 1 and 2	1.Purchased eco-labeled infrastructure equipment through green procurement and replaced all refrigeration and air-conditioning systems with energy-efficient level 1 equipment 2.Implementation of energy saving projects for facilities and equipment 3.Installation of solar energy for self-consumption 4.Continuously monitor the carbon market and obtain carbon credits through trading.	Cumulative Achievement Rate: 13%

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

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs (I) Has the Company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?	✓		(I) The Company has established the “Code of Ethics”, the “Guidelines for the Adoption of Codes of Ethical Conduct for A Director, or Managerial Officer”, and “Code of Corporate Policies Management”, as approved by the Board of Directors, requiring the Board of Directors, senior managements and all employees to make commitment for and actively implement ethical corporate management.	No deviation
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis the business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the prevention measures specified in Article 7, Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	✓		(II) The Company has established Guidelines for the Adoption of Codes of Conduct, including the Code of Ethics and the Code of Corporate Policies Management. To ensure employees remain vigilant, these regulations are published on the Company's document management system for easy access at any time. In addition, the Company has implemented accounting and internal control systems. Both internal and external audits are conducted on a regular and ad hoc basis to verify compliance and effectiveness of these systems.	No deviation
(III) Has the Company provided any solutions to prevent the unethical conducts, and specify the definite procedures, conduct guidelines, punishment for violation as well as appeals system, and put them into practice, and review and revise on a regular basis the aforesaid solutions?	✓		(III) The Company has established reporting measures, specifying the definite procedures, conduct guidelines, punishment for violation as well as appeals system, and put them into practice, review the aforesaid solutions regularly, and revise them depending on actual situation.	No deviation
II. Implementation of ethical corporate management (I) Does the Company evaluate counterparties' ethical records and expressly specify ethics-related clauses in the business contracts signed with counterparties?	✓		(I) The Company conducts relevant assessments of all counterparties and continues to require the inclusion of integrity clauses in contracts or related declarations signed with them.	No deviation

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?	✓		(II) The Legal & IP Division, designated by the Board of Directors, serves as the dedicated unit responsible for promoting corporate integrity. The division reported the implementation status of various policies and preventive measures to the Board of Directors on November 5, 2024.	No deviation
(III) Has the Company established policies to prevent conflict of interest, provide appropriate communication channels, and implement them accordingly?	✓		(III) The Company has established policies regarding conflict of interest disclosure and avoidance within its Code of Ethics and Code of Corporate Policies Management. Upon hiring, employees are required to sign a letter of commitment. A whistleblowing system has also been implemented, and a task force will be formed to conduct investigations upon receipt of any reports.	No deviation
(IV) Has the Company established effective accounting systems and internal control systems to implement ethical corporate management and had its internal audit unit, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans and audit the compliance with the prevention programs accordingly or entrusted a CPA to conduct the audit?	✓		(IV) The Company has established effective accounting systems and internal control systems, and had its internal audit unit to conduct regular audit to ensure their design and implementation continue to be effective, and entrusted a CPA to conduct the audit.	No deviation
(V) Does the Company regularly hold internal and external educations and trainings on ethical management?	✓		(V) The Company holds 4 labor-management meetings every year, and promotes ethical management in the meetings, and it includes ethical management in the irregular educations and trainings held for new employees. In 2024, the Company held a 4-hour training course covering ethical corporate management, trade secret protection, and workplace equality, with a total of 278 participants completing the training.	No deviation
III. Operation of the whistle-blowing system (I) Does the Company establish specific whistle-blowing system, reward/punishment system, and convenient whistle-blowing channels, and appoint proper dedicated person for the whistle-blowing objects?	✓		(I) The Company has established a whistleblowing policy along with a dedicated hotline and email address for reporting unethical conduct. Once a report is confirmed as accepted, the designated unit will initiate an internal investigation in accordance with the applicable procedures based on the identity and level of the reported party.	No deviation

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
(II) Has the Company established the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?	✓		(II) The Company has established clear procedures in its whistleblowing policy regarding the submission, investigation, and handling of reported cases upon conclusion of the investigation, and ensures full confidentiality of the whistleblower throughout the process.	No deviation
(III) Does the Company take measures to protect whistleblowers against improper treatment due to whistleblowing?	✓		(III) The Company adopts appropriate protective measures for whistleblowers, prohibiting the disclosure of any identifiable information in public documents. The whistleblower's name, department, address, phone number, and other personal details are kept strictly confidential, and efforts are made to avoid revealing their identity during the verification process.	No deviation
IV. Enhanced disclosure of information Does the Company disclose its Code of Corporate Policies Management and the results of its implementation on the Company website and MOPS?	✓		The Company has disclosed the contents and effect of its Code of Corporate Policies Management on the Company website and MOPS. Please refer to https://etron.com/esg/integrity-management/	No deviation
V. If the Company has established its Code of Corporate Policies Management based on the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies", please describe any deviation of implementation from the Principles: The Company's has established "Code of Corporate Policies Management" requiring all Etron employees to conduct businesses under the Principles, so as to establish the corporate culture and sound development of ethical management. There were no discrepancies between its operation and the Company's established codes.				
VI. Other important information to facilitate the understanding of the implementation of ethical corporate management: The Company also has established the "Code of Ethics" expressly specifying the terms and provisions related to employees' acts and code of ethics.				

(VIII) Other important information to facilitate a better understanding of the Company's corporate governance implementation status

1. Website (<https://www.etron.com>) → ESG → Responsible Governance
2. Website (<https://www.etron.com>) → ESG → Sustainability (ESG) Report

(IX) Implementation status of internal control system

1. Statement on Internal Control: MOPS → Single Company → Corporate Governance → Corporate Regulations/Internal Control → Announcement of Statement on Internal Control System
(<https://mopsplus.twse.com.tw/mops/#/web/t06sg20>)
2. Disclosure of the CPA's Audit Report on the Internal Control System Subject to Special Engagement: None.

(X) Important Resolutions made by the Shareholders' Meeting and Board of Directors in 2024 and As of the Date of Publication of the Annual Report

1. Major Resolutions of Shareholders' Meeting and Implementation

Proposal in 2024 Shareholders' Meeting		Subsequent Implementation Status
Ratification	2023 Business Report and Financial Statement	Announcement in accordance with the resolution of the Shareholders' Meeting.
Ratification	2023 Deficit Compensation	Announcement in accordance with the resolution of the Shareholders' Meeting.
Election	Election of Directors for the Company	Mr. Nicky Lu, Mr. Elvis Deng, Chiu Chiang Investment Co., Ltd., and Kai Chun Investment Corp. representatives (Ms. Mei-Ling, Hsu and Mr. Bor-Doou, Rong) were elected as Directors; Ms. Ai-Chen, Wang, Mr. Jen-Hung, Tseng, Ms. Yun-Chieh, Huang, and Mr. Wilson Wang were elected as Independent Directors.
Discussion	Releasing Directors from Non-competition Restrictions	Releasing Directors from Non-Competition Restrictions per the resolution of the Shareholders' Meeting.
Discussion	Amendment to the Article of Incorporation	The amended measures have become effective and applicable on the current day when they were approved by the Shareholders' Meeting

2. Important resolutions made by the Board of Directors

Date	Meeting	Summary
2024/3/13	12th Meeting, 11th Session	<ul style="list-style-type: none"> ■ 2023 Final Statement ■ Distribution of 2023 Remuneration to Employees and Directors ■ 2023 Statement on Internal Control System ■ Proposal for Replacing the Independent Certified CPAs of Financial Statements and Evaluating Their Independence in 2024 ■ Proposal for Amendment to the Internal Control System and Internal Audit Implementation Rules ■ Proposal for Releasing Manager from Non-Competition Restrictions ■ Proposal for the Election of the Board of Directors and Acceptance of Nominations ■ Proposed the List of Candidates Nominated by the Board of Directors and the Proposal for Releasing New Director from Non-Competition Restrictions at the Annual Shareholders' Meeting ■ Matters Related to Convening the Company's 2024 Annual Shareholders' Meeting
2024/5/8	13th Meeting, 11th Session	<ul style="list-style-type: none"> ■ Consolidated Financial Report for the First Quarter of 2024 ■ Proposal of Cash Capital Increase through the Issuance of Common Shares ■ Amendment to the Article of Incorporation and Addition of the Agenda for the 2024 Shareholders' Meeting ■ 2023 Sustainable Report
2024/6/25	1st Meeting, 12th Session	<ul style="list-style-type: none"> ■ Election of the Chairman ■ Proposal for the Appointment of Remuneration Committee Members ■ Proposal for the Election of Nominating Committee Members
2024/7/3	2nd Meeting, 12th Session	<ul style="list-style-type: none"> ■ Proposal to Establish the "2024 Regulations Governing the Cash Capital Increase with Employee Stock Subscription for Etron Technology, Inc." ■ Proposal for Managers' Subscription of Shares in the 2024 Cash Capital Increase ■ Proposal for Releasing Manager from Non-Competition Restrictions ■ Proposal for Releasing Director from Non-Competition Restrictions
2024/8/12	3rd Meeting, 12th Session	<ul style="list-style-type: none"> ■ Consolidated Financial Report for the Second Quarter of 2024 ■ Proposal for the Change of the Head of Internal Audit
2024/11/5	4th Meeting, 12th Session	<ul style="list-style-type: none"> ■ Consolidated Financial Report for the Third Quarter of 2024 ■ 2025 Audit Plan ■ 2025 Business Plan

Date	Meeting	Summary
2025/3/7	5th Meeting, 12th Session	<ul style="list-style-type: none"> ■ 2024 Final Statement ■ 2024 Deficit Compensation ■ 2024 Statement on Internal Control System ■ Proposal for Releasing Manager from Non-Competition Restrictions ■ Proposal for Releasing Directors from Non-Competition restrictions ■ Proposal for Adjustment of Managerial Officers' Remuneration ■ Amendment of the Article of Incorporation and Establishment of the Scope for Grassroots Employees ■ Matters Related to Convening the Company's 2025 Annual Shareholders' Meeting

(XI) Where there are recorded or written important resolutions approved by the Board of Directors to which Directors or Audit Committee have/has different opinions in 2024 and as of the date of publication of the Annual Report, their major contents shall be specified: None.

IV Information on CPA Professional Fees

(I) CPA Professional Fees

Unit: NT\$ thousand

Name of CPA Firm	Name of CPA	Audit Fees	Non-audit Fees					Audit Period	Note
			System Design	Company Registration	Human Resources	Others	Subtotal		
PricewaterhouseCoopers, Taiwan	Hsieh, Chih-Cheng/ Hsu, Patrick	5,550	0	250	0	2,300	2,550	2024	Other non-audit fees refer to tax certification and transfer pricing reports, among others.

