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Chicony Power : <https://www.chiconypower.com/>

Chicony Power Technology Co., Ltd.

2024 Annual Report

Dated by Mar. 28, 2025

1. The Company's Spokesman and Deputy Spokesman :

Spokesman

Name : Chen, Hsueh-Yi
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Deputy Spokesman

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Title : Senior Director of Investor Relations Division
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Headquarters

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Plants : NA

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

6. Company Website : <https://www.chiconypower.com/>

Chicony Power Technology Co., Ltd.

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1. Letter to Shareholders

Dear Shareholders:

1.1. Business Performance in 2024

(I) Results Accomplished with the Business Operating Plan for 2024

With the joint efforts by the Company's managerial team and entire staff, in 2024, the Consolidated Sales Revenues were up to NT\$37,176,448,000, increasing by 2.4% over 2023. The Net Profit after taxes came to NT\$3,341,049,000, increasing by 1.4% over 2023.

(II) Analyses on Financial Revenues and Expenditures and Profitability

1. Financial Revenues and Expenditures

Unit: NT\$ 1,000

Item	2024	2023	Increase (decrease) %
Operating Profit	3,794,943	3,961,171	(4.2%)
Net Earnings After Tax	3,341,049	3,294,677	1.4%
Average Total Assets	32,120,968	28,702,866	11.9%
Average Total Shareholders' Equity	14,665,579	13,250,011	10.7%

2. Profitability

Item	2024	2023
Average Return on Assets (%)	10.6	11.7
Average Return on Shareholders' Equity (%)	22.8	24.9
Operating Profit Accounting for the Ratio of Share Capital at the End of the Period (%)	94.7	99.3
Net Profit Margin (%)	9.0	9.1
Earnings Per Share	8.34	8.27

(III) Performance in Research and Development

In 2024, the Company has invested a total of NT\$1,968,623,000 in R&D expenses to develop new products, strengthen automated production equipment, improve production process and upgrade R&D technicians' competency. Given the industrial environment, which evolves rapidly and involves intensive competition, the Company will actively control the development trend in the market, and continue to invest funds in the innovation of products and R&D of technology, especially in the new application areas, such as development of products including power supply of gaming computers, power supply systems of AI server and data center server, power supply systems of high-efficient, power supply of communication, power supply of AIOT, and smart low-carbon integrated management platform, etc., in order to keep intensifying the Company's competitiveness in the industry.

(IV) ESG and Corporate Sustainability

In addition to focusing on product quality and business strategy optimization, as the world attaches high attention to climate change, the Company, as a leading manufacturer in the field of power supplies assumes the mission of promoting sustainable development. In terms of sustainable development performance in ESG (Environment, Social, and Governance), the Company has been ranked in the top 6~20% of TWSE-listed and TPEX-listed companies in corporate governance evaluation, been selected as an excellent company for temperature control 1.5°C by CommonWealth Magazine, been selected into Business Weekly's top 100 carbon competitiveness companies for three consecutive years and has won the TCSA Taiwan Enterprise Sustainability Award of Top 100 sustainable Model Enterprise.

In addition, the international non-profit organization CDP (Carbon Disclosure Project) announced the latest evaluation results for 2024. For the first time, the Company received an A-leadership grade in the climate change questionnaire and a B management grade in the water safety questionnaire, demonstrating the Company's unremitting efforts in sustainable development.

1.2. Business Operating Plan for 2025

(I) Business Targets and Forecast for 2025

Looking forward to 2025, the global economy is slowing down and will still face many challenges. Although global inflation is easing, however, the US domestic and foreign policies may usher in substantial changes and intensify global economic and political uncertainties with the strong return of former US President Trump. The current market focus is on the "America First" policy implemented by Trump after he took office. Whether raising import tariffs will have an impact on US market demand remains to be seen.

Although the uncertainty of the economic environment is still high this year, the Company's management team will deal with various challenges derived from changes in the global economy and industrial environment carefully, by upholding its optimistic and vigorous visions. The Company will continue to be dedicated to the R&D and marketing of power supply related products and also work hard to develop the business about products related to cloud smart, including high-value products such as power supply of AI PC/NB, power supply of AI server and data center server, power supply of communication, and smart low-carbon integration platforms. The Company will adhere to the "No Quality, No Sales" policy and strictly control the product quality and continue upgrading the efficiency of its customer service to increase the Company's overall operating revenue and earnings. Moreover, it will improve automated manufacturing and strengthen global layout to optimize production flexibility and efficiency and provide customers with comprehensive products and services in real time to strengthen the Company's key position in the global power supply chain. The Company estimates that sales of electronic parts and components products, consumer electronic products, and other related products this year will be approximately 132 million sets based on the estimated demand from customers, capacity planning and past operating performance.

(II) The Business Operating Policies and Strategies of Future Development of the Company

The Company's operating policies and future development strategies for its main operating activities as enumerated below:

1. Marketing

- (1) Upgrade the sale proportion of high value-added power supply products to increase the Company's earnings.
- (2) Actively develop the business for products related to cloud smart, power supply of satellite communication, and power supply for data center server, etc., in response to the industrial development trend.
- (3) Actively continue to expand the market share of power supply products and develop customers for new products.
- (4) Take firm trends of market development and boost customer service efficiency, with continuous profound cultivation of and contacts with customers to provide customers with services in the best real-time.

2. Production

- (1) Utilize the inter-group co-procurement and expand close cooperation with suppliers to effectively reduce the procurement cost of raw materials.
- (2) Continuously increase automated production ratio, improve production efficiency and strengthen product quality to mitigate the pressure produced by increase in labor cost.
- (3) Continue to research, develop and improve the production process to upgrade the production efficiency and product quality.
- (4) Continuously boost the ratio of automated production and continue to develop new manufacturing processes to minimize production costs, enhance production efficiency and quality.
- (5) Demonstrating resilience through dual core manufacturing bases in China and Thailand to disperse the risk over production bases.

3. Research and Development

- (1) Continuously cooperate with heavyweight manufacturers, customers and suppliers throughout the world, make use of advanced key technology and development trends in the markets to create a technology advantage.
- (2) Continue to focus on research and development in innovation and technology of products to upgrade the Company's position levels in the markets and in know-how.
- (3) Speed up quality certification of various products, domestic and overseas, to upgrade competitiveness of the products in international markets.
- (4) Continue to recruit excellent human resources and enhance employees' professional training to upgrade the Company's strength in R&D.

4. Products

- (1) Take the firm trends of market development and boost research and development of power supply products for new domains of application to increase product items and help the Company gain added profits.
- (2) Augment the power supply solution projects for AI server and big databank centers to develop upward to high-end products.
- (3) Continue to develop the smart low-carbon integrated management platform to be in line with the global trend of intelligent energy conservation and carbon reduction.
- (4) Continue to research and develop high-power supply products related to high-end servers and gaming computers.

5. Human Resources

- (1) Continuously collaborate with colleges and universities to strengthen the Company's product design and development capabilities and provide scholarships and fellowships to excellent students to recruit professional human resources.
- (2) Effectively utilize the system targets of all sorts of human resources to help all business divisions accomplish annual targets in profits.
- (3) Look into and make sure of the trends in human resources relevant policies at home and abroad, and regularly review the relevant management regulations and systems of the Company, to seek the greatest maximum possible benefits common for both labor and management.
- (4) Fulfill corporate social responsibility, practice corporate governance and value care for employees to achieve the enterprise's objectives for sustainable operations and ESG.

6. Financial Standing

- (1) Make maximum possible use of the derivative financial instruments and diversified, comprehensive, and multifaceted instruments in the capital markets to minimize potential fluctuations in foreign exchange and the risks in rising prices of raw materials.
- (2) Continuously strengthen control over accounts receivable, boost the turnover rate of a variety of assets to effectively control budgeting and implementation process.
- (3) Devise and work out optimum taxation planning for the Company and the subsidiaries pursuant to the requirements of taxation laws of the countries concerned.
- (4) Continuously minimize liability ratios.

7. ESG

- (1) Continue to implement energy saving and carbon reduction projects, and introduce the self-developed IWA intelligent building system into the factory. To achieve reductions in energy consumption and greenhouse gases emissions targets through the four major aspects of "Perception", "Operation", "Control" and "Interaction" .
- (2) Conduct big data analytics through self-developed carbon management platform to identify carbon emission hotspots, strengthen data quality, and improve overall carbon inventory efficiency, etc. And then achieve the goal of low-carbon transition and net-zero carbon emissions.
- (3) Committed to developing high-efficiency and recyclable power solutions to continuously focus on the R&D and promotion of smart energy-saving solutions, and integrate core values such as environmental friendliness and social responsibility into product design to actively enhance the environmentally friendly impact of products.
- (4) Publish the Sustainability Report annually and establish the stakeholder area on the Company's website to strengthen communication between the Company and its stakeholders.

(III) Key Production and Marketing Policies

1. Continuously team up with internationally renowned giant customers to expand the market shares of our products in line with the growth of customers' sales revenues and the rising ratios of our products sold to them.
 2. Comprehensively promote the automated production and continuously develop new manufacturing processes to boost product efficiency and quality.
 3. Continuously expand the domains of application for new products, raise the proportion of sales turnover of our products with added values to gain added profits.
 4. Continuously set up global warehouses for deliveries in real-time to strengthen flexibility of deliveries and enhance the close teamwork ties with customers.
 5. Utilize the inter-group co-procurement and marketing strength to reduce the procurement cost of raw materials and increase the sales of products.
 6. Enhance the performance of the existing ERP overall information system to boost operating efficiency of all business sectors.
- 1.3. The Company's Future Development Strategy, and the Effect of External Competition, the Legal Environment, and the Overall Business Environment:

In the business operations here in the Company, we have faithfully complied with the laws and regulations currently prevalent in the home country and the countries where our subsidiaries are located. Our entire managerial team members shall, as always, continuously stay watchful about the environmental changes that might have an impact upon our business operations. Meanwhile, we shall implement business policies and strategies in the main operating activities to continuously boost our overall business performance and to strive for the optimum values to our customers, shareholders and employees.

Looking to the future, the Company will continue to strengthen ESG related actions, continuously innovate green products and solutions, increase the proportion of renewable energy in business activities, and further reduce overall carbon emissions. We will actively respond to the challenges of climate change by integrating the strengths of upstream and downstream partner. We will strive to achieve the carbon reduction targets approved by the Science Based Targets Initiative (SBTi) (a 42% reduction in absolute emissions of Scope 1 and 2 greenhouse gases and a 25% reduction in absolute emissions of Scope 3 greenhouse gases in 2030) and the renewable energy goals recognized by Renewable Energy 100 (RE100) (100% use of renewable energy by 2030), and gradually achieve the net zero goal of 2050.

Chairman: Lu, Chin-Chung

President: Tseng, Kuo-Hua

Chief Finance Officer: Chen, Hsueh-Yi

2. Corporate Governance Report

2.1. Information Concerning the Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and Department and Branch Managers

2.1.1. Information on Directors (1)

Mar. 28, 2025 Unit: shares, %

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Duration	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholdings		Shareholding in Other Person's Names		Principal Work Experience and Academic Degree	Concurrent Position in the Company and in Other Companies	Managers, Directors or Supervisors Who are Spouses or Within Second-degree Relative of Kinship to Each Other		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
							Chairman	R.O.C	Chicony Electronics Co., Ltd.	-	May. 27, 2024	3 years	Jun. 26, 2009	206,706,594			51.80	207,991,594	51.90
	R.O.C	Legal Representative Lu, Chin-Chung	Male 56-65	May. 27, 2024	3 years	Jun. 7, 2018	-	-	-	-	20,100	0.01	-	-	Department of Business Administration, National ChengChi University MBA, National ChengChi University	Director / President : - Chicony Electronics Co., Ltd. - Chicony Electronics (Dongguan) Co., Ltd. Chairman (Legal Representative) : - Unikey Electronics Co., Ltd. - XAVi Technologies Corporation Chairman of XAVi (Suzhou) Co., Ltd. Director (Legal Representative) : - Hipro Electronics (Taiwan) Co., Ltd. - Guang Sheng Investment Co., Ltd. - Chun Chin Power Technology Co., Ltd. - Shun On Electronic Co., Ltd. - Newmax Technology Co., Ltd. - Zhengda Star Venture Capital Co., Ltd. Director / CEO / Secretary of Chicony America Inc. Director / CEO of Chicony America Group Inc. Director : - Subsidiaries of Chicony Electronics Co., Ltd. including Chicony Overseas Inc., Chicony Electronics (Thailand) Co., Ltd., Chicony Electronics CEZ s.r.o., Global Faith Inc., Chicony Electronics Japan Inc., Mao-Feng International Inc., Chicony Electronics (Suzhou) Co., Ltd., Kuang Mao International Inc., Real Young Elec. Co., Ltd., Hipro Overseas (BVI) Inc. - Subsidiaries of XAVi Technologies Corporation including XAVi Technologies (Thailand) Co., Ltd., Directmax International Ltd., Systemax Development Ltd. - Subsidiaries of Chicony Power Technology Co., Ltd. including Chicony Power Holdings Inc., Chicony Power International Inc., Chicony Power Technology Hong Kong Ltd., Chicony Power Technology (Thailand) Co., Ltd., Chicony Power USA, Inc., Chicony Power Technology (Suzhou) Co., Ltd, Chicony Power Technology (Dongguan) Co., Ltd, Chicony Power Technology (Chong Qing) Co., Ltd, Guang Sheng Electronics (Nanchang) Co., Ltd., Chicony Energy Saving Technology (Shanghai) Co., Ltd. - Clevo Co. Supervisor of Mao Rui Electronics Co., Ltd. Supervisor of Chicony Electronics (Chong Qing) Co., Ltd.	-	-	-

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Duration	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholdings		Shareholding in Other Person's Names		Principal Work Experience and Academic Degree	Concurrent Position in the Company and in Other Companies	Managers, Directors or Supervisors Who are Spouses or Within Second-degree Relative of Kinship to Each Other		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Director	R.O.C	Chicony Electronics Co., Ltd.	-	May. 27, 2024	3 years	Jun. 26, 2009	206,706,594	51.80	207,991,594	51.90	-	-	-	-	-	Director and Supervisor : - Unikey Electronics Co., Ltd. - Hipro Electronics (Taiwan) Co., Ltd. Director : - Xavi Technologies Corporation - Shun On Electronic Co., Ltd., Newmax Technology Co., Ltd. - Cheng Ding Venture Capital Co., Ltd., Taipei Tech Developing Venture Capital Co., Ltd., Taipei Tech II Developing Venture Capital Co., Ltd., Maxima Venture Capital II, WK Technology Fund IX, WK Technology Fund IX II Ltd., Top Taiwan Biotechnology Venture Capital Co., Ltd., Sheng-Ta Venture Capital Co., Ltd., Zhengda Star Venture Capital Co., Ltd.	-	-	-
	R.O.C	Legal Representative Huang, Yueh-Chao	Female 56-65	May. 27, 2024	3 years	Aug. 25, 2021	-	-	1,639,669	0.40	-	-	-	-	National Xinying Industrial Vocational High School	Chairman : - Dijia Investment Co., Ltd. - Dijia Construction Development Co., Ltd. - Hungtzu Construction Development Co., Ltd. - Aitierh Public Relations Co., Ltd. - Juiying Design Co., Ltd.	-	-	-
Director	R.O.C	Tseng, Kuo-Hua	Male 66-75	May. 27, 2024	3 years	Jun. 14, 2012	3,238,389	0.81	4,617,638 (Note 1)	1.15	200,000	0.05	-	-	Department of Industrial Engineering, National Taipei University of Technology Master of Science, National Taipei University of Technology Li Shin International Enterprise Corp., President Lite-On Electronics Inc., Factory Director	President of the Company Chairman / President : - Chicony Power Technology (Suzhou) Co., Ltd. - Chicony Power Technology (Chong Qing) Co., Ltd. Chairman : - Chicony Power Technology (Dongguan) Co., Ltd. - Chicony Energy Saving Technology (Shanghai) Co., Ltd. - Guang Sheng Electronics (Nanchang) Co., Ltd. Director : - Subsidiaries of Chicony Power Technology Co., Ltd. including Chicony Power Holdings Inc., Chicony Power International Inc., Chicony Power Technology Hong Kong Ltd., Chicony Power Technology (Thailand) Co., Ltd., Chicony Power USA, Inc., WitsLight Technology Corporation Limited (Samoa), WitsLight Technology group (Kunshan), Zhuzhou Torch Auto Lamp Co. Ltd. Director (Legal Representative) : - Diligent Technology Co., Ltd. - Taipei Tech Developing Venture Capital Co., Ltd. - Taipei Tech II Developing Venture Capital Co., Ltd. Executive Director: - National Taipei University of Technology Foundation The 6th President and 7th Executive Director of the Alumni Union of Industrial Engineering and Management Department of National Taipei University of Technology Chairman of the Taipei University of Technology Industry-Government-Academia Elite Association	-	-	-
Director	R.O.C	Lee, Tse-Ching	Female 66-75	May. 27, 2024	3 years	Jun. 6, 2019	24,362,547	6.11	24,362,547	6.08	-	-	-	-	National Taipei University of Business Senior Accounting, Beitou Huanan Hotel Accounting Director, Taipei City Mingcheng Hotel	Director of Chicony Electronics Co., Ltd. Director of XAVI Technologies Corporation Director of Tse-Kuei Hepatobiliary Medical Research Foundation	-	-	-

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Duration	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholdings		Shareholding in Other Person's Names		Principal Work Experience and Academic Degree	Concurrent Position in the Company and in Other Companies	Managers, Directors or Supervisors Who are Spouses or Within Second-degree Relative of Kinship to Each Other			
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C	Hong, Ching-Shan	Male 66-75	May. 27, 2024	3 years	Aug. 25, 2021	-	-	-	-	-	-	-	-	-	Business Administration Group, Department of Business, National Taiwan University Master of Accounting and Law, National Chengchi University PwC Taiwan, Deputy Head Taiwan CPA Association, Deputy Managing Director	Remuneration, Audit, and Sustainability Development Committee member of the Company Chairman : - Qingsheng Financial Consultant Co., Ltd. Independent Director, and Remuneration/Audit Committee member : - Yuanta Securities Co., Ltd. - Yuanta Commercial Bank Co., Ltd.	-	-	-
Independent Director	R.O.C	Sun, Chin-Feng	Male 56-65	May. 27, 2024	3 years	Aug. 25, 2021	-	-	-	-	-	-	-	-	-	Department of Mining and Metallurgy, National Taipei University of Technology MBA, University of Michigan MS, Wayne State University Chongjin Venture Capital Co., Ltd., Assistant VP American Emerson Electric Asia Technology Center, Director	Remuneration, Audit, and Sustainability Development Committee member of the Company President: - Saga Unitek Ventures Co., Ltd. Chairman : - FiTek Photonics Corp. - Saijia Investment Co., Ltd. - Yang-Ching Co., Ltd. Chairman (Legal Representative) : - Kangcyun Venture Capital Co., Ltd. Director (Legal Representative) : - Shengda Venture Capital Co., Ltd. Independent Director, and Remuneration/Audit Committee member : - Wonderful Hi-Tech Co., Ltd. - Hua Eng Wire and Cable Co., Ltd. - Tah Tong Textile Co., Ltd.	-	-	-

Note 1: Shares Holdings include shares in trust the grantor retains the power to decide the allocation.