(II) When the CPA Firm is changed, and decrease in the audit fees paid for the year when such change is made as compared with the previous year: None.

(III) Audit fees paid for the year are at least 10% less than those paid for the previous year: None.

V Information on Replacement of CPA

(I) Regarding the former CPAs

Date of Replacement		March 13, 2024		
Replacement Reasons and Explanations		Internal adjustment of Pricewaterhouse Coopers, Taiwan		
Termination or refusal of appointment by the Company the CPAs	Condition \ Party	CPA	The Company	
	Termination by the Company	N/A	N/A	
	Termination by the CPAs	N/A	N/A	
Opinions (Other than Unmodified Opinions) in the Past 2 Years and Reasons		N/A		
Deviation form the Issuer		Yes		Accounting Principles or Practices
				Disclosure of Financial Reports
				Audit Scope or Steps
				Others
		None	✓	
		Description: N/A		
Other Disclosures		N/A		

(II) Regarding the succeeding CPAs

Name of CPA Firm	PricewaterhouseCoopers, Taiwan
Name of CPA	Hsieh, Chih-Cheng/Hsu, Patrick Hsu
Date of Appointment	March 13, 2024
Inquiries into Accounting Treatments or Principles for Specific Transactions and Possible Opinions on Financial Statements before Appointment	N/A
Succeeding CPA's written opinion of disagreement toward the former CPA	N/A

(III) Former CPAs' reply to disclosures under items 1 and 2-3, subparagraph 6, Article 10 of the Guidelines for the Items to be Recorded in the Annual Reports of Public Companies: N/A.

VI The Company's Chairman, President, or Managerial Officers in Charge of Finance or Accounting Held any Positions in CPA Firm or Its Affiliates in the Most Recent One Year: None

VII Change in the Shareholding of and the Shares Pledged by the Directors, Managerial Officers, and Shareholders Holding More Than 10% Shares in the Company

(I) Change in the shareholding of the Directors, Managerial Officers, and major shareholders

Position	Name	2024		April 21, 2025	
		Increase (Decrease) in number of shares held	Pledged Shares Increase (Decrease)	Increase (Decrease) in number of shares held	Pledged Shares Increase (Decrease)
Chairman & CEO	Nicky Lu	1,169,749 (1,000,000)	0	(1,000,000)	0
Director & President	Elvis Deng	197,215	0	0	0
Director	Chiu Chiang Investment Co., Ltd.	70,682	0	0	0
Director Representative	Shi-Yi, Chen	0	0	0	0
Director	Kai Chun Investment Corp.	606	0	0	0
Director Representative	Mei-Ling, Hsu	4,952	0	0	0
Director Representative & Senior Vice President	Bor-Doou, Rong	88,059 (23,000)	0	0	0
Independent Director	Ai-Chen, Wang	0	0	0	0
Independent Director	Jen-Hung, Tseng	0	0	0	0
Independent Director	Yun-Chieh, Huang	0	0	0	0

Position	Name	2024		April 21, 2025	
		Increase (Decrease) in number of shares held	Pledged Shares Increase (Decrease)	Increase (Decrease) in number of shares held	Pledged Shares Increase (Decrease)
Independent Director	Wilson Wang	0	0	0	0
Vice President	Chun, Shiah	411,281 (82,000)	0	(10,000)	0
Vice President	Ming-Hong, Kuo	0	0	0	0
Vice President	Peter Chung	54,670	0	0	0
Group Legal Counsel	Teng-Wei, Wang	82,000 (2,000)	0	0	0
Associate Vice President	Edward Yao	54,000 (54,000)	0	0	0
Associate Vice President	Wen-Chi, Wang	278,502	0	0	0
Associate Vice President	Fu-Yung, Hung	75,154 (35,000)	0	0	0
Associate Vice President	San-Pu, Lin	30,000	0	0	0
Associate Vice President	Justin Chueh (Note)	192,884 (111,000)	0	(15,000)	0
Associate Vice President	Robin Wang (Note)	0	0	0	0
Division Director	Yu-Chia, Cheng	45,303 (56,000)	0	0	0
Division Director	Jui-Ling, Hsieh	147,454 (45,000)	0	2,246	0

Note: Division Director Justin Chueh promoted to Associate Vice President on March 28, 2024; Division Director Robin Wang was promoted to Associate Vice President on July 3, 2024. The table only discloses changes in shareholding during their tenure as managerial officers.

(II) Equity Transfer Situation: MOPS → Single Company → Equity Changes/Securities Issuance
→ Share Transfer Information Inquiry → Insider Share Transfer Daily Report Post-Change Reporting Form (https://mops.twse.com.tw/mops/#/web/query6_1)

(III) Shares pledged: None.

VIII Relationship among the Company's Top 10 Shareholders in Shareholding Percentage

April 21, 2025; Unit: shares, %

Name	Current Shareholding		Spouse & Minor Child(ren) Shareholding		Shareholding under Others' Names		Among the top ten shareholders, name and relationship with any one who is a related party or a relative within the second degree of kinship		Note
	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding	Name	Relationship	
Shu-Chuan, Liao	13,209,744	4.06	11,949,727	3.67	0	0.00	Nicky,Lu	Spouse	NONE
							Min-Chuan, Liao	Relative within the Second Degree of Kinship	
Nicky Lu	11,949,727	3.67	13,209,744	4.06	1,000,000	0.31	Shu-Chuan, Liao	Spouse	NONE
							Min-Chuan, Liao	Relative within the Second Degree of Kinship	
Hsien-Jin Star Fund Series-Advanced International ETF Investment Account in custody of JP Morgan Chase Bank Taipei Branch	4,091,767	1.26	N/A						NONE
Ming-Yu, Tsai	3,942,150	1.21	1,000,245	0.31	0	0.00	None	None	NONE
Min-Chuan, Liao	3,730,749	1.15	0	0.00	0	0.00	Nicky Lu	Relative within the Second Degree of Kinship	NONE
							Shu-Chuan, Liao	Relative within the Second Degree of Kinship	
JPMorgan Chase Bank N.A. Taipei Branch - Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds	3,634,140	1.12	N/A						NONE
Capital Securities Corporation Error Account	2,309,000	0.71	N/A						NONE
JPMorgan Chase Bank N.A. - Vanguard Total Trust Stock Index II Investment Account	2,090,132	0.64	N/A						NONE
Elvis Deng	1,265,219	0.39	0	0.00	0	0.00	None	None	NONE
Citi Trust Barclays Capital SBL/PB Investment Account	1,181,107	0.36	N/A						NONE

IX Number of Shares and Percentage of Reinvested Companies by the Company, Directors, Managerial Officers, and Any Companies Controlled Directly or Indirectly by the Company

December 31, 2024; Unit: shares, %

Re-invested Company	Investment by the Company		Investment by Directors, Managerial Officers and by the companies directly or indirectly controlled by the Company		Comprehensive Investment	
	Number of Shares	Shareholding %	Number of Shares	Shareholding %	Number of Shares	Shareholding %
Eutrend Technology Inc.	2,702,522	93.57	54	0.00	2,702,576	93.57
Kinglord Corp.	26,258	100.00	0	0.00	26,258	100.00
Plusway Corp.	9,825	100.00	0	0.00	9,825	100.00
Kingwell Investment Corp.	14,083,000	100.00	0	0.00	14,083,000	100.00
Kingcharm Investment	18,000,000	100.00	0	0.00	18,000,000	100.00
Intercosmos Group Ltd.	4,488	100.00	0	0.00	4,488	100.00
Creative Ally Limited	4,620	100.00	0	0.00	4,620	100.00
eEver Technology Limited	17,407,715	43.52	8,718,387	21.80	26,126,102	65.32
eYs3D Microelectronics, Inc.	66,908,126	62.90	16,191,594	15.22	83,099,720	78.12
eCapture Ltd. Co.	11,666,667	100.00	0	0.00	11,666,667	100.00
Insignis Technologies, Inc.	24,500,000	100.00	0	0.00	24,500,000	100.00
DeCloak Intelligences Co.	5,496,082	80.10	798,706	11.64	6,294,788	91.74
T-Era Architecture Technology, Inc.	2,921,600	7.56	28,718,400	74.32	31,640,000	81.88
TAT Technology, Inc.	1,971,200	7.33	20,708,800	77.04	22,680,000	84.37
ValueCreation Technology, Inc.	1,500,000	100.00	0	0.00	1,500,000	100.00

Chapter 3 Capital Overview

I Capital and Shares

(I) Source of Capital

1. Formation of Capital

April 21, 2025

Year	Month	Issuing Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
			Number of Shares (thousand shares)	Amount (NT\$ thousand)	Number of Shares (thousand shares)	Amount (NT\$ thousand)	Source of Capital	Payment for Shares by Assets Other than Cash	Others
2024	3	23.6 43.2	650,000	6,500,000	289,381.8	2,893,818	Employee stock options NT\$4,490 thousand	None	Note 1
2024	5	23.6 43.2	650,000	6,500,000	290,513.8	2,905,138	Employee stock options NT\$11,320 thousand	None	Note 2
2024	8	43.2 38.0	650,000	6,500,000	325,595.8	3,255,958	Employee stock options NT\$820 thousand Cash capital increase NT\$350,000 thousand	None	Note 3

Note 1: Zhu Shang Zi No.1130008855 dated March 25, 2024.

Note 2: Zhu Shang Zi No.1130017109 dated May 31, 2024.

Note 3: Zhu Shang Zi No.1130026896 dated August 22, 2024.

2. Type of Shares

April 21, 2025

Type of Shares	Authorized Capital			Note
	Outstanding Shares	Unissued Shares	Total	
Registered Ordinary Shares	325,596 thousand shares	324,404 thousand shares	650,000 shares	1. 65,000 thousand shares were reserved for employee stock options. 2. The Company's ordinary shares are listed in TPEx.