Table 1 : Directors that are legal representative of the corporate shareholders, and the Major shareholders of the corporate shareholders

Institutional Shareholder	Major Shareholders of Corporate Shareholders
Chicony Electronics Co., Ltd.	Hsu, Kun-Tai (7.45%), Yuanta Taiwan High Dividend Fund (4.95%), Fuh Hwa Taiwan Technology Dividend Highlight ETF (3.65%), Yuanta Taiwan Value High Dividend ETF (3.31%), New Labor Pension Fund (3.04%), Unikey Electronics Co., Ltd. (2.58%), Epoque Corp. (2.01%), Mega International Commercial Bank Finance Department (1.97%), Chunghwa Post Co., Ltd. (1.90%), Investment account of J.P. Morgan managed by JPMorgan Chase Bank, N.A., Taipei Branch (1.74%)

Table 2 : Directors that are Legal Representative of the Corporate Shareholders, and the Major Shareholders of the Corporate Shareholders

Institutional shareholder	Major Shareholders of Corporate Shareholders
Unikey Electronics Co., Ltd	Chicony Electronics Co., Ltd. (100%)
Epoque Corp.	Hsu, Kun-Tai (42.5%), Chin Yuan Iron Works & Co., Ltd. (28.9%), Hongqi Investment Co., Ltd.(10.8%), Hongze Investment Co., Ltd.(10.8%), Huatai Investment Co., Ltd. (3.4%), Tong Ling Machinery Co., Ltd. (2.2%), Kang, Min-Chen(1.2%), Xu, Wen-Xin (0.25%), Lin, Feng-Zhu (0.02%)
Finance Department of Mega International Commercial Bank	Mega Financial Holding Company Ltd. (100%)
Chunghwa Post Co., Ltd.	Ministry of Transportation and Communications, R.O.C. (100%)

2.1.1. Information on Directors (2)

(1) Disclosure of Professional Qualifications of Directors, and Independence of Independent Directors :

Mar. 28, 2025

Name Conditions	Professional Qualification and Experience (Note 1)	Compliance of Independence (Note 2)	Number of Public Companies in which Concurrently Serves as an Independent Director
Director: Chicony Electronics Co., Ltd. Representative: Lu, Chin-Chung	<ul style="list-style-type: none"> - Currently the president of Chicony Electronics, specializing in industrial operation and strategic management. He has more than 5 years of work experience in the area of commerce, finance and otherwise necessary for the business of the Company, with practical capabilities in corporate governance, business, marketing, and technology industry related operational planning. He provides the Board of Directors with valuable corporate governance and management insights for strategic planning and execution. - There are no matters related to Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Chicony Electronics Co., Ltd. is the juristic person shareholder who hold more than 5% of the Company's issued shares and is the Company's the largest shareholder. 2. Mr. Lu, Chin-Chung was elected as the director appointed by Chicony Electronics Co., Ltd. 3. Mr. Lu, Chin-Chung is also the director and president of the Company's affiliated company. 	-
Director: Chicony Electronics Co., Ltd. Representative: Huang, Yueh-Chao	<ul style="list-style-type: none"> - Currently the chairman of Dijia Investment and Dijia Construction, specializing in company operation and strategic management. She has more than 5 years of work experience in the area of commerce, finance and otherwise necessary for the business of the Company, with corporate governance, marketing, and practical capabilities in operation and management. She brings to the Board of Directors with extensive experience and vision in various industries, so that the Company can have a more diversified aspect in the thinking of operation and management strategies. - There are no matters related to Article 30 of the Company Act. 	The chairman of the Company's top 10 legal person shareholders – Dijia Investment Co., Ltd.	-
Director: Tseng, Kuo-Hua	<ul style="list-style-type: none"> - Prior to joining Chicony Power, he was the factory director of Lite-On Electronics Inc. and the president of Li Shin International Enterprise Corp. Now he is the president of the Company, specializing in the Company's operation and strategic management. He has more than 5 years of work experience in the area of commerce, finance and otherwise necessary for the business of the Company. On the role as the Company's managerial personnel, he communicates and interacts with all directors on the strategy of operation and management on the Board of Directors, and provides advice on operating and management. He also has business, marketing, insights into industrial development and technology application. - There are no matters related to Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. The president of the Company, as a director with managerial personnel. 	-
Director Lee, Tse-Ching	<ul style="list-style-type: none"> - The director of Chicony Electronics Co., Ltd. and XAVi Technologies Corporation. She has more than 5 years of work experience in the area of commerce, finance, accounting and otherwise necessary for the business of the Company, with business, accounting information and financial analysis and management capabilities. - There are no matters related to Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. The natural person shareholder who hold more than 5% of the Company's issued shares and is the Company's 2nd largest shareholder. 2. Also a director of the Company's affiliated company. 	-

Name Conditions	Professional Qualification and Experience (Note 1)	Compliance of Independence (Note 2)	Number of Public Companies in which Concurrently Serves as an Independent Director
Independent Director: Hong, Ching-Shan	<p>- He was qualified as an accountant. Previously, he was the deputy head of PwC Taiwan and deputy managing director of Taiwan CPA Association. He is now the chairman of Qingsheng Financial Consultant Co., Ltd., and the independent director of Yuanta Securities and Yuanta Commercial Bank. He has more than 5 years of work experience in the area of commerce, finance, accounting and otherwise necessary for the business of the Company. He has the ability in corporate governance finance, and accounting which can improve the quality of corporate governance of the Board of Directors and the supervision function of the Audit Committee.</p> <p>- There are no matters related to Article 30 of the Company Act.</p>	<p>According to the Company's Articles of Incorporation and the "Corporate Governance Best Practice Principles", directors are selected by the candidate nomination system.</p> <p>During the nomination and selection of board members, the Company has obtained a statement of academic and work experience by each director to verify and confirm the independence of themselves, their spouses and their relatives within the second degree kinship to the Company. The Company has also verified that the independent directors are in compliance with the qualification requirements stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission during the two years before their election and during their tenure.</p>	2
Independent Director: Sun, Chin-Feng	<p>- He used to be the director of the Asian Technology Center of Emerson Electric and the general manager of Guolian Venture Capital. He is now the chairman of FiTek Photonics Corp. and the independent director of Wonderful Hi-Tech, Hua Eng Wire and Cable and Tah Tong Textile Co., Ltd. He has more than 5 years of work experience in the area of commerce, finance, accounting, and otherwise necessary for the business of the Company. He specializes in investment management with corporate governance, accounting information and finance capabilities which can improve the quality of corporate governance of the Board of Directors and the supervision function of the Audit Committee.</p> <p>- There are no matters related to Article 30 of the Company Act.</p>		3

Note 1 : Professional Qualification and Experience :

Describe the professional qualifications and experience of directors and supervisors. If they are the audit committee members and have accounting or financial expertise, the Company must explain their accounting or financial background and work experience, and indicate whether there are no matters related to Article 30 of the Company Act.

Note 2 : Compliance of independence :

Including but not limited to whether themselves, their spouse, relatives within the second degree of kinship serve as directors, supervisors or employees of the Company or its affiliates; the number and percentage of shares of the Company held by themselves, their spouse, relatives within the second degree of kinship (or in the name of others); whether to serve as a director, supervisor or employee of a company that has a specific relationship with the Company (refer to Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); the amount of remuneration for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last 2 years.

(2) Diversity and Independence of the Board of Directors:

A. Diversity of the Board of Directors:

According to the Company's "Corporate Governance Best Practice Principles", the composition of the Board of Directors shall be determined by taking into consideration such basic qualifications as gender, age, nationality and cultures, as well as the knowledge, skills and competency required by them to perform their duties.

(A) The Company will consider the diversity of the Board Members in multiple aspects when electing the Board Members, and formulate appropriate diversification policies for the Company's operation and development needs. The Company's 7th Board of Directors consists of 7 directors (4 directors and 3 independent directors). One of the independent directors resigned on May 28, 2024, resulted in a change in the number of directors from the original 7 to 6. The vacancy of one independent director will be filled by by-election at the 2025 regular shareholders meeting. All of the incumbent directors hold R.O.C. nationality, of which 1 director with employee status, accounting for 17%; 2 independent directors, accounting for 33%, and 2 independent directors have a tenure of less than 9 years. According to the age distribution range of directors, 3 directors are between 56-65 years old and 3 directors are between 66-75 years old.

(B) According to the name list of the Company's 7th-term directors, all of the directors hold abundant industrial experience, including Lu, Ching-Chung, Tseng, Kuo-Hua, Huang, Yueh-Chao and Sun, Chin-Feng, who are specialized in leadership, business judgment, business administration, crisis management and international market view, and Hong, Ching-Shan and Lee, Tse-Ching, who are specialized in financial accounting, management and financial affairs.

(C) The Company's board diversity policy and status of diversity of individual Board Members are disclosed on the Company's website. For the status of diversity of the Board Members is as follows:

Diversified Core Items	Gender	Concurrently Serving as an Employee	Term of Office for Independent Director			Business Management	Accounting & Finance	Management Administration	Crisis Management	Industrial Knowledge	International Market Knowledge	Leadership Decision
			Under 3 years	3~9 years	More than 9 years							
Name of Director												
Lu, Chin-Chung	Male					✓	✓	✓	✓	✓	✓	✓
Huang, Yueh-Chao	Female					✓	✓	✓	✓	✓	✓	✓
Tseng, Kuo-Hua	Male	✓				✓	✓	✓	✓	✓	✓	✓
Lee, Tse-Ching	Female						✓	✓		✓	✓	✓
Hong, Ching-Shan	Male			✓		✓	✓	✓	✓	✓	✓	✓
Sun, Chin-Feng	Male			✓		✓	✓	✓	✓	✓	✓	✓
Vacancy	-	-	-	-	-	-	-	-	-	-	-	-

(D) Furthermore, the Company emphasizes gender equality in the composition of the Board of Directors. The goal of female director is to maintain at least one. At present, there are 2 female directors, account for 33%. Each director has competent academic background and experience, and satisfies the requirements about work experience and expertise required by the Company's business. In conclusion, the Company has practiced the board diversity policy.

(E) If the number of directors of either gender on the Board of Directors of the Company is less than 1/3, explain the reasons and the planned measures to be taken to enhance director gender diversity:

Among the Company's current 6 directors, 2 are female directors, accounting for 1/3 (inclusive) of the board seats. The Company's will continue to seek female directors with excellent knowledge and qualifications who can provide significant assistance to the Company in business planning and decision-making to join the Board of Directors in order to achieve gender diversity among directors.

B. Independence of the Board of Directors:

The Company has 2 independent directors, account for 33%, of which 2 independent directors have a tenure of less than 9 years.

During the nomination and selection of board members, the Company has obtained a statement of academic and work experience by each director to verify and confirm the independence of themselves, their spouses and their relatives within the second degree kinship to the Company. None of the Directors of the Company has any of the conditions stipulated in paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

2.1.2. Information on Managers

Mar. 28, 2025 ; Unit: shares, %

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholdings		Shareholding in Other Person's Names		Principal Work Experience and Academic Degree	Concurrent Position in the Company and in Other Companies	Spouse or Relatives of Second Degree or Closer Acting as Managers		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
President	R.O.C	Tseng, Kuo-Hua	Male	Feb. 1, 2013	4,617,638 (Note 1)	1.15	200,000	0.05	-	-	Department of Industrial Engineering, National Taipei University of Technology Master of Science, National Taipei University of Technology Li Shin International Enterprise Corp., President Lite-On Electronics Inc., Factory Director	Director of the Company Chairman / President : - Chicony Power Technology (Suzhou) Co., Ltd. - Chicony Power Technology (Chong Qing) Co., Ltd. Chairman : - Chicony Power Technology (Dongguan) Co., Ltd. - Chicony Energy Saving Technology (Shanghai) Co., Ltd. - Guang Sheng Electronics (Nanchang) Co., Ltd. Director : - Subsidiaries of Chicony Power Technology Co., Ltd. including Chicony Power Holdings Inc., Chicony Power International Inc., Chicony Power Technology Hong Kong Ltd., Chicony Power Technology (Thailand) Co., Ltd., Chicony Power USA, Inc., WitsLight Technology Corporation Limited (Samoa), WitsLight Technology group (Kunshan), Zhuzhou Torch Auto Lamp Co. Ltd. Director (Legal Representative) : - Diligent Technology Co., Ltd. - Taipei Tech Developing Venture Capital Co., Ltd. - Taipei Tech II Developing Venture Capital Co., Ltd. Executive Director: - National Taipei University of Technology Foundation The 6th President and 7th Executive Director of the Alumni Union of Industrial Engineering and Management Department of National Taipei University of Technology Chairman of the Taipei University of Technology Industry-Government-Academia Elite Association	-	-	-
MP Business Unit, President	R.O.C	Huang, Chien-Yu	Male	Dec. 1, 2016	557,839 (Note 1)	0.14	247,912	0.06	-	-	Department of Physics, National Central University Lite-On Electronics Inc., Assistant VP Liangtai Enterprise Co., Ltd., Vice President	None	-	-	-
SH Business Unit, President	R.O.C	Huang, Shou-Fan	Male	Mar. 30, 2023	78,041 (Note 1)	0.02	-	-	-	-	Department of Industrial Engineering, Chung Yuan Christian University Master of Department of Industrial Engineering, Rutgers University Department of Materials, Lucent Technologies, Director Emerson Electric (Taiwan) Co, Ltd., Senior Director	Director : - Chicony Power Technology (Thailand) Co., Ltd. - Chicony Power Technology Hong Kong Ltd. - Chicony Power Technology (Dongguan) Co., Ltd.	-	-	-
Guang Sheng Factory, Senior Vice President	R.O.C	Li, Tsu-Yu	Male	Feb. 2, 2009	1,320,388 (Note 1)	0.33	-	-	-	-	Department of Physics, National Central University Texas Instruments Incorporated, Supervisor Guang-Sheng Support Division, Hipro Electronics (Taiwan) Co., Ltd., Senior Vice President	Director / President : - Guang Sheng Electronics (Nanchang) Co., Ltd.	-	-	-
MAG Business Unit, Vice President	R.O.C	Lin, Che-Shih	Male	May 1, 2021	171,060 (Note 1)	0.04	-	-	-	-	Department of Electronic Engineering, National Chin-Yi University of Technology Royal Roads University EMBA Hyperion Electronics Co. Ltd., Manager Li Shin International Enterprise Corp., Senior Director	Director : - Chicony Power Technology (Suzhou) Co., Ltd. - Chicony Power Technology (Chong Qing) Co., Ltd. - Guang Sheng Electronics (Nanchang) Co., Ltd.	-	-	-

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholdings		Shareholding in Other Person's Names		Principal Work Experience and Academic Degree	Concurrent Position in the Company and in Other Companies	Spouse or Relatives of Second Degree or Closer Acting as Managers		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
MP R&D Center, Vice President	R.O.C	Wang, Yang	Male	May 1, 2021	87,402 (Note 1)	0.02	10	0.00	-	-	Department of Electrical Engineering, National Taiwan University Graduated from EMBA, National Chengchi University Hipro Electronics (Taiwan) Co., Ltd., R & D Manager	Director : - Chicony Power Technology (Suzhou) Co., Ltd. - Chicony Power Technology (Chong Qing) Co., Ltd. - Chicony Power Technology Hong Kong Ltd. - Chicony Power Technology (Thailand) Co., Ltd.	-	-	-
MP Business Unit, Vice President	R.O.C	Pan, Sin-Jian	Male	May 11, 2022	32,764 (Note 1)	0.01	-	-	-	-	Department of Industrial Engineering, Chung Yuan Christian University New York University, MBA Ding-Chin computer Co., Ltd, Deputy Manager Hipro Electronics (Taiwan) Co., Ltd, Business Department Director	None	-	-	-
Financial Center, Vice President	R.O.C	Chen, Hsueh-Yi	Male	May 11, 2022	113,914 (Note 1)	0.03	-	-	-	-	Department of Mechanical Engineering, Chiao Tung University New York University, MBA BES Engineering Corporation, Deputy Manager Financial Center of Hipro Electronics (Taiwan) Co., Ltd., Director	Chairman (Legal Representative) : - Diligent Technology Co., Ltd. Chairman : - WitsLight Technology Group (Kunshan) - Zhuzhou Torch Auto Lamp Co. Ltd. Director : - Chicony Power Technology (Thailand) Co., Ltd. - Chicony Power Technology Hong Kong Ltd. - WitsLight Technology Corporation Limited (Samoa) Supervisor : - Chicony Power Technology (Suzhou) Co., Ltd. - Chicony Power Technology (Chong Qing) Co., Ltd. - Chicony Power Technology (Dongguan) Co., Ltd. - Guang Sheng Electronics (Nanchang) Co., Ltd. Director (Legal Representative) : - Cheng Ding Venture Capital Co., Ltd Supervisor (Legal Representative) : - Top Taiwan Biotechnology Venture Capital Co., Ltd.	-	-	-
Procurement Center, Vice President and Procurement Chief	R.O.C	Huang, Ming-Hui	Male	May 11, 2022	19,800 (Note 1)	0.00	-	-	-	-	Department of Computer Science, National Chiao Tung University Master of Business Administration, National Cheng Kung University ASUSTeK Computer Inc., Procurement Manager Pegatron Corporation, Sales Director Pegatron Corporation, Deputy Procurement Manager	Director (Legal Representative) : - Diligent Technology Co., Ltd. Director : - WitsLight Technology Corporation Limited (Samoa) - WitsLight Technology Group (Kunshan) - Zhuzhou Torch Auto Lamp Co. Ltd. Supervisor : - Chicony Energy Saving Technology (Shanghai) Co., Ltd	-	-	-
MP Business Unit Operations Vice President	R.O.C	Chen, Yang-Kai	Male	May 28, 2024	95,324 (Note 1)	0.02	-	-	-	-	Department of Mechanical Engineering , National Taiwan University Master of Business Administration, National Chengchi University, Chicony Electronics (Dongguan) Co., Ltd., Factory Director	Director : - Chicony Power Technology (Suzhou) Co., Ltd. - Chicony Power Technology (Chong Qing) Co., Ltd.	-	-	-
SH High Power R&D Division, Vice President (Note 2)	R.O.C	Hsiao, Yung-Hing	Male	May 28, 2024	111,141 (Note 1)	0.03	-	-	-	-	Department of Electronic Engineering, National Taiwan University of Science and Technology Platform Application Engineering Department of Intel Microelectronics Data Center, Senior Manager R&D Center, Flextronics Power Co., Ltd., Senior Manager,	None	-	-	-
Quality Center, Assistant VP	R.O.C	Chen, Chun-Jheng	Male	Oct. 16, 2019	30,051 (Note 1)	0.01	-	-	-	-	Department of Mechanical Engineering, National Tsing Hua University Master of Department of Power Mechanical Engineering, National Tsing Hua University Wistron NeWeb Corporation, Kunshan Factory Director Quality Assurance Department and Supplier Management of Kunshan factory ,Wistron Corporation, Director	None	-	-	-

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholdings		Shareholding in Other Person's Names		Principal Work Experience and Academic Degree	Concurrent Position in the Company and in Other Companies	Spouse or Relatives of Second Degree or Closer Acting as Managers		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Quality Center, Assistant VP	R.O.C	Liang, Guo-Bao	Male	May 11, 2022	220,262 (Note 1)	0.05	-	-	-	-	Guangzhou Sun Yat-Sen University EMBA WYSE Technology Taiwan Ltd., Director of Quality Control Department Wistron Corporation, Senior Manager of Supplier Management	None	-	-	-
MAG Business Unit, Assistant VP (Note 2)	R.O.C	Huang, Ming-Ssu	Male	May 1, 2021	196,118 (Note 1)	0.05	-	-	-	-	Department of Electronics, Hwa Hsia University of Technology National Taipei University of Technology EMBA Kentex Electronic Co., Ltd., Business Manager Li Shin International Enterprise Corp., Deputy Director of Materials	None	-	-	-
MP R&D Center, Assistant VP	R.O.C	Lin, Sen-Ci	Male	May 11, 2022	54,133 (Note 1)	0.01	20	0.00	-	-	Department of Electronics, Feng Chia University Delta Electronics, Inc., Senior Engineer Lite- On Electronics Inc., Manager	None	-	-	-
Audit Office, Senior Manager	R.O.C	Yu, Wen-Feng	Female	May 11, 2022	88,785 (Note 1)	0.02	115	0.00	-	-	Department of Industry and Business Management, Tamkang University Accounting Department, Chicony Electronics Co., Ltd., Supervisor Accounting Department, Hipro Electronics (Taiwan) Co., Ltd., Manager	None	-	-	-

Note 1: Shares Holdings include shares in trust the grantor retains control and use at his discretion.

Note 2: Chen, Yang-Kai and Hsiao, Yung-Hing were promoted incumbent position on May 28, 2024.

2.1.3. Where the chairperson and president or equivalent position (highest level executive officer) is the same person, the spouse, or a first-degree relative, provide information on the reason, reasonableness, necessity, and future improvement measures (such as increasing the number of independent director seats and more than half of all directors not concurrently serving as employees or executive officers) :

None.

2.2. Remuneration to Directors, Supervisors, President, and Vice Presidents

2.2.1. Remuneration to General Directors and Independent Director in 2024

Unit: NT\$1,000

Title	Name	Remuneration to Directors								(A+B+C+D) Amount and as a % of Net Income		Remuneration from Concurrently Servings as Employees								(A+B+C+D+E+F+G) Amount and as a % of Net Income		Remuneration from Investments Other Than Subsidiaries or the Parent Company		
		Wage (A)		Pension upon Retirement (B)		Remuneration to Directors (C)		Service Expenses (D)				Wages, Bonuses, and Special Allowances, Etc. (E)		Pension upon Retirement (F)		Employee Remuneration (G)								
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities			
																cash	shares	cash	shares					
Director	Chairman	Chicony Electronics Co., Ltd., Representative: Lu, Chin-Chung		1,965	1,965	-	-	32,482	32,482	570	570	35,017 1.05%	35,017 1.05%	5,281	5,281	108	108	42,587	-	42,587	-	82,993 2.48%	82,993 2.48%	36,152
	Director	Chicony Electronics Co., Ltd. Representative: Huang, Yueh-Chao																						
	Director	Tseng, Kuo-Hua																						
	Director	Lee, Tse-Ching																						
Independent Director	Independent Director (Note:1)	Tsai, Duh-Kung		577	577	-	-	12,186	12,186	360	360	13,123 0.39%	13,123 0.39%	-	-	-	-	-	-	-	13,123 0.39%	13,123 0.39%	-	
	Independent Director	Hong, Ching-Shan																						
	Independent Director	Sun, Chin-Feng																						
<p>1. Please describe the policy, system, standard, and structure of remuneration to independent directors, and the correlation between duties, risk, and time input with the amount of remuneration :</p> <p>The remuneration of independent directors of the Company makes recommendations to the Board of Directors by the Remuneration Committee considers each director's participation of the Company's operation and contributions to the Company in accordance with Article 24 of the Company's Articles of Incorporation.</p> <p>2. In addition to the disclosures in the above Table, the remuneration of directors from providing services (e.g., parent company/all consolidated entities/investees as the consultant of non-employee) to all companies in financial statements in recent year: NT\$0.</p>																								

Note 1: Resigned after re-election of directors on May 27, 2024.

Note 2: Compensation of employees and directors is amounts proposed for distribution this year.

Note 3: Accrual basis is adopted to disclose information on remuneration.

Range of Remuneration

Range of Remuneration Paid to Directors	Name of Directors			
	Aggregate of First Four Items of Remuneration (A+B+C+D)		Aggregate of First Seven Items of Remuneration (A+B+C+D+E+F+G)	
	The Company	All Consolidated Entities	The Company	From the Parent Company and All Re-investments Other Than Subsidiaries (Note)
Below NT\$1,000,000	-	-	-	-
NT\$1,000,000 (Inclusive) ~ NT\$2,000,000 (Exclusive)	-	-	-	-
NT\$2,000,000 (Inclusive) ~ NT\$3,500,000 (Exclusive)	Tsai, Duh Kung	Tsai, Duh Kung	Tsai, Duh Kung	Tsai, Duh Kung
NT\$3,500,000 (Inclusive) ~ NT\$5,000,000 (Exclusive)	Chicony Electronics Co., Ltd., Representative: Huang, Yueh-Chao Lee, Tse-Ching Hong, Ching-Shan Sun, Chin-Feng	Chicony Electronics Co., Ltd., Representative: Huang, Yueh-Chao Lee, Tse-Ching Hong, Ching-Shan Sun, Chin-Feng	Chicony Electronics Co., Ltd., Representative: Huang, Yueh-Chao Lee, Tse-Ching Hong, Ching-Shan Sun, Chin-Feng	Chicony Electronics Co., Ltd., Representative: Huang, Yueh-Chao Hong, Ching-Shan Sun, Chin-Feng
NT\$5,000,000 (Inclusive) ~ NT\$10,000,000 (Exclusive)	Tseng, Kuo-Hua	Tseng, Kuo-Hua	-	-
NT\$10,000,000 (Inclusive) ~ NT\$15,000,000 (Exclusive)	-	-	-	-
NT\$15,000,000 (Inclusive) ~ NT\$30,000,000 (Exclusive)	Chicony Electronics Co., Ltd., Representative: Lu, Chin-Chung	Chicony Electronics Co., Ltd., Representative: Lu, Chin-Chung	Chicony Electronics Co., Ltd., Representative: Lu, Chin-Chung	Lee, Tse-Ching
NT\$30,000,000 (Inclusive) ~ NT\$50,000,000 (Exclusive)	-	-	-	Chicony Electronics Co., Ltd., Representative: Lu, Chin-Chung
NT\$50,000,000 (Inclusive) ~ NT\$100,000,000 (Exclusive)	-	-	Tseng, Kuo-Hua	Tseng, Kuo-Hua
Over NT\$100,000,000	-	-	-	-
Total	7	7	7	7

Note: The remuneration to the parent company's employees is estimated based on the amount to be distributed this year, it has not been actually distributed. So the amount of this remuneration does not include the parent company.

If any of the following applies, the remuneration paid to each individual director shall be disclosed:

1. After-tax loss occurring in individual or respective financial reports in the last three years: None.
2. The Company has had an insufficient director shareholding percentage for 3 consecutive months or longer during the most recent fiscal year: None.
3. The Company has had an average ratio of share pledging by directors in excess of 50 percent in any 3 months during the most recent fiscal year: None.
4. If the total amount of remuneration received by all of the directors in their capacities as directors of all of the companies listed in the financial reports exceeds 2% of the net income after tax, and the remuneration received by any individual director exceeds NT\$15 million: None.
5. The Company listed on the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEX) is ranked in the last two level tier in the corporate governance evaluation for the most recent fiscal year, or in the most recent fiscal year or up to the date of publication of the annual report for that year, the Company's securities have been placed under an altered trading method, suspended from trading, delisted from the TWSE or the TPEX, or the Corporate Governance Evaluation Committee has resolved that the company shall be excluded from evaluation: None.
6. The average annual salary of the full-time non-management employees in a TWSE or TPEX listed company is less than NT\$500,000 in the most recent fiscal year: None.
7. The Company had an increase of 10% or more in net profit after tax for the most recent fiscal year, but the average annual salary of its full-time non-management employees did not increase relative to the preceding fiscal year: None.
8. The Company had a decline in after-tax net income reaching 10% and exceeding NT\$5 million for the most recent fiscal year, along with an increase in its average remuneration per director (not including the remuneration of those who are also employees) reaching 10% or more and exceeding NT\$100,000: None.

2.2.2. Remuneration to Supervisor :

Not be applicable.

The Company has established an Audit Committee on Jun. 7, 2018.

2.2.3. Remuneration to President and Vice Presidents in 2024

Unit: NT\$1,000

Title	Name	Wages (A)		Pension upon Retirement (B)		Bonuses and Special Allowances (C)		Employees Remuneration (D)				(A+B+C+D) Amount and as a % of Net Income		Remuneration from Investments Other Than Subsidiaries or the Parent Company
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
								cash	shares	cash	shares			
President	Tseng, Kuo-Hua													
MP Business Unit, President	Huang, Chien-Yu													
SH Business Unit, President	Huang, Shou-Fan													
Guang Sheng Factory, Senior Vice President	Li, Tsu-Yu													
MAG Business Unit, Vice President	Lin, Che-Shih													
MP R&D Center, Vice President	Wang, Yang	27,347	27,347	1,425	1,425	15,578	15,578	90,405	-	90,405	-	134,755 4.03%	134,755 4.03%	-
MP Business Unit, Vice President	Pan, Sin-Jian													
Financial Center, Vice President	Chen, Hsueh-Yi													
Procurement Center, Vice President and Procurement Chief	Huang, Ming-Hui													
MP Business Unit Operations Vice President (Note 1)	Chen, Yang-Kai													
SH High Power R&D Division, Vice President (Note 1)	Hsiao, Yung-Himg													

Note 1: Chen, Yang-Kai and Hsiao, Yung-Himg were promoted incumbent position on May 28, 2024.

Note 2: Accrual basis is adopted to disclose information on remuneration.

Range of Remuneration

Range of Remuneration Paid to President and Vice President	President and Vice Presidents	
	The Company	All Consolidated Entities
Below NT\$1,000,000	-	-
NT\$1,000,000 (Inclusive) ~ NT\$2,000,000 (Exclusive)	-	-
NT\$2,000,000 (Inclusive) ~ NT\$3,500,000 (Exclusive)	-	-
NT\$3,500,000 (Inclusive) ~ NT\$5,000,000 (Exclusive)	-	-
NT\$5,000,000 (Inclusive) ~ NT\$10,000,000 (Exclusive)	Huang, Shou-Fan Li, Tsu-Yu Lin, Che-Shih Wang, Yang Pan, Sin-Jian Chen, Hsueh-Yi Huang, Ming-Hui Chen, Yang-Kai Hsiao, Yung-Hing	Huang, Shou-Fan Li, Tsu-Yu Lin, Che-Shih Wang, Yang Pan, Sin-Jian Chen, Hsueh-Yi Huang, Ming-Hui Chen, Yang-Kai Hsiao, Yung-Hing
NT\$10,000,000 (Inclusive) ~ NT\$15,000,000 (Exclusive)	-	-
NT\$15,000,000 (Inclusive) ~ NT\$30,000,000 (Exclusive)	Huang, Chien-Yu	Huang, Chien-Yu
NT\$30,000,000 (Inclusive) ~NT\$50,000,000 (Exclusive)	Tseng, Kuo-Hua	Tseng, Kuo-Hua
NT\$50,000,000 (Inclusive) ~NT\$100,000,000 (Exclusive)	-	-
Over NT\$100,000,000	-	-
Total	11	11

Note :

1. After-tax loss occurring in individual or respective financial reports in the last three years : None.
2. Where the results of the corporate governance evaluation of a listed and OTC company in the most recent year fall in the last two level, or the trading method has been changed, trading has been suspended, listing has been terminated, or other facts where the Corporate Governance Evaluation Committee passed the resolution that the Company shall not be evaluated in the most recent year and up to the date of publication : None.

Where a listed or OTC company has any of the preceding circumstances, it shall disclose the remuneration of the top five directors separately :

The Company does not have the circumstances in 1 and 2 above.

2.2.4. Compensation of Employee Paid to Managerial Officers in 2024

December 31, 2024 ; Unit: NT\$1,000

	Title	Name	Amount Paid in Shares	Amount Paid in Cash	Total	Ratio of Total Amount to Net Income (%)
Managers	President	Tseng, Kuo-Hua				
	MP Business Unit, President	Huang, Chien-Yu				
	SH Business Unit, President	Huang, Shou-Fan				
	Guang Sheng Factory, Senior Vice President	Li, Tsu-Yu				
	MAG Business Unit, Vice President	Lin, Che-Shih				
	MP R&D Center, Vice President	Wang, Yang				
	MP Business Unit, Vice President	Pan, Sin-Jian				
	Financial Center, Vice President	Chen, Hsueh-Yi				
	Procurement Center, Vice President and Procurement Chief	Huang, Ming-Hui	-	97,387	97,387	2.91%
	MP Business Unit Operations Vice President	Chen, Yang-Kai				
	SH High Power R&D Division, Vice President	Hsiao, Yung-Himg				
	Quality Center, Assistant VP	Chen, Chun-Jheng				
	Quality Center, Assistant VP	Liang, Guo-Bao				
	MAG Business Unit, Assistant VP	Huang, Ming-Ssu				
	MP R&D Center, Assistant VP	Lin, Sen-Ci				
	Audit Office, Senior Manager	Yu, Wen-Feng				

Note 1: The amount of employee remuneration is proposed based on the amount that can be allocated to employees according to the Articles of Incorporation.

2.2.5. Analysis of the Proportion of the Total Remuneration Paid to Directors, Supervisors, President and Vice Presidents of the After-tax Net Profit on the Individual or Respective Financial Report of the Recent Two years, as well as the Policies, Standards, Combinations, Procedures of Determining the Remuneration, and the Relation to Business Performance and Future Risk.

- (1) Analysis of the Proportion of the Total Remuneration Paid to Directors, Supervisors, President and Vice Presidents of the After-tax Net Profit on the Individual or Respective Financial Report of the Recent Two years.

Unit: NT\$1,000

Title	Total remuneration				% to after-tax net profit			
	2024		2023		2024		2023	
	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities
Directors	48,140	48,140	45,789	45,789	1.44%	1.44%	1.39%	1.39%
Supervisors	-	-	-	-	-	-	-	-
President and Vice Presidents	134,755	134,755	123,009	123,275	4.03%	4.03%	3.73%	3.74%

Note: Remuneration to directors is the amount proposed for distribution this year.

- (2) The Policies, standards and Portfolios for the Payment of Remuneration, and Procedures for Determining Remuneration.

A. The remunerations to directors (including independent directors) of the Company, including wages and remuneration from distribution of earnings. With respect to wages, it is subject to the discussion of the Remuneration Committees and then submitted to the Board of Directors for approval. With respect to remuneration of directors, the Remuneration Committee proposes the amount and discusses the distribution principles, which shall be appropriated within 1% of the current pre-tax benefits in pursuant to the Company's Articles of Incorporation, with reference to their participation in the operations and contributions to the Company and then submits it to the Board of Directors for resolutions.

The remuneration of the President and Vice President includes salary, bonus, employee remuneration and pensions appropriated per regulations. Regarding salaries, the Remuneration Committee considers the position, education and work experience, and relevant responsibility of the work with reference to remuneration of the same level of work paid by peers in the same industry, and submitted to the Board of Directors for resolution. Regarding salary increment percentage, bonuses and employee remuneration are proposed by the Remuneration Committee after considering the Company's financial indicators (such as the Company's annual sales revenue, and profitability achievement rate) and non-financial indicators (such as personal annual performance appraisal, personnel management performance and other special contributions or major negative events), as well as reference the standards of peers in the industry, and submits it to the Board of Directors for resolution. In addition, ESG projects are also included in the annual performance appraisal of senior managers to implement the Company's ESG policies and achieve sustainable management goals. The annual performance appraisal of managers includes significant ESG assessment items such as awareness of major ESG themes, promotion of industrial safety and health, implementation of energy conservation and carbon reduction, as well as actual performance of ethical management and moral ethics, which together account for 15% of the total performance appraisal weight. The final evaluation results of the annual performance appraisal will affect bonuses, employee remuneration, annual salary raise and promotions.

- (3) The Relation to Business Performance and Future Risk :

The evaluation on business performance of the Company's directors and managers will follow the typical pay level adopted by peer companies and also take into consideration the operating results and their contribution to the Company's business

performance to consider the high relation between the amount of remuneration, payment method and future risk of the Company and the business liability and entire performance of the Company to be borne by them.