3. Shelf Registration-related information: The Company has not handled Shelf Registration.

(II) List of Major Shareholders

April 21, 2025; Unit: shares

Name of Major Shareholder	Number of Shares	Shareholding Ratio
Shu-Chuan, Liao	13,209,744	4.06%
Nicky Lu	11,949,727	3.67%
Hsien-Jin Star Fund Series-Advanced International ETF Investment Account in custody of JP Morgan Chase Bank Taipei Branch	4,091,767	1.26%
Ming-Yu, Tsai	3,942,150	1.21%
Min-Chuan, Liao	3,730,749	1.15%
JPMorgan Chase Bank N.A. Taipei Branch - Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds	3,634,140	1.12%
Capital Securities Corporation Error Account	2,309,000	0.71%
JPMorgan Chase Bank N.A. - Vanguard Total Trust Stock Index II Investment Account	2,090,132	0.64%
Elvis Deng	1,265,219	0.39%
Citi Trust Barclays Capital SBL/PB Investment Account	1,181,107	0.36%

(III) The Company's Dividends Policy and Implementation Status

1. Dividend Policy in the Article of Incorporation

If the Company has earnings in its final account for the year, it shall first use the earnings to pay taxes and recover losses, and then set aside 10% as statutory surplus reserve and set aside or write off special surplus reserve according to the resolutions made by the Shareholders' Meeting or competent authority's order. Thereafter, the Board of Directors shall draft distribution proposal for any remaining balance in retained earnings and previously accumulated undistributed earnings, and shall make request to the Shareholders' Meeting for its resolution to distribute the same. The Company's dividends policy is formulated by its Board of Directors, based on the Company's mid- and long-term operating plans, investment plans, capital budgeting and changes in internal and external circumstances, by considering the rights and interests of shareholders. In addition to the distribution of earnings according to the provisions of the preceding paragraph, the cash dividends paid to shareholders in current year shall not be less than 5%.

2. Distribution of Dividends Proposed at This Shareholders' Meeting: The Company does not plan to distribute dividends for 2024.

(IV) Effect on the Company's Operating Performance and Earnings per Share of Distribution of Stock Dividends Proposed at the Shareholders' Meeting: None.

(V) Remuneration Paid to Employees and Directors

1. Percentage or Range of the Remunerations Paid to Employees and Directors as Set Forth in the Article of Incorporation

The Company shall distribute no less than 12% of the current year's earnings as the remuneration to employees, and no more than 2% of the current year's earnings as the remuneration to Directors. If there are accumulated losses, the Company shall recover them. The employees to whom remuneration shall be paid in share or cash and the objects to whom shares or cash shall be distributed may include the employees of the Company's subordinated companies that meet certain criteria. The current year's earnings referred in paragraph one shall mean the pre-tax earnings of the current year before deduction of the remuneration to employees and Directors. Distribution of remuneration to employees and Directors shall be implemented as approved by more than half of the Directors attended at the Board of Directors' meeting attended by over two-thirds Directors, and shall be reported to the Shareholders' Meeting.

2. The Basis for Estimating the Amount of Employee and Director Remuneration, and for Calculating the Number of Shares to Be Distributed as Employee Remuneration, and the Accounting Treatment of the Discrepancy, If Any, Between the Actual Distributed Amount and the Estimated Figure, for the Current Period.

The remunerations to employees and Directors are recognized as expenses and liabilities, provided that such recognition is required under legal or constructive obligations

and those amounts can be estimated reliably. Any difference between the resolved amounts and the subsequently actual distributed amounts is accounted for as changes in accounting estimates. In addition, the Company calculates the number of bonus shares by using the fair value per share on the date before the resolution date of the Shareholders' Meeting in the following year of the publication date of the Financial Report and after considering the impact of ex-dividends amount.

3. Information on Any Approval by the Board of Directors of Distribution of Remuneration

(1) Amount of Remuneration Paid to Employees and Directors in Cash or Shares: None.

(2) Proportion of Employee Remuneration Paid by Shares in the After-Tax Net Profits Specified in the Individual Financial Report of Current Period, and in the Total Employee Remuneration: None.

4. Actual Distribution of Employee and Director Remuneration for the Previous Year: None.

(VI) The Company's Shares Repurchased by the Company: None.

II Issuance of Corporate Bonds

(I) Information on Corporate Bonds not Repaid and Handled by the Company

Type of Corporate Bonds		The 3rd Domestic Unsecured Convertible Bonds
Issuance Date		May 24, 2022
Face value		NT\$ 100,000
Issuance and transaction place		Officially listed on Taipei Exchange
Issuing Price		Issued at the face value of 100.8%
Total Amount		NT\$800,000 thousand
Interest rate		Coupon rate 0%
Maturity		Five years; Maturity date: May 24, 2027
Guarantor		None
Entrustee		KGI Bank
Underwriter		First Securities Inc.
Certified Lawyer		N/A
CPA		N/A
Method of Repayment		Except that (i) the holder of convertible corporate bonds converts the corporate bonds into the Company's ordinary shares in accordance with Article 11 of the Measures for Issuance and Conversion of Domestic Unsecured Convertible Bonds for the Third Time ("the Measures"), or (ii) the Company redeems corporate bonds in advance in accordance with Article 19 of the Measures, or (iii) the Company exercises the right to repurchase back in accordance with Article 20 of the Measures, or (iv) the Company purchases back corporate bonds from the premises of a securities firm for cancellation, the Company will, within ten business days after the maturity of the convertible corporate bonds, repay in one lump sum in cash according to the face value of the bonds; provided that the aforementioned date will be postponed to the next business day in case TWSE is closed for business.
Outstanding principal		NT\$794,400 thousand
Redemption or early paying off conditions		Subject to Article 19 hereof.
Restrictive Clauses		None
Name of credit rating agency, date of credit rating, and credit rating results of corporate bond		None
Other rights	Amount of converted (exchanged or subscribed) ordinary shares, depositary receipts overseas or other securities as of the publication date of the annual report	As of April 21, 2025, there was no conversion of corporate bonds into ordinary shares yet.
	Issuance and conversion (exchange or subscription of shares) measures	The measures have been announced on the MOPS.
Impact of measures for issuance and conversion, exchange or subscription of shares, and issuance conditions on potential dilution and existing shareholder's interests and impact on existing shareholders' rights		Instead of having a significant adverse impact on the existing shareholder's interests, the Company's evaluation data when submitting the report to the competent authority exhibit that the maximum potential dilution effect on the original shareholder's interests of the third unsecured conversion of corporate bonds in Taiwan is 3.78%.
Name of the custodian institution of the conversion subject		None

(II) Information on Conversion of Corporate Bonds

Type of Corporate Bonds		The 3rd Domestic Unsecured Convertible Bonds	
Item	Year	2024	As of April 21, 2025
Market price of conversion of corporate bonds	Highest	106.00	100.50
	Lowest	97.80	99.30
	Average	100.94	99.96
Conversion price		59.10~58.00	58.0
Issuance date and conversion price at issuance		Issuance date: May 24, 2022 Conversion price at issuance: 63.90	
Way of performing the conversion obligation		Issuance of New Shares	

(III) Information on Exchange of Corporate Bonds: None.

(IV) Summary of Declaration and Issuance of Corporate Bonds: None.

(V) Attached Information on Subscription of Corporate Bonds: None.

(VI) Private Placement of Corporate Bonds Situation: None.

III Issuance of Preferred Shares: None.

IV Issuance of Global Depositary Receipts (GDRs): None.

V Issuance of Employee Stock Options

(I) Information on the Employee Stock Options Not Due

April 21, 2025

Type of Employee Stock Options	2021
Effectiveness Date of Declaration and Total Number of Units	July 29, 2021; 8,000 units
Issuance Date	August 9, 2021
Duration	6 years
Number of Issued Units	8,000 units
Number of Units still Available for Issuance	0 units
Ratio of Shares Exercisable in Total Issued Shares	2.99%
Subscription Period	Stock option holders can exercise their stock options according to the schedule provided in the table, two years after receiving the employee stock option. The stock option has a duration of six years and is non-transferable.
Method of Performance	Issuance of New Shares
Vesting Period and Ratio	50% for 2 years, 75% for 3 years, and 100% for 4 years
Shares Exercised	603 thousand shares
Value of Shares Exercised	NT\$26,050 thousand
Number of Unexercised Shares	6,185 thousand shares
Exercise price per share	NT\$42.4
Ratio of Unexercised Shares in Total Issued Shares	1.90%
Impact on Shareholder's Interests	Small Proportion in Total Issued Shares, with little impact

Note 1: The total number of issued shares is 325,595,781 shares. The expired options have been deducted from the unexercised options.

Note 2: The employee stock option for the year 2015 has expired on March 22, 2024.

(II) The Names, Acquisition, and Subscription Status of the Managerial Officers and the Top Ten Employees Who Obtained the Employee Stock Options

April 21, 2025; Unit: thousand shares; NT\$ thousand, %

Position	Name	Stock Options Obtained	Ratio of the Stock Options Obtained in the Total Number of Shares Issued	Exercised				Unexercised			
				Stock Options Quantity	Exercise Price (NT\$)	Value of Shares Exercised	Ratio of Shares Exercised in Total Issued Shares	Stock Options Quantity	Exercise Price (NT\$)	Value of Shares Exercised	Ratio of Shares Exercised in Total Issued Shares
Managerial Officer	CEO	Nicky Lu	2,224	0	-	0	0.00	2,224	42.4	94,298	0.68
	President	Elvis Deng									
	Senior Vice President	Bor-Doou, Rong									
	Vice President	Chun, Shiah									
	Vice President	Ming-Hong, Kuo									
	Vice President	Peter Chung									
	Associate Vice President	Edward Yao									
	Associate Vice President	Wen-Chi, Wang									
	Associate Vice President	Fu-Yung, Hung									
	Associate Vice President	Justin Chueh									
	Associate Vice President	Robin Wang									
	Division Director	Yu-Chia, Cheng									
	Division Director	Jui-Ling, Hsieh									
	Division Director	Richard Lin	1,008	85	43.2	3,672	0.03	923	42.4	39,135	0.28
Employee	Division Director	Tun-Chih, Chan									
	Division Director	Lennon Chang									
	Division Director	Rossini Kuo									
	Division Director	Kate Shih									
	Division Director	Justine Tsai									
	Division Director	Danny Huang									
	Division Director	Willy Lin									
	Division Director	Wei-Ming, Huang									
	Division Director	Ho-Yin, Chen									

Note 1: The total number of issued shares is 325,595,781 shares.

Note 2: The 1st to the 3rd employee stock options in 2015 are all expired, and their information is not included in this table.

VI Issuance of New Restricted Employee Shares: None

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

VIII Implementation of Capital Allocation Programs:

The Company was approved by the FSC under Jin-Guan-Zheng-Fa's Letter No. 1130344744 dated May 31, 2024, to conduct a cash capital increase. The project was completed as planned in the Q4 of 2024. The project details and execution status are as follows:

MOPS →Single Company →Shareholding Changes/Securities Issuance →Fundraising
→Fundraising Plan Implementation

(https://mopsov.twse.com.tw/mops/web/bfhtml_q2)

Chapter 4 Operational Highlights

I Business Contents

(I) Scope of Business

1. Major Lines of Business

- (1) Research, development, manufacturing (outsourcing), testing, and sales of semiconductor devices, including various types of integrated circuits and components thereof;
- (2) Management consultant, consulting service, and technology transfer regarding the products in the preceding paragraph;
- (3) Concurrently operating of the import and export tradings and businesses relating to the Company's businesses.