2.3. Status of Corporate Governance

2.3.1. Information Concerning the Board of Directors

(1) Information Concerning the Board of Directors

The Board of Directors held 5 meetings (A) during 2024. The attendance of Directors is summarized as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) [B/A]	Remarks
Chairman	Chicony Electronics Co., Ltd. Representative: Lu, Chin-Chung	5	0	100%	
Director	Chicony Electronics Co., Ltd. Representative: Huang, Yueh-Chao	4	1	80%	
Director	Tseng, Kuo-Hua	5	0	100%	
Director	Lee, Tse-Ching	5	0	100%	
Independent Director	Tsai, Duh-Kung	2	0	100%	Resigned on May 27, 2024. Number in attendance should be: 2.
Independent Director	Hong, Ching-Shan	5	0	100%	
Independent Director	Sun, Chin-Feng	5	0	100%	
Independent Director	Pong, Cheng-Sheng	0	0	0%	Newly elected on May 27, 2024 and resigned on May 28, 2024. Number in attendance should be: 1.

Other matters required to be recorded:

1. For board of directors meetings that meet any of the following descriptions, state the date, session, the discussed agenda, independent directors' opinions and how the company has responded to such opinions:
 - (1) Matters specified in Article 14-3 of Securities and Exchange Act:
The Company has established an Audit Committee; hence the Article 14-3 of Securities and Exchange Act shall not be applicable. Please refer to the chapter of Audit Committee in the Annual Report.
 - (2) Items in board resolutions regarding which independent directors have dissenting opinions or qualified opinions on the record or in writing: No above-mentioned so far.
2. Disclosure regarding avoidance of interest-conflicting agendas, including the names of directors concerned, the agendas, the nature of conflicting interests, and the voting process: None.
3. Measures taken to strengthen the functionality of the Board of Directors:
 - (1) In 2024 and up until Mar. 28, 2025, all motions by the Board, as well as procedures of conducting meetings and the self-disciplined principle of Directors were executed in pursuance to the Rules of Procedure for Board of Directors Meetings.
 - (2) The Company has completed the 2024 evaluation on performance of the Board of Directors and functional committee, and submitted the Board of Directors' performance evaluation report to the 4th meeting of the 7th Board of Directors on Mar. 3, 2025 to strengthen the functions of the Board of Directors.

The attendance of independent directors for each Board of Directors Meetings in 2024 summarized as follows:

Participate in person:√, Attendance by proxy:☆, Absent: ×, No need to attend: -

Name \ Date	Mar. 12	May 2	May 27	Aug. 6	Nov. 4
Tsai, Duh-Kung	√	√	-	-	-
Hong, Ching-Shan	√	√	√	√	√
Sun, Chin-Feng	√	√	√	√	√
Pong, Cheng-Sheng	-	-	×	-	-

(2) Implementation of Performance Evaluation by the Company's Board of Directors

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Method of Evaluation	Evaluation Items
Once a year	Jan.1 2024 to Dec. 31 2024	The board of directors as a whole, individual board members, functional committee	Self-Evaluation of Performance of the Board, Self-Evaluation of Performance of Board Members, Self-Evaluation of Performance of the Functional Committee	<ol style="list-style-type: none"> 1. Evaluating the performance of the board of directors : <ol style="list-style-type: none"> (1) Participation in the operation of the company (2) The quality of the board of directors' decision making (3) Composition and structure of the board of directors (4) Election and continuing education of the directors (5) Internal control 2. Evaluating the performance of the board members : <ol style="list-style-type: none"> (1) Alignment of the goals and missions of the company (2) Awareness of the duties of a director (3) Participation in the operation of the company (4) Management of internal relationship and communication (5) The director's professionalism and continuing education (6) Internal control 3. Evaluating the performance of functional committees : <ol style="list-style-type: none"> (1) Participation in the operation of the company (2) Awareness of the duties of the functional committee (3) The quality of decisions made by the functional committee (4) Makeup of the functional committee and election of its members (5) Internal control

2.3.2. Operation Status of the Audit Committee or the Participation of Supervisors in the Operation of the Board Meeting

(1) Operation Status Concerning the Audit Committee

The Audit Committee held 4 meetings (A) during 2024. The attendance of Independent Directors is summarized as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) [B/A]	Remarks
Convener	Hong, Ching-Shan	4	0	100%	
Member	Tsai, Duh-Kung	2	0	100%	Resigned on May 27, 2024. Number in attendance should be: 2.
Member	Sun, Chin-Feng	4	0	100%	
Member	Pong, Cheng-Sheng	0	0	0%	Newly elected on May 27, 2024 and resigned on May 28, 2024. Number in attendance should be: 0.

Other matters required to be recorded:

1. If the operation of audit committee has one of the following situations, the minutes shall clearly state the meeting date, period, content of the resolution, contents of independent directors' objections, reservations or major proposals, opinions of all audit committee members and the Company's handling of said opinions.
 - (1) Matters specified in Article 14-5, Securities and Exchange Act: Please refer to Table 1
 - (2) Resolution(s) not passed by the Audit Committee but receiving the consent of two thirds of the board of directors' members: None.
2. In instances where an independent director recused himself/herself due to a conflict of interest, the minutes shall clearly state the independent director's name, contents of the motion and resolution thereof, reason for not voting and actual voting counts: None.
3. Communication between independent director and internal auditing officers as well as CPAs on company finances and business situation (such as items discussed, means of communication and results, etc.):
 - (1) The Company's internal auditing officers will be present at each meeting of Audit Committee to communicate with the Audit Committee members, and communicate with the Audit Committee members on the audit report periodically. The officers will also report any special condition to the Audit Committee immediately. Notwithstanding, no said special condition took place in 2024. Communication between the Audit Committee and internal auditing officers is in a good condition.
 - (2) The Company's CPAs will communicate with the Audit Committee on the audit or review results about the financial statement of each quarter and any other requirements to be communicated as required by related laws. The CPAs will also report any special condition to the Audit Committee immediately. Notwithstanding, no said special condition took place in 2024. Communication between the Audit Committee and CAP is in a good condition.

The Company's Audit Committee aims to help the Board of Directors perform its duty to supervise the Company's quality and integrity in accounting, audit and financial reporting procedures and financial controls.

The main responsibilities during 2024 by the Audit Committee refer to review and processing of the following matters:

- A. Review Financial Statements, Business Report, and Distribution of Earnings.
- B. Review the effectiveness of the internal control system and revise the operation of internal control.
- C. The appointment, compensation and independence assessment of CPAs, etc.
- D. A material asset or derivatives transaction.
- E. Lending funds to subsidiaries.
- F. Revise the regulations governing the acquisition and disposal of assets, the rules governing endorsement and guarantee, and the audit committee charter.
- G. Application for credit facility with the financial institution.
- H. To communicate with the CPA of the Company.
- I. Control over the Company's existing or potential risks.

- Audited Financial Statement

The Board of Directors has worked out and submitted hereto the Business Report, Consolidated Financial Statements, Individual Financial Statements and Proposed Allocation of Earnings of the Company for 2024 and that among them, the Financial Statements have been duly audited by Liang, Hua-Ling and Liao, Fu-Ming CPAs PricewaterhouseCoopers Taiwan as duly delegated by the Board of Directors which already issued the Audit Report.

The aforementioned Business Report, Consolidated Financial Statements, Individual Financial Statements and Proposed Allocation of Earnings have been further duly audited by us, the Audit Committee, and we confirmed that all those documents prove satisfactory to the laws and ordinances concerned.

- Effectiveness of internal audit plan and internal control system.

The Audit Committee assessed the effectiveness of the policies and procedures of the Company's internal control system, and reviewed the regular reports of the Company's audit office, CPA and management. We confirmed that the Company's risk management and internal control systems were effective.

Table 1: Operation Status of This Year

Date of meeting	Details of agenda	Contents of Independent Directors' Objections, Reservations or Major Proposals	Resolution Results of the Audit Committee and the Company's Treatment of the Audit Committee's Opinions
10th meeting of the 2nd Audit Committee on Mar. 12, 2024	(1) To report of internal audit operation.	None.	Approved by all the attending committee members.
	(2) Discussion of the performance for engaging in derivatives transactions from Oct. 1, 2023 to Jan. 31, 2024.	None.	Approved by all the attending committee members.
	(3) Discussion of the 2023 business report, the consolidated and individual financial statements.	None.	Approved by all the attending committee members.
	(4) Discussion of the business operating plan of the Company for 2024.	None.	Approved by all the attending committee members.
	(5) Discussion of the proposed distribution of earnings of the Company for the 2023 fiscal year.	None.	Approved by all the attending committee members.
	(6) Discussion of the issuance of the Company's 2023 Statement on Internal Control System.	None.	Approved by all the attending committee members.
	(7) Discussion of the remuneration and independence assessment on the CPA.	None.	Approved by all the attending committee members.
	(8) Discussion of the nomination of the Company's directors and independent director candidates.	None.	Approved by all the attending committee members.
	(9) Discussion of the release of the newly elected directors and their representative from non-competition restrictions.	None.	Approved by all the attending committee members.
	(10) Discussion of lending funds to subsidiaries.	None.	Approved by all the attending committee members.
	(11) Discussion of the capital increase of Chicony Power Technology (Thailand) Co., Ltd.	None.	Approved by all the attending committee members.
11th meeting of the 2nd Audit Committee on May 2, 2024	(1) Discussion of internal audit operation.	None.	Approved by all the attending committee members.
	(2) Discussion of the performance for engaging in derivatives transactions from Feb. 1, 2024 to Mar. 31, 2024.	None.	Approved by all the attending committee members.
	(3) Discussion of the Company's consolidated financial statements for 2024 Q1.	None.	Approved by all the attending committee members.
	(4) Discussion of lending funds to subsidiaries.	None.	Approved by all the attending committee members.
1st meeting of the 3rd Audit Committee on Aug. 6, 2024	(1) Discussion of internal audit operation.	None.	Approved by all the attending committee members.
	(2) Discussion of the performance for engaging in derivatives transactions from Apr. 1, 2024 to Jun. 30, 2024.	None.	Approved by all the attending committee members.
	(3) Discussion of the Company's consolidated financial statements for 2024 Q2.	None.	Approved by all the attending committee members.
	(4) Discussion of lending funds to subsidiaries.	None.	Approved by all the attending committee members.
2nd meeting of the 3rd Audit Committee on Nov. 4, 2024	(1) To report of internal audit operation.	None.	Approved by all the attending committee members.
	(2) Discussion of the performance for engaging in derivatives transactions from July 1, 2024 to Sep. 30, 2024.	None.	Approved by all the attending committee members.
	(3) Discussion of preparing the audit plan of the Company for 2025.	None.	Approved by all the attending committee members.
	(4) Discussion of the Company's consolidated financial statements for 2024 Q3.	None.	Approved by all the attending committee members.
	(5) Discussion of the amendment of the Company's "Regulations Governing the Acquisition and Disposal of Assets".	None.	Approved by all the attending committee members.
	(6) Discussion of the amendment of the Company's "Rules Governing Endorsement and Guarantee".	None.	Approved by all the attending committee members.
	(7) Discussion of the amendment of the Company's "Audit Committee Charter".	None.	Approved by all the attending committee members.
	(8) Discussion of the amendment of the Company's internal control system and internal audit system.	None.	Approved by all the attending committee members.
	(9) Discussion of the Company to apply for credit facility with the financial institution.	None.	Approved by all the attending committee members.
	(10) Discussion of lending funds to subsidiaries.	None.	Approved by all the attending committee members.

(2) Participation of Supervisors in the Operation of Board Meetings

Not be applicable.

The Company has established an Audit Committee on Jun. 7, 2018.

2.3.3. Corporate Governance Implementation and the Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Assessment Items	Implementation States			Difference from Corporate Governance Implementation and the Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
1. Dose the Company follow "the Corporate Governance Best Practice Principles" to establish and disclose its Corporate Governance Practice Principles?	✓		The Company established its "Corporate Governance Best Practice Principles" based on the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and subject to the Company's actual operations, and disclosed the same on the MOPS and the Company's website.	No difference
2. Equity structure and shareholders' rights (1)Dose the Company establish internal procedures for suggestions, questions, disputes and litigation from shareholders? (2)Dose the Company have a list of major shareholders that have actual control over the Company and a list of ultimate owners of those major shareholders? (3)Dose the Company establish and implement the risk control mechanism and firewall between the Company and its affiliates? (4) Whether the Company established internal regulations prohibiting insider trading against non-public information?	✓ ✓ ✓ ✓		(1) The Company appoints the professional shareholders service agent to process the shareholders service affairs on behalf of the Company. The Company has set up the positions of spokesperson and Deputy Spokesperson and also designates personnel of the Financial Center to be in charge of the dealing with shareholders, their suggestions and disputes. (2) Within two days after the shareholders' meeting or the ex-right, ex-dividend days which stocks stopped to be transferred, the Company is able to obtain name list of the shareholders, through the stock affairs institution, from the Taiwan Depository and Clearing Corporation and have the information of major shareholders summarized to report to senior management of the Company. (3) Besides stipulating the "Rules Governing Financial and Business Matters Between the Company and its Affiliated Enterprises" and the "Operating method for monitoring the subsidiaries", the Company also urges its important subsidiaries to establish their own internal control systems, in order to implement proper risk control mechanism and fire wall, and remains independent, in terms of manufacturing, sales, research and development, HR, and finance, with its related parties. (4) The Company has established the "Operating Procedures for Handling Internal Material Information and Preventing Insider Trading" to regulate the Company's directors, managers, employees, and persons who access the Company's internal material information due to their identity, occupations or powers, prohibit any activities potentially involving insider trading, and engage in internal educational propagation throughout the Company in a timely manner.	(1) No difference (2) No difference (3) No difference (4) No difference
3. Composition and responsibilities of the Board of Directors (1) Dose the Board of Directors has formulated and implement the diversity policy and specific management objectives?	✓		(1) The Company has formulated the director diversity policy in the "Corporate Governance Best Practice Principles", and established specific management goals and implemented them in accordance with the policy. For the implementation, please refer to "Diversity and Independence of the Board of Directors" in this annual report. (page 12~13)	(1) No difference
(2) Dose the Company establish other functional committees	✓		(2) The Company has established the Remuneration Committee and Audit Committee pursuant to laws, and also set up the Sustainability Development Committee with 5 members in total, of which the Chairman of Board acts the	(2) No difference

Assessment Items	Implementation States		Summary	Difference from Corporate Governance Implementation and the Difference from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No		
other than a remuneration committee or audit committee required by laws?			Committee Chairperson, the President acts as the Committee Deputy Chairperson, and three Independent Directors act as members. The Committee is responsible for formulating and reviewing the Company's sustainable development policies, systems or related management guidelines, and reporting the annual Sustainable development implementation results and the next year's work plan to the Board of Directors each year.	
(3) Dose the Company establish standards and method for evaluating the performance of the Board of Directors, conduct annual performance evaluations, submit performance evaluation results to the Board, and use the results as a basis for determining the remuneration and nomination of individual directors?	✓		(3) The Company's Board of Directors has approved the establishment of the "Regulations Governing the Board of Directors and Functional Committee Performance Evaluation" to perform the evaluation once every year and submit the evaluation result to the Board of Directors. The scope of evaluation includes the entire Board of Directors, individual Board members, and the functional committee (the Audit Committee and the Remuneration Committee); the evaluation method includes the internal self-evaluation of the Board of Directors, Board members, and the functional committee members (the Audit and the Remuneration Committees); as for the evaluation procedure, the Financial Center collects the activity information of the Board of Directors, individual Board members, and the Audit and the Remuneration Committees to perform the internal self-evaluation of the Board of Directors based on the evaluation indexes of the method and distribute the self-evaluation questionnaire to the individual Board members and the Audit and the Remuneration Committees after the end of the year. The Financial Center collects the questionnaire and records the evaluation results; the evaluation results will serve as the reference for the candidate selection and nomination. The Company has completed the performance evaluation of the Board of Directors and Functional Committee in 2024 and submitted the summarized report to the Board of Directors on Mar. 3, 2025. The evaluation results "surpassed the standard".	(3) No difference
(4) Dose the Company regularly evaluate the independence of the certified public accountants?	✓		(4) The Audit Committee of the Company regularly conducts an assessment of the CPAs' independence and suitability every year, and submit the assessment results to the Board of Directors for resolution. The assessment mechanism as follows: A. Report Audit Quality Indicators (AQIs) to the Audit Committee in accordance with FSC guidelines. B. According to the "Checklist for Board of Directors' Assessment on Independence of CPAs and CPA Firms", it is confirmed that the CPAs and the Company have no other financial interests or business relationships except for the fees for certification and financial and tax cases. The assessment criteria as follows: (A) The CPAs do not serve as a director or independent director of the Company or the Company's affiliated companies. (B) The CPAs are not a shareholder of the Company or the Company's affiliated companies. (C) The CPAs are not paid in the Company or the Company's affiliated companies. (D) The CPAs have provided auditing services to the Company for less than 7 years. (E) The CPAs have confirmed that their affiliated accounting firms have complied with the relevant independence norms. (F) The co-practicing CPA of the joint accounting firm to which the CPA belongs have not served as a director, manager of the Company, or have a significant impact on the audit case within one year after resignation. C. Identified in the "Letter for Communication with Corporate Governance Unit" issued by PricewaterhouseCoopers: Statement of Chief Accountants' Roles and Responsibilities, and Statement of CPA's Independence. Comprehensive assessment results: The independence between the CPAs and the Company comply with Certified Public Accountant Act of the R.O.C., the Norm of Professional Ethics for CPA, and other relevant regulations. The latest assessment was approved by the Audit Committee on Mar. 3, 2025, and submitted to the Board of Directors for approval on Mar. 3, 2025.	(4) No difference
4. Does the Company have a	✓		The Company's unit dedicated to corporate governance refers to the Financial	No difference

Assessment Items	Implementation States		Summary	Difference from Corporate Governance Implementation and the Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No		
suitable number of competent corporate governance personnel and has appointed a corporate governance supervisor responsible for corporate governance matters (including but not limited to furnish information required for business execution by directors and supervisors, assisting directors and supervisors with regulatory compliance, handling matters related to Board meetings and shareholders' meetings according to laws, produce minutes of board meetings and shareholders' meetings, etc.)?			<p>Center, which is responsible for corporate governance-related matters. The Board of Directors approved the appointment of Chen, Hsueh-Yi, the Financial Center Vice President, as the corporate governance officer on March 3, 2021. In addition to assisting in providing information required by directors to perform their duties, which main responsibilities also is responsible for assisting directors to follow laws and regulations, taking office and continuing education, handle matters related to the change of directors, report to the Board of Directors whether the qualifications of Independent Directors during nomination, election and tenure meet the relevant regulations, collecting the related motions proposed at directors' meetings and shareholders' meetings, and organization of the meetings, preparation of board meeting and shareholders' meeting minutes, and completion of company registration and change registration and public announcement and filing of information in line with the resolutions made by the directors' meetings and shareholders' meetings, in order to enhance the functions of the Board of Directors, upgrade the Company's information transparency, and protect shareholders' and stakeholders' interest and right.</p> <p>The corporate governance implementation of the Company in 2024 was as follows:</p> <ol style="list-style-type: none"> (1) Propose and plan methods related to corporate governance and implement the compliance of laws and regulations. (2) Provide required information for directors to execute their business and assist them in legal compliance. (3) Inform the directors about the planning of the Board of Directors with sufficient meeting information at least 7 days prior to the meeting and give notice in advance for issues requiring avoidance of interest-conflicting; deliver the meeting minutes within 20 days after the meeting. (4) Register the date of the Shareholders Meeting in advance based on the laws, produce the meeting notice, Meeting Agenda Handbook and minutes within the statutory deadline and conduct amendment registration after amending the Company's Articles of Incorporation. (5) Assist the directors to complete the annual continuing education and maintain liability insurance for the directors and important employees. (6) Report to the Board of Directors the results of the review of whether the qualifications of the independent directors comply with relevant laws and regulations at the time of their nomination. (7) Handle matters related to changes in directors. <p>The corporate governance officer of the Company has completed 12 hours refresher courses in accordance with the law in 2024.</p>	
5. Does the Company establish communication channels and build a designated section on its websites for stakeholders (including but not limited to stakeholders, employees, customers, and suppliers), and properly respond to stakeholders' concerns of corporate social responsibility?	✓		<ol style="list-style-type: none"> (1)The Company appoints the spokesman and deputy spokesman, and, posts the contact No. on the Company's website, in order to communicate with the stakeholders directly and enable them to verify the Company's overview of operation. (2)The Company has established sustainable development and corporate governance sections in the website for the stakeholders to understand the implementation of the Company's sustainable development and corporate governance. The Company also has a communication channel for the stakeholders to understand the concerned issues of the stakeholders and respond properly. The Company reports to the Board of Directors about the implementation of sustainable development promotion and the communication with the stakeholders every year. <p>The implementation of sustainable development promotion and communication with the stakeholders in 2024 were submitted to the Board of Directors on Nov. 4, 2024.</p>	No difference
6. Dose the Company appointed a professional shareholder service agency for its Shareholders' Meetings?	✓		<p>The Company appoints Shareholders Service Dept. of Hua Nan Securities to handle the shareholders service affairs on behalf of the Company.</p> <p>Promotion of Sustainable Development</p>	No difference
7. Information disclosure (1) Dose the Company establish a corporate website to disclose	✓		<ol style="list-style-type: none"> (1)The Company established a website in Chinese and English (https://www.chiconypower.com) where relevant information on financial operations business and corporate governance can be inquired. 	(1) No difference

Assessment Items	Implementation States		Summary	Difference from Corporate Governance Implementation and the Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No		
information concerning financial affairs and corporate governance?				
(2) Dose the Company has other information disclosure channels (e.g., setting up an English website, appointing personnel to gather and disclose information, properly implementing the spokesman system, and posting the meetings minutes with institutional investors on websites)?	✓		(2)The Company has set up positions for Spokesperson and Deputy Spokesperson, and through Market Observation Post System, investor conference, newspapers and magazines to disclose the financial and business information of the Company to the investing public.	(2) No difference
(3) Dose the Company announce and report annual financial statements within two months after the end of the each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?	✓		(3)The Company has publicly announced and filed the annual financial report, quarterly financial report and the operation status of each month according to relevant regulations: A. Within three months after the close of each fiscal year, the Company publicly announces and files the information of the annual financial report. B. Within 45 days after the end of the first, second, and third quarters of each fiscal year, the Company publicly announces and files the information of the quarterly financial report. C. The Company publicly announces and files the operating revenue of last month within the first 10 days of each month.	(3) No difference
8. Does the Company have other information that enables a better understanding of the Company's corporate governance practices (including but not limited to, employee rights, employee care, investor relations, supplier relations, stakeholders' interests, continuing education of directors, implementation of risk management policies and risk measurements, implementation of customer policy, and maintenance of liability insurance for the Company's directors and supervisors, etc.)?	✓		(1)Employee rights: The Company establishes and implements the labor benefit and safety & health policies which satisfy the laws, in order to protect the employee rights. (2)Employee care: The Company establishes the Employee Welfare Committee, which is dedicated to handling the employee welfare matters, and holding the labor-management meetings from time to time, in order to build the communication channel and achieve the win-win situation. (3)Investor relations: The Company establishes the spokesman and deputy spokesman system dedicated to processing the suggestions, questions and dispute posed by shareholders. Meanwhile, the Company completes the public announcement and filing of information per the competent authority's requirements, and provides the information which might affect the investors' decision making. (4)Supplier relations: The Company maintains the complete information about suppliers and keeps the communication channel with suppliers uninterrupted, in order to maintain the fair relations. (5)Stakeholders' interests: The Company establishes the spokesman and deputy spokesman system, which is dedicated to communicating with the stakeholders directly, and respects and maintains the legal interest and right deserved by the stakeholders. (6)Circumstances of directors' training: 1. Please refer to Table 1 Circumstances of Directors' Training. 2. Disclosed in the Corporate Governance Area of MOPS. (7)Implementation of risk management policies and risk measurements: 1. According to various laws & regulations and internal control systems, the Company has formulated "Risk Management Policies and Procedures" to conduct various risk management and evaluation. 2. In accordance with various laws & regulations and internal control systems, the Company has formulated "Risk Management Policies and Procedures", and the Audit Committee supervises and conducts various risk management and assessments and reports to the Board of Directors. 3. The implementation of risk management policies and procedures in 2024 were submitted to the Board of Directors on Nov. 4, 2024. (8)Implementation of customer policy: The Company keeps the communication	No difference

Assessment Items	Implementation States			Difference from Corporate Governance Implementation and the Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			channel with customers uninterrupted, and cooperates with the key customers permanently, in order to maintain the fair relationship between each other. (9) Maintenance of liability insurance for the Company's directors: The Company has maintained the liability insurance valuing US\$20 million for its directors and managers, and reported the same to the Board of Directors on Aug. 6, 2024.	
<p>9. Please specify the status of the correction based on the corporate governance assessment report released by the Corporate Governance Center of TWSE in the most recent year, and the priority corrective actions and measures against the remaining deficiencies:</p> <ol style="list-style-type: none"> 1. The Board of Directors has approved the establishment of "Risk Management Policy and Procedure", and the Sustainability Development Committee supervises and conducts various risk management and assessments and reports to the Board of Directors. 2. The Board of Directors of the Company has established the Sustainability Development Committee, and more than half of the members are independent directors. The Board of Directors supervises the Company's sustainability management, strategies, and goals as well as implementation. 				

Table 1. Circumstances of Directors' Training

Title	Name	Date	Host by	Course Name	Duration
Chairman	Lu, Chin-Chung	2024/08/12	CLEVO CO.	Flowers blooming in troubled times? Observations on the current political and economic situation and capital flows.	2
		2024/11/08	Taiwan Corporation Governance Association	Current Global Economic and Financial Situation	4
Director	Huang, Yueh-Chao	2024/08/07	Taiwan Corporation Governance Association	Trends and Challenges in Information Security Governance	6
Director	Tseng, Kuo-Hua	2024/08/07	Taiwan Corporation Governance Association	Trends and Challenges in Information Security Governance	6
		2024/09/30	Taiwan Stock Exchange Corporation	Strengthening Taiwan Capital Market Summit	3
Director	Lee, Tse-Ching	2024/08/07	Taiwan Corporation Governance Association	Trends and Challenges in Information Security Governance	6
Independent Director	Hong, Ching-Shan	2024/04/18	Institute of Financial Law and Crime Prevention	Anti-Money Laundering and Counter-Financing of Terrorism Practices and the Prevention of Insider Trading publicity	3
		2024/05/16	Taiwan Securities Association	Financial Consumer Protection Act and Fair Hospitality	3
		2024/09/05	Taiwan Securities Association	Information Security Threat Trends and Crisis Management	3
		2024/09/10	The National Federation of CPA Associations of the R.O.C.	Aspects of Internal Control about Sustainability	3
Independent Director	Sun, Chin-Feng	2024/05/03	Securities and Futures Institute	Sustainable Development Practice Promotion Conference	3
		2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	3

2.3.4. Organization, Responsibilities and Operation Status of the Remuneration Committee

(1) Information about Remuneration Committee Members

Title	Qualifications Name	Professional Qualification and	Compliance of Independence	Number of Other Public Companies in which Concurrently Serves as Remuneration Committee Member
Convener Independent Director	Sun, Chin-Feng	Please refer to page 11 of this annual report, Disclosure of Professional Qualifications and Experience of Directors and Compliance of independence of Independent Directors.		3
Independent Director	Hong, Ching-Shan			2
Member	Lin, Ming-Ji	Doctorate in Business Administration, National Chengchi University Used to be Department Chairman of Business Administration, National Central University, Member of Industry Committee of Ministry of Economic Affairs, Consultant of Taiyen Biotech Co., Ltd., Director of Taiwan Power Company. Currently as the Independent Director of C SUN MFG. Ltd., Unitech Computer Co., Ltd. and the Company's parent company-Chicony Electronics Co., Ltd. Possess the capability of analysis and management in corporate governance, financial accounting, commerce, marketing and industry technology, able to elevate the quality of the Remuneration Committee	Compliance with the requirements of Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" during the 2 years before being appointed and during the term of office.	3

(2) Guidelines Governing Functions of Remuneration Committee

- A. The committee shall exercise the due care of a good administrator to faithfully perform the following duties, and to submit the suggestion for discussion to the Board of Directors.
- (A) Periodically review the organization rules of "Remuneration Committee" of the Company and propose amendments.
 - (B) Set up and periodically review the yearly and long-term performance goal of the Directors and managers of the Company, and the policy, system, standard and structure of the remuneration.
 - (C) Periodically review the performance of the Directors and managers and the goals achieved, and set up content and amounts of the individual remuneration.
- B. When the committee exercises the above duties, it shall follow the guidelines as per below:
- (A) Ensure the arrangement of the remuneration meets the requirement of relevant laws and regulations and is good enough to attract the best talent.
 - (B) The performance evaluation and remuneration of the Directors and managers shall refer to the ordinary level paid by peers of the same Industry, and taking into consideration factors such as the time devoted by the specific individual, the responsibility assumed, the goal achieved by the individual, the performance of the individual when assuming other position, the remuneration the Company paid to the same position in recent years, as well as the short term and long term business goal achieved by the Company, the financial position of the Company. All these shall be considered when evaluating the reasonableness and correlation of the individual's performance, the Company's performance, and the future risk.
 - (C) Directors and managers shall not to engage in behavior beyond the risk tolerance level of the Company for the purpose of pursuing remuneration.
 - (D) With respect to the time to distribute bonus in proportion with the short-term performance of Director and senior managers, or remuneration that is partially variable, the Company shall consider the characteristic of the Industry and the business nature to decide the proper time to pay.
 - (E) Members of the Committee shall not join the discussion and resolution of their own remuneration.

(3) Information Concerning the Remuneration Committee

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

B. Member's term of office:

From May 27, 2024 to May 26, 2027; the committee held 3 (A) meetings during 2024 and the attendance of the committee members is summarized as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) [B/A]	Remarks
Convener	Sun, Chin-Feng	3	0	100%	
Member	Tsai, Duh-Kung	1	0	100%	Resigned on May 27, 2024. Number in attendance should be: 1.
Member	Hong, Ching-Shan	3	0	100%	
Member	Lin, Ming-Ji	2	0	100%	Newly elected on May 27, 2024. Number in attendance should be: 2.
<p>Other matters required to be recorded:</p> <p>1. If the Board of Directors does not adopt, or amends the remuneration committee's suggestions, please specify the meeting date, term, contents of motion, resolution of the Board of Directors, and the Company's handling of the remuneration committee's opinions: Please refer to Table 1.</p> <p>2. For resolution(s) made by the Remuneration Committee with the Committee members voicing opposing or qualified opinions on the record or in writing, please state the meeting date, term, contents of motion, and opinions of all members and the Company's handling of said opinions: None.</p>					

Table 1:

Date of Meeting	Details of Agenda	Opinions of All Remuneration Committee Members	Dealing with the Opinion from the Remuneration Committee
6th meeting of the 4th Remuneration Committee on Mar. 12 2024	(1) Discussion of the distribution of the Company's 2023 remuneration to employees and directors.	Approved by all the attending committee members	Approved by all the attending committee members. This issue is not applicable.
1st meeting of the 5th Remuneration Committee On Aug. 6 2024	(1) Discussion of the adjustment of fixed salary for the Company's managers in 2024.	Approved by all the attending committee members	Approved by all the attending committee members. This issue is not applicable.
	(2) Discussion of the target performance of directors and managers achieved, and evaluation on the actually distributed salary and remuneration in 2023.	Approved by all the attending committee members	Approved by all the attending committee members. This issue is not applicable.
2nd meeting of the 5th Remuneration Committee On Nov. 4 2024	(1) Discussion of the plan for distribution of year-end bonus to managers in 2024.	Approved by all the attending committee members	Approved by all the attending committee members. This issue is not applicable.
	(2) Discussion of the plan for distribution of employee remuneration to managers in 2024.	Approved by all the attending committee members	Approved by all the attending committee members. This issue is not applicable.

2.3.5. Organization, Responsibilities and Operation Status of the Nomination Committee:

The Company does not establish Nomination Committee.

2.3.6. Organization, Responsibilities and Operation Status of the Sustainability Development Committee:

(1) Composition of the Sustainability Development Committee

A. The Company's Sustainability Development Committee consists of 5 members.

B. Member's term of office:

From May 27, 2024 to May 26, 2027, the committee held 2 meetings during 2024. The main expertise and attendance of the committee members is summarized as follows:

Title	Name	Sustainable Expertise and Capabilities	Attendance in Person	Attendance Rate in Person	Remarks
Minister	Lu, Chin-Chung	Sustainable governance, operation performance, sustainable supply chain, risk management, customer relationship management	2	100%	
Deputy Minister	Tseng, Kuo-Hua	Sustainable governance operation performance, sustainable supply chain, customer relationship management, circular economy and material management, energy and carbon emission management, talent cultivation and development	2	100%	
Member (Independent Director)	Tsai, Duh-Kung	Sustainable governance operation performance, risk management, customer relationship management, circular economy and material management, talent cultivation and development	1	100%	Resigned on May 27, 2024. Number in attendance should be: 1.
Member (Independent Director)	Hong, Ching-Shan	Sustainable governance, ethical corporate management and compliance with laws, circular economy and material management, climate governance and carbon management capability	2	100%	
Member (Independent Director)	Sun, Chin-Feng	Sustainable governance, ethical corporate management and compliance with laws, circular economy and material management	2	100%	
Member (Independent Director)	Pong, Cheng-Sheng	Sustainable governance, occupational safety and health, human rights and labor relations	0	0%	Newly elected on May 27, 2024 and resigned on May 28, 2024. Number in attendance should be: 0.

(2) Guidelines Governing Functions of Sustainability Development Committee

A. Formulate corporate social responsibility, environmental protection and climate change issues, sustainable development direction and goals, as well as formulate relevant management policies and specific promotion plans.

B. Propagate and implement the Company's ethical and risk management.

C. Review of the Sustainability Report.

D. Regularly report to the Board of Directors on the implementation results of sustainable development.

E. Other matters resolved by the Board of Directors to be handled by the Committee.

(3) Operation Status Concerning the Sustainability Development Committee

Operation Status of This Year:

Date of Meeting	Details of Agenda	Resolution Results of the Committee	The Company's Treatment of the Committee's Opinions
5th meeting of the 1st Sustainability Development Committee On May 2 2024	(1) Report on the Company's sustainability execution results for the first half of 2024 and the expected key tasks for the latter half of the year.	NA	NA
	(2) Report on the Company's GHG inventory and verification schedule planning.	NA	NA
	(3) Report on the Company's 2023 Sustainability Report editing results.	Approved by all the attending committee members.	Approved by all the attending committee members. This issue is not applicable.
1st meeting of the 2nd Sustainability Development Committee On Aug. 6 2024	(1) Report on the implementation of the Company's "Sustainable Development", "ethical management", "communication with stakeholders" and "risk management policies and procedures".	NA	NA
	(2) Report on the Company's 2023 Sustainability Report editing results and the 2024 Sustainability Report compilation plan.	NA	NA
	(3) Report on the Company's GHG inventory and verification schedule planning.	NA	NA
	(4) It is resolved to formulate the Company's internal control system for the management of sustainability information.	Approved by all the attending committee members.	Approved by all the attending committee members. This issue is not applicable.
	(5) It is resolved to formulate the Company's sustainability report preparation and declaration management regulations.	Approved by all the attending committee members.	Approved by all the attending committee members. This issue is not applicable.
	(6) Discussion of the start of key tasks of corporate sustainable development in 2025.	Approved by all the attending committee members.	Approved by all the attending committee members. This issue is not applicable.