2. Proportion of Main Products

Unit: NT\$ thousand; %

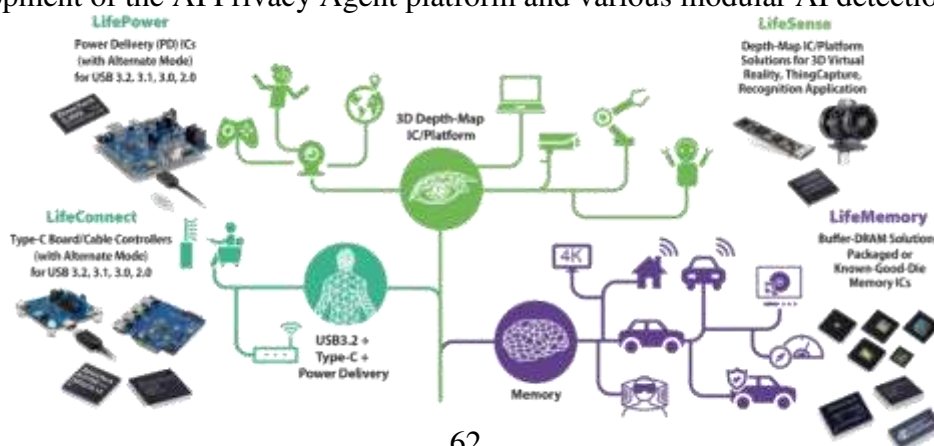
Type of Product \ Year	2023		2024	
	Amount	%	Amount	%
Memory and Analog Logic ICs	2,660,978	99.96	3,472,747	99.99
Others	990	0.04	470	0.01
Total	2,661,968	100.00	3,473,217	100.00

3. Current Products and Services

The Company is a IC Fabless design firm, primarily engaged in the design, development, sales, and technical support of Specialty Buffer Memory and System Chip products. Its memory offerings include dynamic random-access memory (DRAM) and SPI NAND Flash, while its chip portfolio covers NPU SoC, 3D binocular depth vision processors, 3D binocular image capture controllers, image and AI subsystem solutions, as well as USB Type-C Switch and Power Delivery ICs. These products are widely applied in broadband communication, wireless networking, virtual reality, digital audio/video, consumer electronics, Intelligent Home, and surveillance systems. In response to surging demand driven by AI edge devices and automotive electronics, the company continues to launch a series of application-specific products. Furthermore, as global privacy regulations tighten, the Company has expanded its product lines to include quantum-secure multimodal AI facial recognition solutions without personal data, high-privacy AI surveillance systems, and an AI Privacy Agent platform—targeting smart healthcare, intelligent surveillance, and smart factory applications to ensure user privacy protection.

4. New Products Planned to Be Developed

The Company has scheduled to develop more critical chips required for DRAM, System Chip, next-generation AI processing chips, AI-ISP Wafer Platform, 2D/3D Machine Vision Sensing Sub-System, Type-C Switch, USB Power Delivery, Privacy-Preserving Image Processing System, and other relevant new products. Additionally, continue the simultaneous development of the AI Privacy Agent platform and various modular AI detection functions.



(II) Industry Overview

1. Industry Status and Development

Benefiting from the strong demand for artificial intelligence (AI) and high-performance computing, the global semiconductor market is projected to return to a growth trajectory in 2024, with Taiwan's performance expected to exceed the global average. According to data from the Industrial Technology Research Institute's International Division, the total output value of Taiwan's semiconductor industry in 2024 is anticipated to surpass NT\$5.3 trillion, representing a year-on-year increase of 22.4%. The upstream, midstream, and downstream sectors of the industry, including IC Design, IC Manufacturing and Foundry, and IC packaging and testing, are all experiencing robust growth, with output values of NT\$1.3 trillion (a year-on-year increase of 16.0%), NT\$3.4 trillion (a year-on-year increase of 28.4%), and NT\$0.6 trillion (a year-on-year increase of 6.8%), respectively. Within IC Manufacturing and Foundry, the foundry segment is projected to reach NT\$3.2 trillion (a year-on-year increase of 30.1%), while memory and other manufacturing are expected to account for NT\$0.2 trillion (a year-on-year increase of 3.3%). Looking ahead to 2025, as Taiwan solidifies its position as a global semiconductor hub, the total output value of the industry is anticipated to further increase to NT\$6.2 trillion (a year-on-year increase of 16.2%).



Source: Industrial Technology Research Institute (ITRI) (February 2025)

2. The Relationship of the Upstream, Midstream, and Downstream Sections of the Industry

The semiconductor industry can be divided into several sub-industries, including Sensors, Discrete, Optoelectronics, and IC. Within the IC industry, products can be further categorized into four types: Analog IC, Memory, Microprocessors, and Logic IC. When classified according to the vertical division of labor in the upstream, midstream, and downstream sectors, the IC industry can be segmented into IC Design, IC wafer manufacturing and foundry, IC packaging, and IC testing. Even within the same technology or industry segment, there are varying levels of capital and technology intensity.

The foundry that Taiwan's semiconductor industry has pioneered and the IC design models have developed rapidly. In addition, under the structure of a complete supply chain as required by the PC industry, many IC companies have emerged. With the complete vertical division of labor in the supply chain, businesses can engage in division of labor with domestic and overseas businesses in any section of the supply chain, and then concentrate resources on a single field in the industry, and the effect of "industrial cluster" has shown. This model has

witnessed a positive effect. According to the characteristics of vertical division of labor in the IC industry, the upstream, midstream, and downstream can be further subdivided into:



(1) IC Design

An IC design company is a firm that specializes in the design of integrated circuit products. Its primary business involves either independently designing products or accepting design commissions from clients. A professional IC design company will understand a client's needs for IC functions first, and then leverage its expertise to design the most efficient layout with the simplest circuits so as to produce a wafer that represents an integration of multiple chips.

(2) IC Manufacturing and Foundry

The operation of IC manufacturing is to print basic circuit patterns on wafers made by fabs with masks; then, fabricate circuits and their components on the wafers through oxidation, diffusion, CVD, etching, ion implantation and other methods. Given that the circuit design on the IC is a layered structure, multiple cycles of photomask application, pattern creation, and the formation of lines and components are necessary to produce a complete integrated circuit.

(3) IC Packaging and Testing

The packaging and testing industry is a crucial component of the IC backend operations, commonly referred to as the packaging and testing sector. IC packaging mainly provides IC protection, heat dissipation, and circuit conduction. The processed wafers and the diced dies are coated with plastic, ceramic, and metal to protect the dies from external pollution and make it easier to be assembled and applied. IC testing is to detect whether the IC function is normal.

As in the IC design industry, the Company is in the upstream section of the overall IC industry value chain. IC design does not require too much investment in hardware equipment for mass production, but requires high-quality human resources. Taiwan's IC design industry has gradually risen to a leading market position amid the growing momentum of the consumer electronics and communications sectors.

3. Various Development Trends and Competition of Products

(1) Product Development Trends

DRAM is a crucial component in electronic products. Mobile phones, servers, and personal computers are the top three applications in the current market in terms of demand, and the integration and development of AI, high-performance computing, 5G, and IoT/IoE have driven more innovative applications. In response to the demand for these end products, the recent trends in DRAM development are as follows:

A. Low Power Consumption

In recent years, energy efficiency is a major requirement for the increasingly common wearable electronic products and relevant IoT/IoE applications, and therefore there are stricter requirements for the power consumption of DRAM.

B. High Speed

With the stricter requirements for the speed of end products, the transmission specifications of DRAM are also evolving. The current specification in the market has been pushed from DDR4 to DDR5.

C. Miniaturization

To continuously enhance the competitiveness and cost effectiveness of products, the size of DRAM chips is bound to become smaller; as such, the output of chips from a single wafer will increase.

D. Diverse Applications

With the emergence of more emerging applications, the application of DRAM will be more extensive. Whether in AIoT-related intelligent applications that integrate AI and IoT/IoE, or in sectors such as automotive and 5G, DRAM plays a crucial role.

(2) Competition

After undergoing multiple changes, the DRAM industry has transitioned into an oligopolistic structure, with the top three manufacturers—Samsung, SKhynix, and Micron—accounting for over 90% of the market share. The Company distinguishes itself from these three major players by primarily producing and selling specialized DRAM and Known-Good-Die Memory IC products, solutions, and services. Additionally, we have expanded into specialized and application-oriented buffer memory required for IoT/IoE products, encompassing cloud computing, automotive electronics, WiFi, and wearable devices.

(III) Technology and R&D Status

1. Technology Level and Research and Development of the Business Operated

Within the Etron Group, technology level and research and development of the business operated and R&D status are described as follows:

(1) Etron

The Company is a leading manufacturer of Specialty Buffer Memory with consumer electronic products as the main market for a long time. We are committed to developing high-performance, low-power consumption specialty buffer memory products. The current full range of products include SDR, DDR, DDR2, DDR3, DDR3L, DDR4, LPDDR2, and LPDDR4/4X, with 4 to 64 bits of input and output, as well as a density covering 16Mb to 32Gb, among which 2x/1x nano advanced manufacturing process is adopted for the mass production of the high-density products DDR2, DDR3, DDR3L, DDR4, and LPDDR4/4X. In addition to providing commercial specifications for the consumer market, we also offer industrial specifications for stringent operating environments and automotive specifications for the highest quality reliability, tailored to customer needs. Furthermore, we provide high-quality, customized KGD (Known-Good-Die) solutions. Our entire product line is widely used in applications such as networking, Set Top Box, DTV, and surveillance equipment, and has also penetrated the supply chains of major manufacturers in emerging applications such as 5G broadband communication, AI endpoints, and cloud storage.

For the demand of a large number of miniature end devices in the era of AI, Etron Technology has the RPC DRAM[®] having the world's smallest Form Factor and supporting high bandwidth, the world's first DRAM product using the WLCSP micro-packaging technology with both cost and power advantages. Its application fields include micro AI cameras on various wearable devices, mobile devices or the like. Furthermore, acknowledging customer needs in product usage, Etron has initiated a new business model that provides a comprehensive solution of Controller+DRAM.

In addition, in response to the emergence of the generative AI-generation, Etron is actively developing DWB (Direct-Wide-Bus) DRAM to provide the high bandwidth, low power consumption, and cost-effective AI memory required for large language models in edge

computing. The DWB also offers a comprehensive solution for DRAM, PHY, and Controller. Through Etron's unique design technology for DWB, power consumption can be significantly reduced on both the DRAM and Memory Controller sides. Furthermore, the product features high scalability, allowing for expansion from 8Gb to 32Gb or larger density, achieving bandwidths of up to 102.4GB/s or higher to meet the demands of various high-performance applications.