2.3.7. (1) The State of the Company's Promotion of Sustainable Development

Items	Implementation States		Summary	Difference from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	✓		<p>The Company has established the “The Sustainability Development Committee” in 2021, appointed the Chairman as the Committee Chairperson, the President as the Committee Deputy Chairperson, and three Independent Directors as members. There is an Executive Secretary under the Committee, who is held by the department head of the Administrative Management.</p> <p>The Committee is responsible for formulating and reviewing the Company's sustainable development policies, systems, or related management guidelines, and regularly reports to the Board of Directors on the implementation results of sustainable development in the current year and the work plan for the next year. The Board of Directors supervises the Company's sustainability management, strategies, and goals as well as implementation.</p> <p>In 2024, The Company focused primarily on climate change response strategy (including GHG inventory and verification, SBT setting, introduction of energy saving and carbon reduction measures, renewable energy use and carbon footprint management, etc.), compile and disclosure sustainability report as well as corporate governance evaluation, etc.</p> <p>The implementation in 2024 were submitted to the Board of Directors on Nov. 4, 2024.</p>	No difference
2. Does the Company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	✓		<p>The Company has established "Risk Management Policies and Procedures" approved by the Board of Directors. The President coordinates the promotion and operation of the risk management plan. The authority departments are responsible for promoting the risk management of each subordinate business and regularly assess the risks once a year and reports the operation to the Board of Directors.</p> <p>The Company has established "Risk Management Policies and Procedures" approved by the Board of Directors. The President coordinates the promotion and operation of the risk management plan. The authority departments are responsible for promoting the risk management of each subordinate business. The Sustainability Development Committee regularly supervises various risk management and assessments and reports to the Board of Directors once a year.</p> <p>The Company evaluate risk related to important issues according to ESG Report materiality principle. Also the Company set relevant risk management policy according to risk evaluated as follow:</p>	

Items	Implementation States			Difference from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons														
	Yes	No	Summary															
			<table border="1"> <thead> <tr> <th>Important Issues</th> <th>Issues in Risk Assessment</th> <th>Risk Management Policy</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>Environmental Protection</td> <td>The Company used best efforts to protect the environment and respond to green production. The Company promoted green products and reduces emissions of carbon in order to mitigate the impact posed to the environment. Meanwhile, the Company set forth the execution plan and program each year, and followed up and reviewed the progress of various targets to ensure achievement of the targets. The head office, and factories in China have also obtained ISO 14001 environmental management system certification.</td> </tr> <tr> <td rowspan="2">Society</td> <td>Occupational Safety</td> <td>The head office and each factory have obtained ISO 45001 Occupational Health and Safety Management System Certification. The Company implemented various occupational safety tour inspection operations, and organized the fire safety training and drill each year to train employees' ability to respond to emergencies and manage their own safety.</td> </tr> <tr> <td>Product Safety</td> <td>The Company's products complied with the government's decrees and regulations and also satisfied the RoHS. In the meantime, the Company provided customers with stable product quality and maintained fair cooperative relations with customers through the strict quality management system, in order to lay the foundation for business sustainability.</td> </tr> <tr> <td>Corporate Governance</td> <td>Legal Compliance and Internal Control</td> <td>The Company built the governance organization and practiced the internal control mechanism, in order to ensure that all of the Company's personnel and operations strictly comply with various laws and regulations.</td> </tr> </tbody> </table>	Important Issues	Issues in Risk Assessment	Risk Management Policy	Environment	Environmental Protection	The Company used best efforts to protect the environment and respond to green production. The Company promoted green products and reduces emissions of carbon in order to mitigate the impact posed to the environment. Meanwhile, the Company set forth the execution plan and program each year, and followed up and reviewed the progress of various targets to ensure achievement of the targets. The head office, and factories in China have also obtained ISO 14001 environmental management system certification.	Society	Occupational Safety	The head office and each factory have obtained ISO 45001 Occupational Health and Safety Management System Certification. The Company implemented various occupational safety tour inspection operations, and organized the fire safety training and drill each year to train employees' ability to respond to emergencies and manage their own safety.	Product Safety	The Company's products complied with the government's decrees and regulations and also satisfied the RoHS. In the meantime, the Company provided customers with stable product quality and maintained fair cooperative relations with customers through the strict quality management system, in order to lay the foundation for business sustainability.	Corporate Governance	Legal Compliance and Internal Control	The Company built the governance organization and practiced the internal control mechanism, in order to ensure that all of the Company's personnel and operations strictly comply with various laws and regulations.	No difference
Important Issues	Issues in Risk Assessment	Risk Management Policy																
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Corporate Governance	Legal Compliance and Internal Control	The Company built the governance organization and practiced the internal control mechanism, in order to ensure that all of the Company's personnel and operations strictly comply with various laws and regulations.																
<p>3. Environment Issues</p> <p>(1) Has the Company set an environmental management system designed to industry characteristics?</p> <p>(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?</p>	<p>✓</p> <p>✓</p>	<p>(1) The Company establishes the applicable environmental management system subject to the industry characteristics. Each of its factories has acquired the ISO 14001 environmental management license and ISO 45001 occupational safety and health management license, and practices the ISO environmental management regulations strictly. The validity expiry date of ISO 45001 certifications are as follows:</p> <table border="1"> <thead> <tr> <th>Taipei Headquarters</th> <th>Dongguan Factory</th> <th>Suzhou Factory</th> <th>Chongqing Factory</th> <th>Thailand Factory</th> </tr> </thead> <tbody> <tr> <td>2027/10/19</td> <td>2026/3/15</td> <td>2026/9/3</td> <td>2025/7/21</td> <td>2027/9/6</td> </tr> </tbody> </table> <p>(2) The Company commits itself to upgrading the efficient use of various resources and adopts the renewable materials posing low impact to the environment, including solar power generation, recycling of production line energy and classification and recycling of waste. The recyclable kitchen waste may be disposed of by professional service suppliers who hold the relevant license, while the other domestic waste may be disposed of by the local government's environmental protection unit. By way of this, the Company expects to increase the efficient use of all resources and gradually reduce the burden the environment suffers.</p>	Taipei Headquarters	Dongguan Factory	Suzhou Factory	Chongqing Factory	Thailand Factory	2027/10/19	2026/3/15	2026/9/3	2025/7/21	2027/9/6	<p>(1) No difference</p> <p>(2) No difference</p>					
Taipei Headquarters	Dongguan Factory	Suzhou Factory	Chongqing Factory	Thailand Factory														
2027/10/19	2026/3/15	2026/9/3	2025/7/21	2027/9/6														

Items	Implementation States			Difference from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	✓		<p>(3)The potential risks of climate change in which the Company encounters are mainly in the environmental and operational aspects, such as the lack of recourses, increase in raw material costs, instability of transportation requirement, and the threat to the safety of employees due to extreme weather. All of these may result in the direct/indirect impact on the business operation of the Company. In response to the impact posed by the emission of greenhouse gas to the global climate change and environment, the Company establishes the greenhouse gas management procedure and sets the greenhouse gas reduction target to keep improving the reduction of greenhouse gas emission and the management, recycling and reuse of the waste. Meanwhile, the Company checks the greenhouse gas emission and performs the verification by a third party each year.</p> <p>The Company has implemented the TCFD (Task Force on Climate-related Financial Disclosures) project to assess the potential risk and opportunity posed by the climate transformation to the Company now and in the future, and disclosed the risk and opportunity in the Sustainability Report. Further, the Company has installed devices such as heat recovery in the burn-in room and smart air-conditioning controllers in the factory.</p> <p>In addition, a large number of solar power systems have been installed on the roofs of factories, warehouses and dormitories in Suzhou, Chongqing, Dongguan and Thailand to increase the use of renewable energy.</p> <p>The identification results and countermeasures for the Company's material climate change risks and opportunities identified in TCFD please refer to the "04 Environmental Protection" chapter of the Company's Sustainability Report.</p>	(3)No difference
(4) Did the Company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	✓		<p>(4)To fulfill the responsibility as a global citizen and the corporate social responsibility, the Company gathers statistics of the greenhouse gas emission, water consumption and the gross weight of the waste every year and formulates policies and targets for energy conservation and carbon reduction, greenhouse gas emission and water consumption and waste reduction. The Company continues to promote the environment management affairs, including the enhancement of environment management by promotions, education training, energy saving measures, audits, and follow-up on improvements made. The Company asks all colleagues to save energy and reduce carbon, including water, electricity and paper consumption, in order to avoid any unnecessary waste, and also include the results of energy saving and carbon reduction into the semi-annual performance evaluation indicators.</p> <p>The Company conducts an annual greenhouse gas inventory, which has been verified by an external third-party verification body.</p> <p>In 2024, the Company's greenhouse gas emissions in scope 1&2 totaled 24,009.11 t-co2e, a decrease of 27.26% from 33,008.96 t-co2e in 2023; scope 3 totaled 19,341,084.79 t-co2e, a decrease of 3.70% from 20,085,203.34 t-co2e in 2023.</p> <p>In 2025, the Company will continue to promote various energy-saving and carbon-reducing equipment and management measures, and install timers on high-power-consuming equipment. The greenhouse gas emission goal is to reduce by 4.2% compared with the previous year.</p> <p>In 2024, the water consumption is 559,023.83 tons, a decrease of 5.43% compared with the total water consumption in 2023 of 591,135.42 tons.</p> <p>In 2025, the Company will continue to promote water conservation, and the total water consumption goal is to reduce by 3% compared with the previous year.</p> <p>In 2024, the total amount of waste is 4,036.36 tons, an increase of</p>	(4)No difference

Items	Implementation States			Difference from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary	
			17.79% compared to the total weight of waste in 2023 of 3,426.70 tons. The total amount of waste has increased due to the continuous increase in production capacity of the Thailand Factory. In response to the proactive actions in waste treatment, all factories in China have obtained the highest Platinum Rating for Zero Waste to Landfill (UL 2799), and the factory in Thailand will apply for UL2799 Zero Waste to Landfill in 2025. The Company will continue to strengthen waste management and promote waste reduction.	
4. Social Issues				
(1)Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	✓		(1)The Company complies with the connotation of human rights protection revealed in various International Bill of Human Rights such as 《Universal Declaration of Human Rights》, 《UN Human Rights Norms For Business》, 《UN Global Compact》, 《UN International Labour Organization》, 《Electronic Industry Code of Conduct》, etc., and Employment Service Act. Formulate the Company's human rights policy in accordance with the above-mentioned act, clearly stating that prohibition of child labor and any illegal discrimination, including race, gender, religion, skin color, nationality, age, political affiliation, sexual orientation, pregnancy status, disability status, social background, etc. Fully comply with relevant labor laws and regulations to ensure the employees' legitimate rights and interests in terms of salaries, benefits, health and safety are well protected. In accordance with the requirements of the RBA (Responsible Business Alliance), we will promote various sustainable development operations and continue to improve.	(1)No difference
(2)Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	✓		(2)The Company establishes employee welfare measures in accordance with the Labor Standards Act and relevant regulations and provides competitive salaries. In addition, various bonuses and remuneration are paid to employees according to operating results of the Company, department target and personal performance to share the earnings with the employees. According to Article 24 of the Company's Articles of Incorporation, the Company current pre-tax benefits before deducting employee remuneration and director's remuneration of the Company in the year, a minimum sum 10% shall be appropriated as remuneration to the employees and appropriate 1% maximum as remuneration to directors.	(2)No difference
(3)Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	✓		(3)To ensure a safe and healthy working environment for employees, the Company has passed the certification of ISO 45001 the Occupational Safety and Health Management System. On a yearly basis, the Company engages qualified testing institution, to perform hazardous factors test on the indoor working environment and hold training on fire control and first aid for at least once every six month to strengthen employees' safety awareness.	(3)No difference
(4)Has the Company established effective career development training programs for employees?	✓		(4)The Company constructs the educational training system based on the core competence required by its operations, including leadership management training, professional technology training and various seminars, and sets the annual educational plan each year and organizes the educational training programs for employees periodically to train the employees' ability.	(4)No difference

Items	Implementation States			Difference from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary	
(5) Does the Company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	✓		(5) All the Company's products pass the international safety certification to protect consumers' safety, and the international standard certification, e.g., ISO 9001. The Company also practices the certification strictly to ensure that its products satisfy international standards. The Company pays attention to the opinion of the customer by providing product communication contact person and email address on the Company website in addition to the business contacts. Also, the Company establishes the “Stakeholder” section as a channel for customer inquiry, suggestions, and complaints. By upholding the principle of good faith, the Company manages and gives feedbacks to the customer properly to protect the right of the customer.	(5) No difference
(6) Has the Company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	✓		(6) Prior to engaging in commercial dealings with the supplier, the Company will evaluate whether the suppliers impact on the environmental protection, occupational safety and health, or labor rights in the past, fill out the supplier's social and environmental responsibility questionnaire and conduct the audit and counseling on the supplier pursuant to RBA. The audit is to enhance the implementation of suppliers' social and environmental responsibilities. Currently all major suppliers of the materials have completed the investigation and evaluation of the supplier's social and environmental responsibility questionnaire. Currently, the orders of the Company and the supplier both require the supplier to comply with the RBA requirements concerning issues of the environmental protection, occupational safety and health or labor rights. The Company also audits the social responsibility norms of the main suppliers. Supplier management policy: Establish a supply chain that values social responsibility, environmental protection, labor rights, safety, health and sustainable development. Supplier assessment and audit: In order to be in line with international standards, suppliers are required to comply with the "RBA Code of Conduct", including labor rights, safety and health, environmental protection, integrity and ethics, and management systems. Formulate the "Supplier Audit Management Regulation", and conduct annual RBA standard audits of major suppliers. Suppliers whose scores are not up to the standard (70/100) will be provided with supplier RBA standard guidance. In 2024, a total of 46 suppliers undergoing RBA standard audits, and all suppliers have reached the audit scoring standards.	(6) No difference
5. Does the Company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the Company obtain third party assurance or certification for the reports above?	✓		The Company prepares Chicony Power Technology Sustainability Report with reference to the "ESG Sustainability Reporting Standards" issued by Global Reporting Initiative (GRI). Bureau Veritas Taiwan is entrusted by the Company to perform verification. Chicony Power Technology Sustainability Report and verification statement are disclosed on the Company's website and MOPS.	No difference
6. If the Company has adopted its own sustainable development best practice principles based on the “ Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies “, please describe any deviation from the principles in the Company's operations: The Company has established the “Sustainable Development Best Practice Principles” to promote the implementation of each sustainable development. The actual implementation status is consistent with the principles of the Company.				

Items	Implementation States			Difference from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary	
7. Other important information to facilitate better understanding of the Company’s promotion of sustainable development:				
(1) The Company's website provides the “Sustainable Development” section dedicated to disclosing the information about the Company's sustainable development policies and reports. Website: https://www.chiconypower.com./ .				
(2) Participate in Public welfare activities in 2024:				
A. Carry out an industry-academy cooperation project with National Taipei University of Technology, with a total annual funding of NT\$5,000,000 to jointly develop R&D technical strength, cultivate industry-academy R&D talents, and enhance the Company's product development capabilities.				
B. The Company provides the Chiconypower Future Star Scholarship to the National Taipei University of Technology to cultivate power electronics talents. The scholarship amount is NT\$3,400,000.				
C. The Company offers the internship opportunity each year. In 2024, it provided the National Taipei University of Technology 10 trainees from the Department of Electrical Engineering, 1 trainees from the Department of Materials and Resources Engineering, and 1 trainees from the Department of Intelligent Automation Engineering of five-year junior college, for a total of 12 persons, in order to enable students to understand the working practices in advance, mitigate the skills and educational mismatch, and benefit their career development.				
D. Cooperate with outstanding universities to conduct a master's program in the power electronics industry. In 2024, 6 students from National Taipei University of Technology and 2 students from National Cheng Kung University have been provided, a total of 8 students. The training costs of this program have been borne by the Company.				
E. The "Charitable Blood Donation Activity" was carried out in May and November. The total number of blood donation was 387 bags. The Company also ordered meal boxes from Kindgarden Love Home Bakery to blood donors.				
F. The Company retained 2 visually impaired workers to provide massage service for the Company’s staff 2 days a week, in order to improve the staff’s physical and mental health and also provide the visually impaired workers with job opportunities.				
G. Integrate the group's internal resources and participate in a number of public welfare donations and activities in the name of the Qunhuai Society, including the Ci Huai Social Welfare Foundation, the Orphah Welfare Foundation, the Garden of Hope Foundation, the Chung Yi Social Welfare Foundation, the Taiwan Fund for Children and Families, and the New Taipei City Autism Association.				
H. Invite social welfare groups, Ciyu Sheltered Workshop and Sha Love Social Welfare Association to set up charity stalls in the lobby on the first floor of Chicony Building twice a month to support disadvantaged groups with practical actions.				

2.3.7. (2) Implementation of Climate-related Information

Items	Implementation States
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company has established “The Sustainability Development Committee” under the Board of Directors, and a “Corporate Sustainability Working Group” under the Committee. The Committee regularly reports to the Board of Directors on the work promotion plan and implementation results every year. The Board of Directors supervises the Company's sustainability management, strategies, and goals as well as implementation. The Board of Directors will review the contents of the report and urge adjustments when necessary.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	In the short and medium term, changes in customer behavior in response to policies and regulations (including energy efficiency standards and requirements for environmentally friendly materials, etc.) may increase operating costs, and also prompt R&D departments and factories to continue to simplify and rationalize products' manufacturing processes. In the long term, in response to drastic changes in weather patterns, the Company also conducts long-term future flood analysis through the Water Risk Atlas - Riverine flood risk, and continues to focus on investing in disaster prevention and emergency response measures to avoid future impact on factory operations.
3. Describe the financial impact of extreme weather events and transformative actions.	The Company's operations may be interrupted and reduce revenue caused by extreme weather events. In addition to communicating with government and request to be listed as priority areas for electricity and water supply, the Company has established various emergency response measures and regular maintenance. Transformation actions may increase operating costs due to increased raw materials and R&D expenses. Therefore, the Company continue to pay attention to

Items	Implementation States
	international regulations and increase investment in research and development of energy-efficient products to ensure that the Company meet the expectations of stakeholders.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Through the discussion by the inter-departmental Climate Change Working Group, the Company identifies major risks and opportunities based on impact possibilities and impact degrees, as well as assesses the impact of each climate risk and opportunity on the Company's operations, strategies, and financial planning. The results of the assessment are submitted to the Sustainability Development Committee every year for relevant committee members and teams formulate management approaches, which are then submitted to the Board of Directors.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company has analyzed and grasped the impacts of carbon reductions and the measures taken to achieve the reduction in 2030 based on the SBT (Science Based Targets) Scope 1 and 2 GHG 1.5°C reduction target scenario, including measures introduction of each energy saving and carbon reduction, installation of solar power generation system and purchase of renewable energy certificates.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	The Company follows the framework and important principles of TCFD (Task Force on Climate-related Financial Disclosures) to demonstrate the impact of climate issues and operational impacts. In addition to identifying climate risks and opportunities through the climate risk matrix, the Company plans to use quantitative analysis and scenarios simulation as an information reference for the Company's transformation plan to strengthen the Company's ability to manage climate issues.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company plans to introduce internal carbon pricing as a carbon emissions management tool in 2025. The Company will set an internal carbon fee based on internal and external carbon price analysis and taking into account the additional carbon reduction costs required to achieve the 2030 SBT target, as well as establish an incentive mechanism through the internal carbon pricing system to strengthen the introduction of internal low-carbon/zero-carbon measures and technology research and development.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	<p>The Company has joined the SBTi (Science Based Targets initiative) and formulated GHG reduction goals for the next ten years:</p> <p>(1) Scope 1 & 2: Taking 2020 as the base year, it is expected that the GHG reduction target in 2030 will achieve the temperature increase within 1.5°C, and by 2030, emission will be reduced by 42%, and per million revenue's emissions intensity will be reduced by 56.8%.</p> <p>(2) Scope 3: Based on the absolute reduction of well below 2°C (WB2C) target, by 2030, the emissions will be reduced by 25%, and per million revenue's emissions will be reduced by 44.19%.</p> <p>In 2024, the Company has promoted the introduction of various energy-saving and carbon-reduction equipment and solar power generation systems in each factory. The Suzhou factory and Dongguan factory directly supplied green electricity totaling 25,338.28 MWh. The Chongqing factory and Thailand factory purchased the renewable energy certificates totaling 9,426 MWh.</p>
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan. (Separately fill out in point 1-1 below).	<p>The Company follows ISO 14061-1: 2018 standards to conduct GHG emissions inventory, by which the Company can grasp the head office and each factory's emission status through the inventory process and results, and propose feasible solutions for GHG reduction.</p> <p>In addition, in order to enhance the information and reports credibility of GHG inventory and to improve the quality of GHG inventory, an impartial third-party inspection agency is appointed to perform external verification by set standards after the internal verification is completed, through which complete inventory procedures can be established and the data quality can be improved.</p>

1-1. The Company's GHG Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1. Greenhouse Gas Inventory Information

(Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years)

In 2024, the Company's greenhouse gas emissions in scope 1&2 totaled 24,009.11 t-co₂e, with an intensity of 0.65; in 2023, there were totaled 33,008.96 t-co₂e, with an intensity of 0.91; greenhouse gas emissions were reduced by 27.26%, and the intensity was reduced by 28.96%.

In 2024, scope 3 totaled 19,341,084.79 t-co₂e, with an intensity of 520.25; in 2023, there were totaled 20,085,203.34 t-co₂e, with an intensity of 553.15; greenhouse gas emissions were reduced by of 3.70%, and the intensity was reduced by -5.95%.

In order to actively respond to the challenges brought by climate change and strengthen the integrity and consistency of greenhouse gas management, the 2024 disclosure information has been expanded to cover subsidiaries within the scope of the consolidated financial statements. For 2023, the main disclosure targets were production bases such as the head office, Dongguan Factory, Suzhou Factory and Chongqing Factory.

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from the Company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

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

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed.

1-1-2. Greenhouse Gas Assurance Information

(Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion)

The 2024 disclosure information has been expanded to cover subsidiaries within the scope of the consolidated financial statements, and the third party assurance has been obtained. The assurance institution, assurance standards and assurance opinions are shown in the following table. Complete assurance information will be disclosed in the sustainability report.

Item	Subsidiaries included in the consolidated financial statements
Third Party Assurance	Yes
Assurance Institution	SGS (Group verification)
Assurance Standards	ISO 14064-3
Assurance Opinion	reasonable level

In 2023, the head office, Dongguan Factory, Suzhou Factory and Chongqing Factory obtained third party assurance. The assurance institution, assurance standards and assurance opinions are as follows:

Item	Head Office	Dongguan Factory	Suzhou Factory	Chongqing Factory
Third Party Assurance	Yes	Yes	Yes	Yes
Assurance Institution	SGS	Bureau Veritas	SGS	SGS
Assurance Standards	ISO 14064-3	ISO 14064-3	ISO 14064-3	ISO 14064-3
Assurance Opinion	reasonable level	reasonable level	reasonable level	reasonable level

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall note that "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following fiscal year.

Note 2: The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEX.

1-2. Greenhouse Gas Reduction Goals, Strategy, and Concrete Action Plan

(Specify the GHG reduction base year and its data, the reduction goals, strategy and concrete action plans, and the status of achievement of the reduction goals)

(1) Taking 2020 as the base year and 2030 as the target year, the trial calculation reduction goals are as follows:

Unit of Emission: tCO2e

Year	Scope 1&2 Emission Volume and Intensity (Carbon reduction goals include electricity, natural gas, diesel, etc.) Absolute Reduction Goal Corresponds to 1.5°C				Scope 3 Emission Volume and Intensity (The carbon reduction target is the electricity used in products such as power supplies) Absolute Carbon Reduction Goal Corresponds to Well Below 2C			
	Emissions	%	Emission Intensity	%	Emissions	%	Emission Intensity	%
2020 Base	46,520.87	0%	1.41	0%	32,167,148.27	0%	972.77	0%
2030 Target	26,075.48	-42%	0.61	-56.80%	24,125,361.20	-25%	542.88	-44.19%

(2) Carbon reduction strategies and concrete action plans :

For Scope 1&2, the Company continues to promote various equipment energy-saving and carbon reduction projects by installing solar power generation systems in each factory and introducing the IWA (Intelligent Wireless Access) intelligent energy-saving management system. For Scope 3 involves the carbon emissions of the value chain product life cycle. The Company continues to reduce carbon emissions from product design, material selection and process improvement, etc.

(3) The status of achievement of the carbon reduction goals :

Both the goals of GHG absolute reduction and intensity reduction for 2024 have been met, as shown in the table below:

Unit of Emission: tCO2e

GHG Absolute Reduction Goals	2020-Base Year	2024			
Item	SBTi-reviewed Emissions	SBTi-reviewed Goals	Emissions	Reduction Percentage Compared to Base Year	Meet the Standards Or Not
Scope 1&2	46,520.87	-16.8%	24,009.11	-48.39%	Goal achieved
Scope 3 (Use of sold products)	32,167,148.27	-10.0%	18,420,689.20	-42.73%	Goal achieved

Unit of Emission Intensity:tCO2e/ NT\$ million

GHG Intensity Reduction Goals	2020-Base Year	2024			
Item	Emission Intensity	SBTi-reviewed Goals	Emission Intensity	Reduction Percentage Compared to Base Year	Meet the Standards Or Not
Scope 1&2	1.41	-31.9%	0.65	-54.09%	Goal achieved
Scope 3 (Use of sold products)	972.77	-20.0%	495.49	-49.06%	Goal achieved

2.3.8. Status of Implementation of the Ethical Corporate Management

Assessment Items	Implementation States		Difference from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and reasons	
	Yes	No		Summary
1. Enactment of ethical management policy and program				
(1) Whether the Company formulates the ethical management policy approved by the board of directors and has the ethical business policy expressed explicitly in the Company's regulations and external documents, as well as the active implementation committed by the board of directors and management.	✓		(1) The Company has stipulated the "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors and upholds the philosophy of being honest, incorruptible, transparent, and responsible to operate its business. Complying with the Company Act, Securities and Exchange Act, the Business Entity Accounting Act, and other laws and regulations related to TWSE and TPEX; the Company continues to implement the integrity-based policy. When performing their duties, the Board members and the senior management take the responsibility of supervision based on the integrity principle of business philosophy. The Company also implements it in internal management and business activities, including all current employees and new employees are required to sign the "Letter of Commitment to Incorruption" to abide by the Company's ethical corporate management policy and establish a corporate culture of ethical corporate management.	(1)No difference
(2) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly with the inclusion of the prevention measures against each behavior specified in Article7 Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	✓		(2) The Company establishes the "Procedures for Ethical Management and Guidelines for Conduct" to engage in commercial activities following the principles of fairness, honesty, faithfulness, and transparency. The Procedures specifies the prohibition of unethical conduct, including bribery, offer or acceptance of improper benefits, providing or promising of facilitation fee, providing of illegal political donations, engagement in unfair competitive practices, improper charity donation or sponsoring, disclosure of trade secrets and damaging the rights of the stakeholders. The Company has implemented prevention measures and proceeded promotions to implement the ethical corporate management and prevent unethical conduct.	(2)No difference
(3) Does the Company specify the operating procedures, behavior guidelines, discipline of violation and complaint system in the prevention program for unethical conduct, and implement the program accordingly? Does the Company regular review and modify the program mentioned above?	✓		(3) The Company engages in commercial activities based on the principles of honest and transparency. For operating activities within the scope of operations and with high risk of being conducted unethically, the Company has established effective accounting and internal control systems and has designated auditor to conduct regular review on the compliance of the relevant system. In addition, the Company has established the "Whistle-blowing Management Regulations" with whistle-blowing mailbox, email address and hotline as the whistle-blowing channels for unethical conduct. The Company has established various reporting channels and strictly keeps confidential the identity of the informers and content of the report. If an employee is reported to be involved with unethical behavior, the Company will immediately check on relevant facts. If violation of laws or of the ethical management policy and regulations is confirmed, the Company will immediately request the person conducting the unethical behavior to stop such behavior, and per significance of the issue, to proceed	(3)No difference

Assessment Items	Implementation States		Difference from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and reasons
	Yes	No	
			with the proper punishment. The Company will also review and modify the implementation results of the practices mentioned above.
2. Implementation of ethical business			
(1) Evaluation of individuals that have a record of unethical behavior and regulation of the ethical code of conduct in the business contract.	✓		(1) To implement the ethical corporate management policy, before establishing business relationship with others, except for evaluating the legitimacy and ethical management policy of suppliers, customers or other business parties it deals with, the Company also demand to sign "Letter of Commitment to Incorruption" with suppliers, clearly indicating that all parties in the transactions shall adhere strictly to the rules of the Company with respect to Incorruption management and shall not receive rebates, commission, inappropriate gifts or any other illegal benefit.
(2) Does the Company establish a specific unit subject to Board of Directors to promote corporate ethical business and regularly (at least once a year) report the ethical management policy, prevention program of unethical conduct and implementation status of supervision to Board of Directors?	✓		(2) To achieve sound ethical corporate management, an ethical corporate management team consisting of the Administrative Division, Financial Center and Audit Office were established to take responsibility of establishing and supervising the implementation of the ethical corporate management policies and prevention programs and report to the Board of Directors every year. The Company has established the "Whistle-blowing Management Regulations" and the whistle-blowing mailbox, email address, and hotline. The Company also promotes the ethical management and practices the whistle-blowing mechanism at the management meeting. Various factories also organize multiple meetings to promote the ethical management and whistle-blowing mechanism. The implementation status of ethical corporate management in 2024 has been submitted to the Board of Directors on Nov. 4, 2024.
(3) The implementation of the Company's prevention of interest conflict policy and the appropriate reporting channel	✓		(3) The Company has established the conflict of interest policy requiring that the Company's employees sign the service contract when they are hired, and providing the whistle-blowing and complaining channels to help whistleblowers and complainants with their accusation and complaint.
(4) Does the Company establish effective accounting system and internal control system to implement ethical business and draft relevant audit plans by the internal audit unit based on the risk assessment results of the unethical conduct? Does the compliance of prevention program for the unethical conduct audited accordingly by the audit office or committed accountants?	✓		(4) To implement the ethical corporate management policy, the Company has established effective accounting systems and internal control systems, and has the internal auditor conduct regular reviews of each unit for its compliance to the system.
(5) Periodic education and training of ethical business	✓		(5) The Company establishes the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct." Besides the disclosure on the "Corporate Governance" section on the Company website, the Company also performs the ethical management promotion at the management meeting and conducts education training for new employee. In 2024, the Company have conducted publicity propaganda on ethical corporate management and prohibition of unjust proceeds. A total of 5,008 new employees and 2,476 current employees were disseminated at the Taipei headquarters and

Assessment Items	Implementation States			Difference from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and reasons
	Yes	No	Summary	
			each factory, and a total of 7,484 new employees and current employees were disseminated.	
3. The operation of reporting system				
(1) Specific reporting and reward systems, reporter friendly channels and representative assigned to deal with the reporting issues	✓		(1) The Company has established its “Whistle-blowing Management Regulations” to provide the whistle-blowing channels, including: A. “Whistle-blowing mailbox” B. “Whistle-blowing email address” Hotline@chiconypower.com. The Administration supervisor is responsible for receiving and processing the mails, and strictly keeps confidential the identity of the informers and content of the report. If an employee is reported to be involved with unethical behavior, the Company will immediately check on relevant facts. If confirmed there is violation of laws or of the ethical management policy and regulations, the Company will immediately requested the person conducting the unethical behavior to stop such behavior, and per significance of the issue, to proceed with the investigation. And if necessary, the Company will claim damage through legal procedures to protect the reputation, rights and interest of the Company, Meanwhile, the Company establishes the specific reward system for whistle-blowing. For the reward criteria, please refer to the “Employee Reward & Punishment Regulations”.	(1) No difference
(2) Dose the company establish standard procedures for investigating reported cases, and does it take subsequent measures and implement a confidentiality mechanism after completing investigation?	✓		(2) The Company has established the “Whistle-blowing Management Regulations” to expressly state the standard operating procedure for investigation on accepted whistle-blowing cases. The Administration supervisor is responsible for processing, investigating and responding to the cases, and keeps confidential the identity of the informers and content of the report strictly.	(2) No difference
(3) Measures for protecting whistle-blowers from inappropriate disciplinary actions due to their whistle-blowing.	✓		(3) The Company has established the measures for protecting whistle-blowers. The Company will keep the whistle-blower’s identity and contents of report in confidence and prevent the whistle-blower from inappropriate disciplinary actions due to their whistle-blowing.	(3) No difference
4. Enhancing Information Disclosure Disclosure of ethical business principals and implementation results on its website or TWSE “MOPS”.	✓		The Company has disclosed information related to ethical management on its website. Website: https://www.chiconypower.com .	No difference
5. If the Company has established its own ethical business principles based on “Ethical Business Best Practice Principles for TWSE/GTSM Listed Companies”, please describe any discrepancy between the principles and their implementation: The Company has established the “Ethical Corporate Management Best Practice Principles” to create a corporate culture with ethical management and sound development. The actual implementation status is consistent with the principles of the Company.				
6. Other information material to the understanding of ethical business operation: None.				

2.3.9. Other Important Information to Increase the Understanding of Corporate Governance

The Company’s website provides the “Investor Events” to provide the information about corporate governance, finance and shareholders service.

2.3.10. Implementation of the Internal Control System

(1) Statement of Internal Control System

Please refer to the MOPS (Market Observation Post System) > Single Company > Corporate Governance > Company Regulations / Internal Controls > Announcement of Statement on Internal Control System Statement.

Website: <https://mops.twse.com.tw/mops/#/web/home> °

Company regulations/internal controls

(2) Auditor's Report on Special Audit of Internal Control System: N/A.

2.3.11. Shareholder's Meeting and Significant Board Resolutions in the Most Recent Year and Up to the Date of Publication

(1) Shareholders' Meeting

Date	Important resolutions	Implementation status
May 27, 2024, Regular Shareholders Meeting of 2024	(1) Acknowledgement on the Business Report, Financial Statements and Distribution of Earnings of the Company for the 2023 fiscal year.	Cash dividend distribution was approved by the Board of Directors and presented in the shareholders' meeting. The cash dividend was distributed on July 5, 2024, NT\$6 per share.
	(2) Discussion of the proposal to release the newly elected directors and their representative from non-competition restrictions.	According to the resolution, the non-competition restrictions of the Company's newly elected directors and their representatives were lifted.

(2) Board of Directors

Date	Important resolutions
Mar. 12, 2024 11th meeting of the 6th Board of Directors	<ol style="list-style-type: none"> (1) Report on the Company's Board of Directors and Functional Committees performance evaluation in 2023. (2) It is resolved to approve the Company's 2023 business report and consolidated and individual financial statements. (3) It is resolved to prepare the business operating plan of the Company for 2024. (4) It is resolved to issue the Company's 2023 Statement on Internal Control System. (5) It is resolved to the distribution of remuneration to employees and directors for the 2023 fiscal year. (6) It is resolved to approve the distribution of earnings of the Company for the 2023 fiscal year. (7) It is resolved to approve the compensation of CPA and the evaluation on the CPAs' independence. (8) It is resolved to re-elect the Company's 7th term of Directors. (9) It is resolved to approve the nomination of the Company's directors and independent director candidates. (10) It is resolved to release the newly elected directors and their representative from non-competition restrictions. (11) It is resolved to organize the Company's 2024 Regular Shareholders' Meeting. (12) It is resolved to approve the Company's fund lending to the subsidiary. (13) It is resolved to approve the capital increase of Chicony Power Technology (Thailand) Co., Ltd. (14) It is resolved to approve the amendments to the Company's "Rules of Procedure for Board of Directors Meetings". (15) It is resolved to approve the distribution plan for remuneration to employees and directors at the 6th meeting of the 4th Remuneration Committee.
May 2, 2024 12th meeting of the 6th Board of Directors	<ol style="list-style-type: none"> (1) It is resolved to approve the Company's consolidated financial statements of 2024 Q1. (2) It is resolved to approve the amendments to the Company's "Rules Governing Financial and Business Matters Between the Company and its Related Parties". (3) It is resolved to approve the Company's fund lending to the subsidiary. (4) It is resolved to approve the Company's 2023 Sustainability Report.
May 27, 2024 1st meeting of the 7th Board of Directors	<ol style="list-style-type: none"> (1) To elect the chairman of the Company. (2) It is resolved to the appointment of the Company's 5th Remuneration Committee members. (3) To elect the convener of the Company's 3rd Audit Committee. (4) It is resolved to the appointment of the Company's 2nd Sustainability Development Committee members.