In recent years, Etron has keenly sensed the urgent demand from global customers for a one-stop development platform that integrates memory and memory controller support logic chips. As one of the few companies in the industry with both memory and memory controller design capabilities, Etron has leveraged this foundation to launch the MemorAiLink platform at the end of 2023, which integrates memory and memory controller support SoC technology. In addition to providing a diverse range of memory options to meet the density and bandwidth requirements of SoC designs, it further optimizes the overall performance and cost of the SoC through Etron's expertise in heterogeneous integration. The one-stop memory interface IP service ensures smooth communication between the SoC and memory, effectively reducing complexity and shortening time-to-market, thereby offering customers more competitive solutions.

(2) eEver

The Company specializes in USB Type-C high-speed interface chip products, which encompass technologies such as integrated USB high-speed transmission interfaces, power supply, Type-C signal switching, and audio-visual capture. New applications of PD IC and Emarker IC have been introduced in response to the latest specifications of DP 2.1, USB4, and Thunderbolt 5. Furthermore, the products also support existing USB 3.2, DP 1.4, and Thunderbolt 3 compatibility, achieving optimal interoperability with connected devices. This allows customers who previously utilized eEver Technology, Inc.'s USB PD 3.0 to continue launching products across applications such as PCs, NB, Tablet, and Docking, thereby extending their competitive edge. In the realm of USB applications, a new generation of 4K@60Hz audio-visual capture IC has also been introduced, supporting H.265 and H.264 compressed video data, integrating multiple audio-visual processing functions. This technology can be applied in markets such as live broadcasting, video production, gaming, conferencing systems, medical applications, and industrial control, further advancing into the Pro AV professional audio-visual market.

(3) eYs3D

eYs3D specializes in the development of chips and platforms for AI and machine vision, with a commitment to advancing Edge AI Computing and intelligent sensing technologies. Through its independently developed AI image processing architecture, the Company creates high-performance AI computing modules that support heterogeneous integration, multi-sensor fusion, and adaptive learning algorithms. This capability enables machines to more accurately comprehend their environment and objects, thereby enhancing intelligent decision-making and automation capabilities. The applications of its products encompass various fields, including intelligent transportation, robotics, autonomous driving, Industry 4.0, and AR, offering comprehensive AI subsystem solutions for the global intelligent sensing industry.

The Company's core technologies include deep learning inference, reinforcement learning, time-of-flight, structured light, and multi-view image analysis. These capabilities enable AI-driven optimization in image recognition, behavior prediction, navigation, and decision control. Equipped with a built-in NPU accelerator, the system supports multi-layer sensor data fusion and edge computing, allowing devices to process visual information in real time, construct environmental models, and accelerate application development through an integrated SDK toolchain. This empowers intelligent recognition, data-driven decision-

making, and deep scene understanding. With advanced data augmentation and low-power AI inference technologies, the Company enhances resource allocation efficiency and performance-to-power ratio, delivering higher adaptability across diverse applications.

In the field of intelligent transportation, the Company's AI chips and visual modules can be utilized for vehicle monitoring, parking management, and intelligent signal control, adhering to global standards for image recognition and data processing. In the domains of robotics and industrial automation, the company's XINK robotic computing platform integrates SLAM, AI sensing, and edge decision-making technologies, facilitating applications in UAV, warehousing logistics, and smart manufacturing, thereby enhancing the adaptive capabilities of machines and improving operational efficiency.

With the development of generative AI, autonomous learning, and intelligent edge computing technologies, the company will continue to enhance its AI Sub-System as a Service (ASaaS) offerings. We will foster innovations in smart machinery and AI visual sensing applications, and through international strategic collaborations, expedite our global market deployment to secure a leading technological position in the fields of smart sensing, artificial intelligence decision-making, and data-driven applications.

(4) DeCloak

DeCloak focuses on Privacy Computing as its core business, specializing in providing integrated hardware and software solutions for data privacy computing. Through the use of data and image de-identification technologies, the Company effectively protects personal privacy and information security. Its technologies comply with the EU GDPR and the US CCPA requirements. Additionally, it incorporates advanced technologies such as Differential Privacy, Homomorphic Encryption, and Searchable Encryption to develop a diverse range of privacy protection products. Recently, the Company has been dedicated to developing multimodal and non-personal data AI facial recognition solutions, high-privacy AI surveillance systems, and the AI Privacy Agent platform, which are widely applied in sectors such as enterprise, finance and insurance, smart healthcare, smart surveillance, and smart factories—areas that involve large amounts of data and image information requiring de-identification and privacy protection.

2. Costs of R&D in the Last Year and up to the Publication Date of the Annual report

Unit: NT\$ thousand; %

Item	2023	2024
R&D Expense	688,596	657,539
Proportion to Revenue	26	19

3. Technologies or Products Successfully Developed during the Last Year

R&D Results
Completion of Long Retention Time (LRTDRAM™) technology development Completion of 25nm 4Gb DDR3 development Completion of 38nm 128Mb DDR2 development Completion of 20nm 2Gb DDR3 development Presentation on Mid-Side Interconnections within Wafer Substrate for OMHI Development 4K@60Hz capture card IC integrating multiple video and audio processing functions Development of the Sensor Fusion Subsystem Platform (RGB, Thermal, Radar, High-Performance ToF) Development of a Hybrid Deep Learning Architecture Development of DeCloakFace Development of DeCloakVision Development of SOE-Enterprise Development of PPU and PPU-based Dongle Development of the AI Privacy Agent Platform

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

1. Short-Term Business Development Plan

- (1) Accelerate global business expansion and continue to increase the business growth from strategic clients and regional clients.
- (2) Introduce new specialty DRAM, increase the sales of KGD and industrial and automotive application memory, thereby expanding the market and strengthening the stability of the long-term market layout and profitability.
- (3) Develop a global layout together with clients and grasp new business opportunities arising from the reorganization of global supply chains.
- (4) Keep abreast of the USB Type-C interface standard trends and accelerate the expansion of the Type-C product line and the revenue and client base of audio and video capture systems.
- (5) Expand the AI vision chip market and deepen industrial applications. Strengthen AI image processing technology, enhance image recognition and intelligent decision-making capabilities, and broaden the markets for smart transportation, industrial automation, and robotics applications. Accelerate industry adoption through the SDK developer ecosystem, improve NPU computing performance, and promote the implementation of applications such as smart parking and autonomous mobile robots.
- (6) By combining de-identification technology with artificial intelligence, efficiently integrate the required data and image applications into real-world markets and create a variety of responsible artificial intelligence applications.

2. Long-Term Development Plan

- (1) Continue to take advanced process technology as the core of development, and provide global clients with specialty, stacked, customized, and application-driven memory products and services through the most competitive advantages in the market.

- (2) Break through and innovate the business model of non-standard memory products to accelerate the market penetration.
- (3) Undertake multi-faceted product integration to expand services to international, strategically important clients.
- (4) Establish ASaaS to promote global market deployment; construct ASaaS to integrate sensing hardware, intelligent decision-making algorithms, and algorithm licensing into a new business model that enhances the sales stickiness of hardware and software integration.
- (5) The application of AI with privacy computation ensures that data and image recognition and analysis meet the requirements of international AI privacy protection.

II Analysis of the Market and Production and Marketing

(I) Market Analysis

1. Sales Regions of Main Products

Unit: NT\$ thousand; %

Region \ Year		2023		2024	
		Amount	%	Amount	%
Domestic Sales		645,836	24.26	912,895	26.28
Foreign Sales	Asia	1,610,145	60.49	2,192,870	63.14
	Others	405,987	15.25	367,452	10.58
Total		2,661,968	100.00	3,473,217	100.00

2. Market Share

According to statistics from research institutions, the global DRAM market size in 2024 is projected to be approximately USD\$95.9 billion. Based on the Company's revenue for 2024, our market share is estimated to be around 0.1%.

3. The Future Supply and Demand and Drowth of the Market

In 2024, the global DRAM market demonstrated a distinct polarization. On one hand, the demand for AI-related memory products, particularly HBM, surged due to the rapid expansion of AI applications, leading to an impressive annual revenue growth rate of 84.8% for the overall global DRAM market. On the other hand, although inventory adjustments for other types of DRAM products have gradually returned to healthy levels, the market's recovery momentum remains relatively weak due to insufficient demand support.

Looking ahead to the year 2025, AI applications are expected to continue playing a significant role as a driving force in the DRAM market. This wave of innovation is anticipated to gradually shift from cloud computing to edge computing, thereby fostering the robust development of more end-user applications. According to estimates from DRAmEXchange, the global memory market is projected to reach a scale of US\$131.8 billion in 2025, representing a year-on-year growth of 37.5%. Within this market, bit supply is expected to grow by 22.7%, while the average selling price (ASP) is anticipated to increase by 18.0% year-on-year.

4. Competitive Niche, Favorable and Unfavorable Factors of Development Prospects, and Countermeasures

(1) Competitive Niche

- A. The Company has become a major supplier of specialty and application-driven memory in the markets of consumer electronics and computer peripheral products and applications in the world, and has established an image as a world-class high-quality memory supplier.
- B. The Company has become a world-class professional supplier of Known Good Die (KGD) as well as customized and other specialty and application-driven memory.
- C. The Company has formed various design alliances with world-class clients.
- D. The alliance relationship with various foundries has become more stable, and the partnership with upstream and downstream partners is excellent.
- E. The Company's R&D and design teams have developed world-class design capabilities and an excellent image as professional leading teams.
- F. The Company has a strong team and completely independent management and R&D and design teams.
- G. The Company has complete R&D and testing equipment.

(2) Favorable Factors

- A. With the popularization of mobile devices, smart applications derived from the integration of AI and IoT, and the rise of 5G, end applications of DRAM will become more extensive, and the Company aims to address the needs from emerging AI applications through product innovation.
- B. The product development of the logic business department has been recognized by clients, and it has gradually established a stable partnership with them.
- C. The three largest mainstream manufacturers are progressively focusing their production capacity on HBM and DDR5/LPDDR5 products, making room for the development of specialty DRAM by IC design companies.
- D. With the rise of AIoT applications, the demand for innovative inventions of AI Memory creates new and emerging opportunities for specialty memory IC design companies.

(3) Unfavorable Factors

- A. The DRAM market is extremely responsive to changes in the supply and demand structure. The supply of the wafer foundry market is inconsistent, which can result in price fluctuations in the market supply chain, adding operational pressure and impacting growth momentum.
- B. In addition to the surge in AI-related memory products driven by AI applications, other types of DRAM products lack strong demand support, resulting in relatively weak pull-in from customers.

- C. When entering the high-density and high-end memory standard product market, to compete with mainstream companies, the cost pressure will increase as compared with 2x nano process technologies.
- D. The increase in semiconductor miniaturization costs has led to an increase in the costs of foundries, masks, Probe Cards, testing machines, wafers, and packaging. It has also led to an increase in design companies' R&D investment costs and the time to cover the costs.
- E. Chinese DRAM manufacturers are actively expanding production, which is detrimental to the balance of supply and demand in the market.

(4) Countermeasures

- A. Implement global business development strategies, strengthen the regionalization and localization of business manpower, and provide instant services.
- B. Focusing on rapidly growing emerging markets such as India and Vietnam. Continuously expanding the number of strategic customer groups globally and enhancing design-in/design-win collaborations with original equipment manufacturers to serve end users.
- C. Introduce advanced 2x/1x nano manufacturing process on a continuous basis, and develop high value-added special memory product lines through innovative inventions.
- D. Memory and SoC products are expanded based on profitability, cash turnover rate, and market share considerations.
- E. Pay close attention to the international situation and the trends in the industry, adjust response strategies flexibly, and implement comprehensive risk control.

(II) Important Functions and Production Process of Main Products

1. Important Use of Main Products

Company	Category	Major products	Functions of products
Etron	DRAM	SDR DDR DDR2 DDR3/3L DDR4 LPDDR2 LPDDR4/4X	Widely adopted as a key component across four major application areas—computer peripherals, communication systems, consumer electronics, and automotive electronics. The scope of applications is as follows: 1. Computers and peripherals: HDD, SSD, ODD, Graphic, Printer, Projector, Industrial PC, etc. 2. Communication Systems: xDSL, FTTx/ PON, WiFi, IoT/IoE, IP Cam, IP STB, UAV, etc. 3. Consumer Electronics: DTV, Display, Set Top Box, DVD, Audio, Video, Intelligent Home, Game Console, etc. 4. Automotive Electronics: Car Infotainment, DAB, Dash Cam, HUD, Navigator, ADAS, etc.
	Flash	SPI NAND Flash、 e.MMC	SPI NAND is mainly high-density, low-pin count SLC NAND Flash for various applications such as networking, STB, IP Cam, and IoT. e.MMC is applicable for high-density storage and high-reliability applications that require cost-effectiveness. It is suitable for many consumer electronic devices, including smartphones, tablets, mobile network devices, wearable devices, and common high-density storage components for the IoT.

Company	Category	Major products	Functions of products
eEver	Analog logic System IC	USB Power Delivery +DP Alt Mode MUX	Designed specifically for the USB Type-C interface, this product is primarily utilized for power transmission (USB Power Delivery) and for managing the switching of USB data and DisplayPort (DP) video signals. It is compatible with a range of electronic devices that support the Type-C interface, facilitating the efficient transmission of power, USB data, and video signals.
		USB Video Capture Controller	The HDMI input video signal is converted to 4K at 60 frames per second using a USB audio and video capture IC. This technology is primarily utilized in markets such as online streaming, broadcasting, gaming, conference systems, medical applications, and industrial control.
eYs3D	Chips and Platforms for AI and Machine Vision	AI Subsystem Platform	AI and machine vision. With a commitment to advancing Edge AI Computing and intelligent sensing technologies and through its independently developed AI image processing architecture, the Company creates high-performance AI computing modules that support heterogeneous integration, multi-sensor fusion, and adaptive learning algorithms. This capability enables machines to more accurately comprehend their environment and objects, thereby enhancing intelligent decision-making and automation capabilities. The applications of its products encompass various fields, including intelligent transportation, robotics, autonomous driving, Industry 4.0, and AR, offering comprehensive AI subsystem solutions for the global intelligent sensing industry.
		3D Vision Sub-System	Leveraging its self-developed 3D depth sensing chips, the Company has further extended its capabilities to the design of 3D sensing hardware module kits. These solutions are applied in service robots, industrial robots, unmanned retail, and dynamic perception applications.
DeCloak	Information Service	Privacy data protection related systems software and hardware	The software and hardware data privacy computing solutions for personal privacy protection, which are mainly used for SOE-Enterprise, enterprise access control systems, electronic signatures, financial insurance, medical health, surveillance, and other applications with privacy data.

2. Production and Manufacturing Process

The IC production and manufacturing process is mainly divided into four stages:

(1) Circuit design stage

Circuit design starts with the definition of product functions, followed by the design of relevant logic and analog circuits, then simulation, verification, and graphical layout, and finally the circuit layout pattern is converted into electronic data for making masks and stored on tapes or optical discs.

(2) Wafer manufacturing stage

The wafer manufacturing process is based on the repetitive processes of photolithography, etching, oxidation, and diffusion to produce the designed circuit pattern (i.e. the circuit pattern on the mask) on a silicon wafer layer by layer.

(3) Wafer testing stage

There are hundreds to thousands of dies on a manufactured wafer, which must be tested one by one to select the integrated circuit dies which functions well. Due to the absence of a packaging testing phase for KGD, additional testing processes are required to ensure product quality.

(4) Packaging and testing stage

In response to customer demand for packaged products, the small chips must undergo processes such as cutting, die bonding, wire bonding, and packaging. A final test is then conducted to ensure quality, completing the entire production process.

(III) Supply of the major raw materials

The Company's major raw material is silicon wafer. The Company continues to maintain long-term collaboration with at least three foundries, so there should be no concern about the sources of wafer supply.

(IV) The Names of Individual Customers/Suppliers who Have Accounted for at Least 10% of the Total Purchases (sales) in Any of the Last Two Years, Their Purchase (sale) Amounts and Proportions, and the Reasons for the Changes

1. Information on Major Suppliers in the Last Two Years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	Proportion to net purchase for the year (%)	Relationship with the issuer	Name	Amount	Proportion to net purchase for the year (%)	Relationship with the issuer
1	Supplier A	1,095,750	59.90	None	Supplier A	1,635,912	61.32	None
2	Supplier B	259,331	14.18	None	Supplier B	393,601	14.75	None
3	Others	474,129	25.92	-	Others	638,460	23.93	-
-	Net purchase	1,829,210	100.00	-	Net purchase	2,667,973	100.00	-

Reasons for the increase or decrease: Changes in customer demand have led to shifts in suppliers' proportions, resulting in increases or decreases.

2. Information on Major Sales Customers in the Last Two Years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	Proportion to net sales for the year (%)	Relationship with the issuer	Name	Amount	Proportion to net sales for the year (%)	Relationship with the issuer
1	Customer A	282,571	10.62	None	Customer B	318,245	9.16	None
2	Others	2,379,397	89.38	None	Others	3,154,972	90.84	None
-	Net sales	2,661,968	100.00	-	Net sales	3,473,217	100.00	-

Reasons for the increase or decrease: Changes in the demand for end products have led to shifts in customers' mix proportions, resulting in increases or decreases.

III Number of Employees, Average Length of Service, Average Age, and Education Distribution

Unit: Person, Age, Year

Year		2023	2024	As of March 31, 2025
Number of employees	R&D personnel	271	272	274
	Management and marketing personnel	162	172	172
	Technicians	12	12	12
	Total	445	456	458
Average age		43.93	44.68	44.56
Average years of service		9.32	9.82	10.01
Distribution of education	Doctoral degree	3.37%	3.07%	3.06%
	Master's degree	47.42%	49.34%	49.34%
	University and college	44.49%	42.98%	43.01%
	Senior high school	4.27%	4.39%	4.37%
	Below senior high school	0.45%	0.22%	0.22%

IV Environmental Protection Expenditure

- (I) Information on losses incurred due to environmental pollution in 2024 and as of the publication date of the annual report: None.
- (II) The estimated amount that may be incurred at present and in the future and countermeasures: The Company is a professional IC design company and did not cause material environmental pollution. In the future, we may adopt relevant operational control or filing operations in response to changes in laws and regulations. Current potential environmental expenditures include pollution control facility improvement costs and environmental disposal fees, which are estimated to be less than NT\$600,000 per year.

V Labor-management Relations

- (I) Employee benefit plans, continuing education, training, and pension systems and the status of the implementation, and the status of labor-management agreements and measures for safeguarding employees' rights and interests
- Employee benefits
 - The Company's employee benefits are handled as per the Labor Standards Act and relevant laws, and also include an employee stock ownership trust system and group insurance policy, so that employees can devote themselves to work more fully.
 - The Company has set up an Employee Welfare Committee to provide various allowances or subsidies for marriage, funerals, national holidays, childbirth, and emergencies, as well as various employee travel activities, birthday parties, and club activities to enhance employees' physical and psychological health and strengthen the interaction and relations among them. The employees have been satisfied with the benefits above since the implementation.

- (3) To alleviate the burden on employees, the Company has set up after-school club, providing free childcare measures, such as after-school children pick-up service and after-school tutoring, and childcare facilities, such as children's playrooms, libraries, toilets, and showers; as such, employees can work without worries.
- (4) To take care of employees' health and diet balance, we hire a group of professional chefs to provide services lunch, dinner, noodle dishes, vegetarian meals, and children's meals.
- (5) The Company was awarded the National "Friendly Workplace" by the Council of Labor Affairs (currently known as the Ministry of Labor) in 2008, and selected as an enterprise for offering an excellent "Employee Assistance Program (EAPs)" by the Council of Labor Affairs (currently known as the Ministry of Labor) in 2011. We were also honored the Family LOHAS Award and the Health LOHAS Award of the 1st Work-Life Balance Award launched by the Ministry of Labor in 2014, which were the highest national honor for the Company's promotion of work-life balance.

2. Pension system

Etron has formulated the "Employee Pension Measures of Etron Technology Inc." and established a Supervisory Committee of Labor Retirement Reserve as per the Labor Standards Act and the Labor Pension Act.

- (1) Employees eligible for retirement under the Labor Standards Act will have their retirement benefits calculated based on their years of service and the average monthly wage approved at the time of retirement. For those with 15 years of service or less, a benefit of two base amounts will be granted for each full year of service. For those with more than 15 years of service, a benefit of one base amount will be granted for each full year of service, with a maximum accumulation limit of 45 base amounts. Etron Technology Inc. allocates 2% of the total monthly salary to the retirement fund in accordance with the law. This fund is stored in a special account at Taiwan Bank under the name of the Labor Retirement Reserve Supervisory Committee, which is responsible for supervision, income and expenditure, custody, and utilization.
- (2) For employees to whom the retirement criteria of the Labor Pension Act apply, the Company will contribute 6% of the monthly salary as per the monthly contribution range table approved by the Executive Yuan to the individual pension account of the Bureau of Labor Insurance according to an employee's salary while cooperating with employees' voluntary contribution.

3. Employee education and training

Etron adheres to the concept of lifelong learning, encourages employees to learn actively and spontaneously, and focuses on the internalization of knowledge and the display of work performance. As such, we have formulated "Education and Training Regulations", "Employee On-the-job Training Regulations", and other relevant training regulations, and provide diverse training models. In 2024, total training expenses amounted to approximately NT\$537,000, with an average of 10.36 training sessions and 15.32 training hours per employee.

Since 2005, we have been granted separate course subsidies under the Enterprise Human Resources Improvement Program launched by Workforce Development Agency, Ministry of Labor. In 2018, 2020, and 2023, we were awarded the Bronze Award by the Talent Quality Management System (TTQS) in the Taoyuan, Hsinchu, and Miaoli regions.

The Company's training methods are divided into three models: internal training, industry learning, and self-development, which are described as follows:

- (1) "Internal training" focuses on departmental independent training and inter-departmental integrated training to leverage the effects of internal knowledge dissemination and teaching while learning.
 - (2) "Industry learning" refers to external courses and international seminars, which are arranged to strengthen the connectivity between knowledge, technology, and industry, and the information absorbed and integrated will be shared internally.
 - (3) As for "Self-development", self-growth space is provided to enhance individuals' learning willingness through resources, such as internal learning platforms, IEEE Database, and libraries.
 - (4) The Company's training system is divided into the components below:
 - A. In "management competency training" professional management training is provided to managers at all levels; lectures for managers are organized regularly, and outstanding leaders are trained actively.
 - B. As for "Departmental professional competency courses", professional knowledge, skills, and attitude that employees should possess in different job positions are drawn up as per the annual training plan.
 - C. The "School of Life and Knowledge" is planned to provide knowledge related to humanities, social sciences, and natural sciences to promote personal self-growth, expand the horizon exploration, and diversify the knowledge.
 - D. "Corporate culture" aims to cultivate the necessary skills that should be possessed by Etron's employees, such as new employee training to help new employees quickly understand the Company's philosophy, spirit, system, and culture.
 - E. "Language training" trains employees to possess the language skills needed for internationalization and to enhance individual competitiveness.
 - F. As for "annual certifications" that need to be passed by specific professionals, such as quality inspectors, environmental safety and health personnel, and chefs, we arrange regular annual training sessions, and have formulated "specific personnel qualification certification implementation regulations" for personnel who are critical to product quality to ensure employees' skills are qualified for their jobs.
4. Agreements between labor and management and various measures to protect employees' rights and interests

The Company does not have a labor union and has not signed a formal collective agreement. However, four labor-management meetings are held annually to negotiate and

communicate on matters such as working conditions and the work environment. Employees may also communicate through the Company's internal mailbox and bulletin boards, ensuring smooth communication channels.

At the same time, Etron Technology respects people in different ways due to their race, socioeconomic class, language, ideology, religion, party, birthplace, gender, marriage, appearance, physical obstacles or previous union memberships. Establish appropriate internal management measures and procedures, and undergo regular audits by internal teams, certification bodies, and clients to ensure proper implementation.

- (II) In 2024 and up to the publication date of the annual report, the situation of labor disputes and the estimated amount that may be incurred in the future and countermeasures: The Company did not suffer loss due to labor disputes, and the Company's labor-management relationship is harmonious. It is estimated that the possibility of losses incurred due to labor disputes in the future is extremely low.

VI Information Security Management

(I) Information Security Risk Management Structure, Policies, Specific Management Schemes and Resources Invested in Information Security Management

1. Information Security Risk Management Structure

The Company has established the Information Security Committee that is responsible for formulating and reviewing information security policies, resource allocation, and inspection of the implementation of different measures. The senior executives—as management representatives—are responsible for the coordination and promotion of Information security management affairs. They regularly convene security meetings and submit annual reports to the Board of Directors on the implementation status. In addition, in December 2023, the Company established a security director and security personnel in compliance with the law to improve the effectiveness of security operations. The executive secretary supports the dedicated security director in performing security-related tasks, and department managers serve as committee members to contribute to the development and execution of various information security plans and measures.

2. Information Security Policies

The Company has formulated Information security policies as guidelines for Information security management in accordance with its own operating requirements and relevant laws and regulations to ensure the confidentiality, integrity, and availability of company information. The operation of internal Information security organization helps to implement executive management measures. In addition, the Company should establish Information security risk awareness among employees, and make the best of management procedures and security protection technologies to achieve the security goals of information collection, processing, transmission, storage, and circulation.

3. Specific Management Schemes and Resources Invested in Information Security Management

With respect to "security and information security education and training of human resource to enhance personnel information security awareness":

- (1) Personnel employment change or termination of employment have been included in the information security process to manage the employees. These efforts are designed to ensure that employees can implement relevant information security measures in their positions, thereby reducing possible information security risks.
- (2) The Company regularly conducts information security awareness, social engineering attack, and prevention education training for employees (totaling 1 hour). This training is tailored to the nature of their job and the current information security environment requirements. Simulated phishing emails are designed around current events and relevant topics to test employees' awareness of social engineering attacks. These efforts

aim to enhance employees' information security knowledge and strengthen the company's overall information security posture.

- (3) To enhance the Company's information security management capabilities and strengthen the training of our personnel, dedicated individuals have been assigned to attend external professional training courses for information security management (totaling 34 hours) and external training courses for information security functions (totaling 38 hours). Additionally, courses on information security have been conducted for our IT staff (totaling 48 hours).
- (4) The Company periodically issue email security notices (22 in total), reminding them to remain vigilant and providing information on security incidents and preventive measures.

With respect to "information asset identification and risk management":

- (1) The Company regularly identifies and protects its assets based on their importance. This involves collecting and classifying information assets, reviewing their confidentiality, availability, and integrity, assessing vulnerabilities and threats, and creating risk management plans. The company tracks these enhancement plans until improvements are implemented.
- (2) In response to external security threats, the company continually strengthens its measures. This includes enhancing existing protection mechanisms and implementing additional safeguards such as Endpoint Detection and Response (EDR) software, as well as using multi-factor authentication (MFA) and other solutions..

With respect to "Information Security Incident Reporting and Response":

- (1) The Company joins domestic cybersecurity alliances to acquire and exchange cybersecurity information. This helps the company respond promptly to any cybersecurity issues.
- (2) In the event of an information security incident within the company, the associated departments are responsible for promptly reporting the incident according to their roles and the incident classification system. They should follow prepared mitigation plans, take necessary actions, and document the process and outcomes. The reports are then submitted to the Information Security Committee.

The Company's Information Security Committee held ad hoc working group meetings and quarterly formal meetings in 2024. On November 5, 2024, a report on the implementation of information security was presented to the Board of Directors. The Company also continues to invest in software and hardware infrastructure to strengthen network protection mechanisms, system operations, and the security of confidential information management.

The Company has implemented a comprehensive ISO27001 information security management system. In June 2024, it successfully passed third-party verification and received certification, which is valid until June 2027. To mitigate cybersecurity threats in

terms of system, technical, and procedural aspects, the Company has created an information security protection environment that aligns with customer requirements and consistently follows the Plan-Do-Check-Act (PDCA) cycle for continuous improvement.

- (II) For the most recent year and as of the printing date of the annual report, the losses, possible impacts and responses to major information security incidents, if not reasonably estimable, shall state the facts that they are not reasonably estimable: None.

VII Important Agreements

Type of Contract	Party	Contract Duration	Main Content	Restrictive Clauses
Insurance	Chubb Insured	2024/9/16~2025/9/16	Liability insurance for directors, supervisors, and important employees	None
Production capacity reservation and subsequent supplementary agreement	Powerchip Semiconductor Manufacturing Corp.	2021/10/1~2025/12/31	Ensure a stable supply of wafers required by the Company's business	Confidentiality clause

Chapter 5 Review and Analysis on Financial Status and Financial Performance and Risk Matters

I Financial Status

Unit: NT\$ thousand

Item \ Year	December 31, 2023	December 31, 2024	Difference	Percentage of Change (%)
Current Assets	4,246,574	4,202,397	(44,177)	(1.04)
Financial Assets at Fair Value through Other Comprehensive Income - Non-current and Investments Accounted for Using Equity Method	1,071,601	1,047,637	(23,964)	(2.24)
Property, Plant and Equipment, Net	646,729	653,148	6,419	0.99
Other Assets	865,496	827,822	(37,674)	(4.35)
Total Assets	6,830,400	6,731,004	(99,396)	(1.46)
Current Liabilities	1,992,236	2,240,816	248,580	12.48
Long-term Borrowings	1,068,950	18,125	(1,050,825)	(98.30)
Other Liabilities	286,996	192,110	(94,886)	(33.06)
Total Liabilities	3,348,182	2,451,051	(897,131)	(26.79)
Share Capital	2,889,328	3,255,958	366,630	12.69
Capital collected in advance	17,143	0	(17,143)	(100.00)
Capital Surplus	718,483	1,419,142	700,659	97.52
Retained Earnings	(372,049)	(596,602)	(224,553)	(60.36)
Other Equity	168,230	87,081	(81,149)	(48.24)
Non-controlling Interests	61,083	114,374	53,291	87.24
Total Equity	3,482,218	4,279,953	797,735	22.91
Explanation of the proportion of the changes (%):				
1. Long-term borrowings: Mainly due to the repayment of borrowings in 2024 and the reclassification of corporate bonds payable as current liabilities.				
2. Other liabilities: Mainly due to the reclassification of other non-current liabilities to current liabilities in 2024.				
3. Capital collected in advance: Mainly due to the completion of registration for employee stock option exercises and the subsequent transfer to paid-in capital in 2024.				
4. Capital surplus: Mainly due to an increase in capital surplus from cash capital increase completed in 2024.				
5. Retained Earnings: Mainly due to the losses in 2024.				
6. Other Equity: Mainly due to the decrease in unrealized gains on the valuation of equity instruments at fair value through other comprehensive income in 2024.				
7. Non-controlling interests: Primarily attributable to the losses incurred by subsidiaries in 2024.				

II Financial Performance

(I) Analysis of Financial Performance

Unit: NT\$ thousand

Item \ Year	2023	2024	Amount of Change	Percentage of Change (%)
Operating Revenue	2,661,968	3,473,217	811,249	30.48
Operating Costs	(2,744,669)	(3,030,402)	(285,733)	(10.41)
Operating Gross Profit	(82,701)	442,815	525,516	635.44
Operating Expenses	(1,157,756)	(1,162,363)	(4,607)	(0.40)
Other Income and Expenses	67,306	67,555	249	0.37

Item \ Year	2023	2024	Amount of Change	Percentage of Change (%)
Operating Income (Loss)	(1,173,151)	(651,993)	521,158	44.42
Non-operating Income and Expenses	180,470	37,741	(142,729)	(79.09)
Income (Loss) from Continuing Operations before Tax	(992,681)	(614,252)	378,429	38.12
Income Tax (Expenses)	(2)	-	2	(100.00)
Net Income (Loss)	(992,683)	(614,252)	378,431	38.12
Net Income (Loss) Attributable to Owners of the Parent	(892,914)	(540,640)	352,274	39.45
Description of the percentage of change: 1. Operating revenue and gross profit: Mainly due to increased market demand in the first half of 2024, resulting in higher operating revenue in 2024 compared to 2023. 2. Non-operating income and expenses: Mainly due to a decrease in gains from the disposal of property, plant, and equipment in 2024. 3. Income Tax Expenses: Mainly due to zero taxable income in the current period. 4. Operating Loss and Net Income for the Period (Loss): Mainly due to the increase in operating revenue and gross profit in 2024, resulting in the decrease in losses in 2024.				

(II) Expected Sales Volume in the Coming Year and Its Basis

The Company specializes in IC design for specialty DRAM and has expanded into USB chips, AI and image processing chips, and their subsystems. By integrating AI privacy computing, our products can be applied to various consumer and smart peripheral devices. Future sales volume and operational conditions will be based on demand changes in the consumer electronics application field, which will guide the formulation of financial and business response plans and strategies.

III Cash Flows

(I) Analysis of the Changes in Cash Flows for the Most Recent Year

Unit: %			
Item \ Year	2023	2024	Percentage of Change
Cash Flow Ratio	—	—	—
Cash Flow Adequacy Ratio	56.74	37.81	(33.36)
Cash Reinvestment Ratio	—	—	—
Description of the percentage of change: 1. Cash Flow Ratio: N/A, which was mainly due to the cash outflows from operating activities in 2024. 2. Cash Flow Adequacy Ratio: Mainly due to the cash outflows from operating activities in 2024. 3. Cash Reinvestment Ratio: N/A, which was mainly due to the cash outflows from operating activities in 2024.			

(II) Remedial Plans for Liquidity Shortfalls: Not applicable as the Company does not expect any liquidity shortfalls.

(III) Analysis of Liquidity for the Coming Year: Liquidity for the coming year is expected to be better than that in the previous year.

IV Effect on Financial Operations of Any Major Capital Expenditures during the Most Recent Year

Unit: NT\$ thousand

Program	Capital Expenditures		
	2022	2023	2024
Purchase of Equipment	161,725	115,072	106,404
Impact on financial operations	Such capital expenditure will be invested in product R&D as well as the expansion of product manufacturing, and is expected to have a positive impact on future operating revenue.		

V Reinvestment Policy for the Most Recent Year, Main Reasons for Profits/Losses Generated Thereby, Improvement Plan, and Investment Plans for Coming Year

(I) Reinvestment Policy for the Most Recent Year

The Company's investment strategy focuses on long-term strategic development, targeting enterprises related to our core business. We actively incorporate AI technologies and applications, combined with innovative techniques in de-identification and privacy protection, to align with industry trends in digitalization and data security. We are committed to enhancing product competitiveness through AI, achieving more precise understanding of customer needs, and building a market environment grounded in greater trust by strengthening privacy protection mechanisms. Meanwhile, we continuously explore new market opportunities to expand market share, ultimately driving steady growth in overall revenue and profitability, and ensuring long-term industry leadership.

(II) Main Reasons for Profits/Losses Generated Thereby and Improvement Plan

In 2024, due to customers' ongoing inventory adjustments and the slow pace of consumer demand recovery, the business expansion of each subsidiary did not meet expectations but showed noticeable improvement, resulting in a reduced overall loss compared to the previous year. Each subsidiary continues to invest resources in the development of new technologies and products to comprehensively enhance competitiveness.

Looking ahead to 2025, although interest rates in major global economies remain elevated and uncertainties in economic policies and regional political risks persist, with inflationary pressures gradually easing, customer inventory adjustments nearing completion, and new opportunities arising from the wave of AI applications and de-identification and privacy protection, the operations of each subsidiary are expected to gradually improve and demonstrate better performance.

The Company will continue to focus on supporting its investee companies in enhancing core competitiveness and operational efficiency, aiming to create shared value and contribute to more stable profit growth for the Company.

(III) Investment Plans for Coming Year

The Company will continue to prudently evaluate its investment plans for long-term strategic purposes.

VI Risk Assessment and Management

(I) Effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future

1. Effect of interest rate fluctuations and response measures to be taken in the future

The interest expenses in 2023 and 2024 were NT\$76,530 thousand and NT\$60,617 thousand respectively, accounting for 2.87% and 1.75% of the consolidated net operating revenue respectively. The Company will always pay attention to the trend of interest rates in the financial market, regularly evaluate bank interest rates, and closely liaise with banks to strive for more favorable interest rate terms.

2. Effect of exchange rate fluctuations and response measures to be taken in the future

The Company's operating revenue was mainly denominated in USD. Net of certain payables on purchases denominated in foreign currencies, USD-denominated assets constituted most of the net position. Therefore, exchange rate fluctuations between the New Taiwan Dollar and the U.S. dollar could have an impact on the Company's profit or loss. In addition to natural hedging, the Company entered into forward contracts to mitigate the impact of exchange rate fluctuations on its profit and loss. To keep abreast of trends and changes in exchange rates, the Company's finance department constantly monitors changes in international financial markets, maintains close contact with banks, collects information on exchange rate fluctuations and financial markets; it also adjusts the USD position in a timely manner to reduce the exchange rate risk.

3. Effect of changes in the inflation rate and response measures to be taken in the future

In the most recent year, inflation had an insignificant impact on the business operations and profit or loss of the Company and its subsidiaries. In the future, the Company and its subsidiaries will closely monitor the changes in the international prices of raw materials and products, maintain good relationships with customers and suppliers, and adjust the selling prices of products and inventories in a timely manner in order to reduce the effect of changes in the inflation rate.

(II) Policies on High Risk or Highly Leveraged Investments, Loans to Others, Endorsements and Guarantees, as well as Derivatives Trading, Main Reasons for Profits or Losses, and Response Measures to Be Taken in the Future: The Company and all its subsidiaries did not engage in any high risk or highly leveraged investments. To ensure sound financial management and to reduce the operational risks, the Company has formulated the "Operating Procedures for Loans to Others" and "Procedures of Endorsements and Guarantees" according to law and required that the Company and all its subsidiaries should comply when providing loans or endorsements/guarantees to others. The Company engages in derivatives trading primarily for hedging

purposes, using forward foreign exchange and swap contracts to reduce the adverse effects of fluctuations in foreign exchange rates on the Company's operating results.

- (III) **Future R&D Plan and Projected R&D Expenses:** In response to the industry trend of heterogeneous integration and incorporating the sustainable concept of green design, the Company and its subsidiaries continue to develop application-driven specialty DRAM, logic chip products, next-generation AI processing chips, and their associated system products with high speed, high bandwidth, low voltage, low power consumption, suitable density/capacity and low cost. In response to the rapid development of AI, the company is actively deploying AI memory solutions, promoting innovation in edge AI and high-performance computing (HPC) applications. It is committed to delivering a more advanced product portfolio to enhance product value. In 2024, R&D expenditures amounted to NT\$657,539 thousand, representing approximately 19% of total revenue, with a similar investment ratio expected in 2025.
- (IV) **Effect of Changes in Major Domestic and International Policies and Laws on the Company's Finances and Business Operations and Response Measures to Be Taken in the Future:** The changes in major domestic and international policies and laws this year did not have any major impact on the finances and business operations of the Company and its subsidiaries. In the future, the Company will keep itself timely updated on relevant information and develop timely and necessary responses to meet the Company's operational needs.
- (V) **Effect of Changes in Technology and the Industry on the Company's Finances and Business Operations and Response Measures to Be Taken in the Future:** The Company strengthened the R&D capabilities and followed technological developments and market trends at home and abroad to respond to changes in technology and the industry; in terms of financial management, the Company focused on cash flow management to keep the operations sound and robust. In addition, regarding the Company's responses to information security, please refer to Operational Highlights - Information Security Management of this annual report.
- (VI) **Effect of Changes in Corporate Image on Corporate Risk Management and Measures Taken in Response:** The Company is a world-class fabless IC design house for cutting-edge CEDRAM and KGDM. With "honor, courage, innovation, teamwork" as the core, the Company continues to develop advanced technologies and enhance customer service, forging long-term and stable partnerships with many leading customers around the world. In terms of corporate image, the Company presents its core values, business strategies, visions, market trends, and other product or financial information through disclosures and channels of communication such as company website, DMs, press release, awards and credentials, participation in industry events; it also

engages with the media and investors to increase the public's understanding and recognition of its business goals and to create a positive corporate image.

- (VII) Expected Benefits and Possible Risks Associated with Mergers and Acquisition and Measures Taken in Response: None
- (VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion and Measures Taken in Response: None
- (IX) Risks Associated with Excessively Centralized Purchases or Sales and Measures Taken in Response: In terms of purchases, having been deeply involved in the field of semiconductor IC products for a long time, the Company has formed a stable and close partnership with suppliers and has considered more than two suppliers for the management of purchases, so that the Company can flexibly allocate production capacity to ensure stable supply and quality. As for sales, the Company sells to customers worldwide for a variety of consumer electronics products, and the sales are still actively expanding, with no centralized sales.
- (X) Effect upon and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director, Supervisor, or Shareholder Holding Greater than a 10 Percent Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, and Measures Taken in Response: The equity changes of the above-mentioned personnel of the Company were mainly due to their personal financial management activities, which did not pose any risk to the Company's operations.
- (XI) Effect of Changes in Management on the Company, Related Risks, and Measures Taken in Response: None
- (XII) Litigation or Non-litigation Events: Securities and Futures Investors Protection Center has filed a lawsuit against our former subsidiary, TM Technology Inc. (referred to as "TM Technology"), and its former Chairman, Mr. Wu, for violating the Securities and Exchange Act. Additionally, in February 2017, a civil lawsuit seeking compensation on behalf of TM Technology's investors was filed against Mr. Wu, TM Technology, and the Company. Currently, the Supreme Court has remanded the case to the Taiwan High Court for retrial. The Company is actively defending the case with the assistance of our lawyers to protect our rights and assess the potential impact on our shareholders' equity or securities, which is considered insignificant.
- (XIII) Other Major Risks and Countermeasures: None

VII Other Important Issues: None

Chapter 6 Special Records

I Relevant Information on Affiliates:

MOPS →Single Company→ Download Electronic Documents→ Three Reporting Forms for Affiliated Enterprises

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

II Issuance of Private Placement Securities in the Most Recent Year and As of the Date of Publication of the Annual Report: None.

III Other Necessary and Supplemental Description: None.

IV Conditions that Materially Affect Shareholders' Interests or Price of Securities: None.

Etron Technology, Inc.
Chairman: Nicky Lu