Date	Important resolutions
Aug. 6, 2024 2nd meeting of the 7th Board of Directors	(1) It is resolved to approve the Company’s consolidated financial statements of 2024 Q2. (2) It is resolved to approve the adjustment of fixed salary for the Company's managers in 2024. (3) It is resolved to approve the resolution of the 1st meeting of the 5th Remuneration Committee.
Nov. 4, 2024 3rd meeting of the 7th Board of Directors	(1) It is resolved to prepare the audit plan of the Company for 2025. (2) It is resolved to approve the Company’s consolidated financial statements of 2024 Q3. (3) It is resolved to approve the amendments to the Company's “Regulations Governing the Acquisition and Disposal of Assets”. (4) It is resolved to approve the amendments to the Company's “Rules Governing Endorsement and Guarantee”. (5) It is resolved to approve the amendments to the Company's “Audit Committee Charter”. (6) It is resolved to approve the amendments to the Company's internal control system and internal audit system. (7) It is resolved to approve the Company’s application for credit facility with the financial institution. (8) It is resolved to approve the Company’s fund lending to the subsidiary. (9) It is resolved to approve the distribution of year-end bonus and employee remuneration to managers as proposed at the 2nd meeting of the 5th Remuneration Committee.
Mar. 3, 2025 4th meeting of the 7th Board of Directors	(1) Report on the Company's Board of Directors and Functional Committees performance evaluation in 2024. (2) It is resolved to approve the Company's 2024 business report and consolidated and individual financial statements. (3) It is resolved to prepare the business operating plan of the Company for 2025. (4) It is resolved to issue the Company’s 2024 Statement on Internal Control System. (5) It is resolved to the distribution of remuneration to employees and directors for the 2024 fiscal year. (6) It is resolved to approve the distribution of earnings of the Company for the 2024 fiscal year. (7) It is resolved to approve the compensation of CPA and the evaluation on the CPAs’ independence. (8) It is resolved to approve the amendments to the Company's “Articles of Incorporation”. (9) It is resolved to by-election the Company's 7th term of Independent Directors. (10) It is resolved to approve the nomination of the Company’s independent director candidate. (11) It is resolved to release the Company's directors and their representative from non-competition restrictions. (12) It is resolved to organize the Company's 2025 Regular Shareholders’ Meeting. (13) It is resolved to approve the Company’s fund lending to the subsidiary. (14) It is resolved to approve the distribution plan for remuneration to employees and directors at the 3rd meeting of the 5th Remuneration Committee.

2.3.12. The Most Recent Year and Up to The Publication Date of this Annual Report, the Main Contents of Important Resolutions Passed by the Board of Directors Regarding in which Directors have Voiced Differing Opinions on the Record or in Writing: None.

2.4. Information on CPA Professional Fees

2.4.1. Information on CPA Professional Fees

Unit: NT\$1,000

Accounting Firm Name	Name of CPA	CPA Audit Period	Audit Fee	Non-audit Fee	Subtotal	Remarks
PricewaterhouseCoopers Taiwan	Liang, Hua-Ling	2024/01/01 ~	3,750	959	4,709	Note
	Liao, Fu-Ming	2024/12/31				

Note: The non-audit fees include the service fee NT\$429 thousand for project introduction, and the transfer pricing report fee NT\$530 thousand.

2.4.2. When the Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: None.

2.4.3. When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 % or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed: None.

2.5. Information on the Replacement of CPA

Whether the Company changed its CPA firms in the recent two year and up to the publication date of this Annual Report:

2.5.1. Information Relating to the Former CPA

	2023			2024			For 2025 and up to the Date of Publication		
Date of the Change	Approved by Board of Director on Mar. 1, 2023.			N/A			N/A		
Reason for the Replacement and Explanation	To deal with the internal reorganization of PricewaterhouseCoopers Taiwan, Certified Public Accountants of the Company's Financial Statements 2023 Q1 were changed from Chen, Chin-Chang, CPA and Weng, Shih-Jung, CPA to Liang, Hua-Lin, CPA and Liao, Fu-Ming, CPA.			N/A			N/A		
Explain Whether the Appointor Terminates or CPA Refuse to Accept Appointment	Contracting Parties Condition	CPA	Appointor	Contracting Parties Condition	CPA	Appointor	Contracting Parties Condition	CPA	Appointor
	Appointment Terminated Automatically	N/A	N/A	Appointment Terminated Automatically	N/A	N/A	Appointment Terminated Automatically	N/A	N/A
	appointment rejected (Discontinued)	N/A	N/A	appointment rejected (Discontinued)	N/A	N/A	appointment rejected (Discontinued)	N/A	N/A
Suggestions and Reasons for Issuing Audit Reports other than Unqualified Opinions in the Recent Two Years	None			None			None		
Different Opinions With the Issuer	Yes	Accounting Principles or Practices	Yes	Accounting Principles or Practices	Yes	Accounting Principles or Practices	Yes	Accounting Principles or Practices	Yes
		Financial Report Disclosure		Financial Report Disclosure		Financial Report Disclosure			
		Audit Scope or Process		Audit Scope or Process		Audit Scope or Process			
		Others		Others		Others			
	No	V	No	V	No	V			
Descriptions: N/A			Descriptions: N/A			Descriptions: N/A			
Other Disclosures (Disclosures Specified in Article 10.6.1.4-7 of the Standard)	None			None			None		

2.5.2. Information Relating to the Succeeding CPA

	2023	2024	For 2025 and up to the Date of Publication
Name of CPA Firm	PricewaterhouseCoopers Taiwan	N/A	N/A
Name of CPA	Liang, Hua-Lin Liao, Fu-Min	N/A	N/A
Date of Reappointment	Approved by Board of Director on Mar. 1, 2023.	N/A	N/A
Prior to Appointment, Accounting Treatments or Accounting Principles for Specific Transactions, and Possible Advisory Issues and Results for Financial Reports	N/A	N/A	N/A
The Written Opinion of the Different Opinions Between the Succeeding CPA and the Preceding CPA	N/A	N/A	N/A

2.5.3. The Reply of Former CPAs on Article 10.6.1 and Article 10.6.2.3 of the Standards: None.

2.6. The Company's Chairman, President, or Managers Responsible for Financial or Accounting Matters Was an Employee of the Accounting Firm, or Its Affiliates over the Past Year: None.

2.7. Transfer & Pledge of Stock Equity by Directors, Managerial Officers and Shareholders with 10% Shareholdings or More of the Company

2.7.1. Transfer & Pledge of Stock Equity by Directors, Managerial Officers and Shareholders with 10% Shareholdings or More of the Company:

Title	Name	2024		Ending Mar. 28 of 2025	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Directors and Major Shareholders	Chicony Electronics Co., Ltd.	1,285,000	-	-	-
Chairman (Representative)	Lu, Chin-Chung	-	-	-	-
Director (Representative)	Huang, Yueh-Chao	-	-	-	-
Director and President	Tseng, Kuo-Hua (Note 1)	147,049	-	-	-
Director	Lee, Tse-Ching	-	-	-	-
Independent Director	Hong, Ching-Shan	-	-	-	-
Independent Director	Sun, Chin-Feng	-	-	-	-
MP Business Unit, President	Huang, Chien-Yu (Note 1)	72,773	-	(11,000)	-
SH Business Unit, President	Huang, Shou-Fan (Note 1)	(9,371)	-	(5,000)	-
Guang Sheng Factory, Senior Vice President	Li, Tsu-Yu (Note 1)	(30,962)	-	(9,000)	-
MAG Business Unit, Vice President	Lin, Che-Shih (Note 1)	10,873	-	-	-
MP R&D Center, Vice President	Wang, Yang (Note 1)	(8,845)	-	(1,000)	-
MP Business Unit, Vice President	Pan, Sin-Jian (Note 1)	(1,618)	-	-	-
Financial Center, Vice President	Chen, Hsueh-Yi (Note 1)	(89,226)	-	-	-
Procurement Center, Vice President and Procurement Chief	Huang, Ming-Hui (Note 1)	(8,400)	-	-	-
MP Business Unit Operations Vice President	Chen, Yang-Kai (Note 1)	11,826	-	-	-
SH High Power R&D Division, Vice President	Hsiao, Yung-Him (Note 1)	2,779	-	-	-
Quality Center, Assistant VP	Chen, Chun-Jheng (Note 1)	7,928	-	-	-
Quality Center, Assistant VP	Liang, Guo-Bao (Note 1)	(7,206)	-	-	-
MAG Business Unit, Assistant VP	Huang, Ming-Ssu (Note 1)	1,918	-	-	-
MP R&D Center, Assistant VP	Lin, Sen-Ci (Note 1)	(3,825)	-	-	-
Audit Office, Senior Manager	Yu, Wen-Feng (Note 1)	(56,527)	-	-	-

Note 1: Shares held include shares in trust the grantor retain the power to decide the allocation.

2.7.2. Information on the Counterparts of the Share Transferred, if the Counterparts are Related Party

Name	Reason of Transfer	Date of Transaction	Counterpart	Relationship Between the Counterpart and the Company, and Directors, Supervisors and Shareholders with more than 10% Ownership Interest	Shares	Transaction Price
-	-	-	-	-	-	-

2.7.3. Information on the Counterparts of the Shares Pledged, if the Counterparts are Related Parties: None.

2.8. Information on Relation Among Top 10 Shareholders and Their Relationship

Mar. 28, 2025 ; Unit: shares, %

Name	One Shareholding		Shareholdings of Spouse and Underage Children		Total Shareholding in Other's Name		Relationship Characterized as Spouse or Relative of Second Degree or Closer Among the Top 10 Shareholders		Remarks
	Shares	%	Shares	%	Shares	%	Title (or Name)	Relationship	
Chicony Electronics Co., Ltd. Representative: Hsu, Kun-Tai	207,991,594	51.90	-	-	-	-	None	None	-
	-	-	-	-	-	-	None	None	-
Lee, Tse-Ching	24,362,547	6.08	-	-	-	-	Lin, Yen-Li	Mother and daughter	-
							Lin, Yi-Ching	Mother and daughter	-
Citibank Hosting Norges Bank Investment Account	8,237,000	2.06	-	-	-	-	None	None	-
Lin, Yen-Li	7,890,315	1.97	-	-	-	-	Taishin International Bank Entrusted with Trust Property Account - Lin, Yen-Li	Trust Account that the shareholder retains the power to decide the allocation.	-
							Lee, Tse-Ching	Mother and daughter	-
							Lin, Yi-Ching	Sister	-
Lin, Yi-Ching	7,883,324	1.97	-	-	-	-	Taishin International Bank Entrusted with Trust Property Account - Lin, Yi-Ching	Trust Account that the shareholder retains the power to decide the allocation.	-
							Lee, Tse-Ching	Mother and daughter	-
							Lin, Yen-Li	Sister	-
Taishin International Bank Entrusted with Trust Property Account - Lin, Yen-Li	5,000,000	1.25	-	-	-	-	Lin, Yen-Li	Trust Account that the shareholder retains the power to decide the allocation.	-
Taishin International Bank Entrusted with Trust Property Account - Lin, Yi-Ching	5,000,000	1.25	-	-	-	-	Lin, Yi-Ching	Trust Account that the shareholder retains the power to decide the allocation.	-
Di-Jia Investment Co., Ltd. Responsible Person: Huang, Yueh-Chao	4,105,273	1.02	-	-	-	-	None	None	-
	1,639,669	0.40	-	-	-	-	None	None	-
Lin, Mao-Tsun	3,500,777	0.87	-	-	-	-	None	None	-
Tseng, Kuo-Hua	3,445,738	0.86	-	-	-	-	None	None	-

Note 1: The above table includes shares in trust the grantor and his spouse retain the power to decide the allocation.

Note 2: The Shareholding Ratio (%) is the shares held divided by the 400,769,126 shares of the Company.

2.9. Quantity of Shareholdings of the Same Investee by the Company and Its Directors, Managers Directly or Indirectly controlled, and the Combined Shareholdings

Mar. 28, 2025 ; Unit: shares, %

Invested Enterprise	Invested by the Company		Held by Directors, Managers, and Directly or Indirectly Controlled Enterprises		Total Investment	
	Shares	%	Shares	%	Shares	%
Chicony Power Holdings Inc.	10,000,000	100.00	-	-	10,000,000	100.00
Chicony Power Technology (Thailand) Co., Ltd.	98,999,997	100.00	3	-	99,000,000	100.00

3. Capital Overview

3.1. Capital and Shares

3.1.1. Sources of Capital

(1) Capital Increase in Recent Years

Unit: NT\$, shares

Month / Year	Issue price	Authorized Capital Stock		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Equity Capital Sources	Offset by any property other than cash	Others
Dec. 2008	10	100,000	1,000,000	100,000	1,000,000	Paid-in Capital to start the Company	-	Ministry of Economic Affairs, Dec. 24, 2008, Jing-Shou-Zhong-Zi No. 09734238930
Feb. 2009	10	250,000,000	2,500,000,000	8,100,000	81,000,000	Relevant business assigned from the spinoff of the Power Supply Business Unit from Hipro Electronics (Taiwan) Co., Ltd.	Note 1	Ministry of Economic Affairs, Feb. 20, 2009, Jing-Shou-Zhong-Zi No. 09831746550
Apr. 2009	11	250,000,000	2,500,000,000	208,100,000	2,081,000,000	Capital increase in cash 2 billion by cash	-	Ministry of Economic Affairs, Apr. 8, 2009, Jing-Shou-Shang-Zi No. 09801067810
Aug. 2010	10	250,000,000	2,500,000,000	241,586,832	2,415,868,320	Capital increase for 203,765,320 by earnings Capital increase for 131,103,000 by capital reserve	-	Ministry of Economic Affairs, Aug. 9, 2010, Jing-Shou-Shang-Zi No. 09901180110
Dec. 2011	10	350,000,000	3,500,000,000	276,183,942	2,761,839,420	Capital increase for 345,971,100 by earnings	-	Ministry of Economic Affairs, Dec. 20, 2011, Jing-Shou-Shang-Zi No. 10001283310
Oct. 2012	10	350,000,000	3,500,000,000	325,796,934	3,257,969,340	Capital increase for 496,129,920 by earnings	-	Ministry of Economic Affairs, Oct. 8, 2012, Jing-Shou-Shang-Zi No. 10101207240
Aug. 2013	10	350,000,000	3,500,000,000	329,378,645	3,293,786,450	Capital increase for 35,817,110 by earnings	-	Ministry of Economic Affairs, Aug. 19, 2013, Jing-Shou-Shang-Zi No. 10201169370
Nov. 2013	41.6	400,000,000	4,000,000,000	353,378,645	3,533,786,450	Capital increase in cash 240,000,000 by cash	-	Ministry of Economic Affairs, Nov. 16, 2013, Jing-Shou-Shang-Zi No. 10201240200
Aug. 2014	10	400,000,000	4,000,000,000	358,853,349	3,588,533,490	Capital increase for 54,747,040 by earnings	-	Ministry of Economic Affairs, Aug. 12, 2014, Jing-Shou-Shang-Zi No. 10301161680
Aug. 2015	10	400,000,000	4,000,000,000	364,311,133	3,643,111,330	Capital increase for 54,577,840 by earnings	-	Ministry of Economic Affairs, Aug. 19, 2015, Jing-Shou-Shang-Zi No. 10401172760
Sep. 2015	10	400,000,000	4,000,000,000	368,319,103	3,683,191,030	Issuance of new restricted employee shares 40,079,700	-	Ministry of Economic Affairs, Sep. 21, 2015, Jing-Shou-Shang-Zi No. 10401197910
Mar. 2016	10	400,000,000	4,000,000,000	370,059,873	3,700,598,730	Issuance and revocation of new restricted employee shares 17,407,700	-	Ministry of Economic Affairs, Mar. 30, 2016, Jing-Shou-Shang-Zi No. 10501059290
Jun. 2016	10	400,000,000	4,000,000,000	370,026,535	3,700,265,350	Revocation of new restricted employee shares 333,380	-	Ministry of Economic Affairs, Jun. 30, 2016, Jing-Shou-Shang-Zi No. 1050114137
Aug. 2016	10	400,000,000	4,000,000,000	375,769,640	3,757,696,400	Capital increase for 57,431,050 by earnings and employees remuneration	-	Ministry of Economic Affairs, Aug. 18, 2016, Jing-Shou-Shang-Zi No. 10501206540
Sep. 2016	10	400,000,000	4,000,000,000	375,748,880	3,757,488,800	Revocation of new restricted employee shares 207,600	-	Ministry of Economic Affairs, Sep. 9, 2016, Jing-Shou-Shang-Zi No. 10501223000
Nov. 2016	10	400,000,000	4,000,000,000	375,744,620	3,757,446,200	Revocation of new restricted employee shares 42,600	-	Ministry of Economic Affairs, Nov. 24, 2016, Jing-Shou-Shang-Zi No. 10501273340
Apr. 2017	10	400,000,000	4,000,000,000	375,740,072	3,757,400,720	Revocation of new restricted employee shares 45,480	-	Ministry of Economic Affairs, Apr. 26, 2017, Jing-Shou-Shang-Zi No. 10601048690
May 2017	10	400,000,000	4,000,000,000	380,461,721	3,804,617,210	Capital increase by employees remuneration 47,216,490	-	Ministry of Economic Affairs, May 3, 2017, Jing-Shou-Shang-Zi No. 10601052900
Jun. 2017	10	400,000,000	4,000,000,000	380,431,133	3,804,311,330	Revocation of new restricted employee shares 305,880	-	Ministry of Economic Affairs, June 1, 2017, Jing-Shou-Shang-Zi No. 10601069520
Aug. 2017	10	400,000,000	4,000,000,000	382,289,947	3,822,899,470	Capital increase by earnings 18,588,140	-	Ministry of Economic Affairs, Aug. 7, 2017, Jing-Shou-Shang-Zi No. 10601109550

Month / Year	Issue price	Authorized Capital Stock		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Equity Capital Sources	Offset by any property other than cash	Others
Aug. 2017	10	400,000,000	4,000,000,000	382,277,554	3,822,775,540	Revocation of new restricted employee shares 123,930	-	Ministry of Economic Affairs, Aug. 25, 2017, Jing-Shou-Shang-Zi No. 10601120510
Nov. 2017	10	400,000,000	4,000,000,000	382,272,271	3,822,722,710	Revocation of new restricted employee shares 52,830	-	Ministry of Economic Affairs, Nov. 29, 2017, Jing-Shou-Shang-Zi No. 10601159690
May 2018	10	400,000,000	4,000,000,000	386,695,410	3,866,954,100	Capital increase by employees remuneration 44,231,390	-	Ministry of Economic Affairs, May 1, 2018, Jing-Shou-Shang-Zi No. 10701043870
Jul. 2018	10	400,000,000	4,000,000,000	385,986,588	3,859,865,880	Revocation of treasury stock and new restricted employee shares 7,088,220	-	Ministry of Economic Affairs, Jul. 31, 2018, Jing-Shou-Shang-Zi No. 10701093100
Aug. 2018	10	400,000,000	4,000,000,000	387,880,301	3,878,803,010	Capital increase for 18,937,130 by earnings	-	Ministry of Economic Affairs, Aug. 16, 2018, Jing-Shou-Shang-Zi No. 10701101820
Nov. 2018	10	400,000,000	4,000,000,000	383,141,301	3,831,413,010	Revocation of treasury stock 47,390,000	-	Ministry of Economic Affairs, Nov. 26, 2018, Jing-Shou-Shang-Zi No. 10701143780
Apr., 2019	10	400,000,000	4,000,000,000	386,715,375	3,867,153,750	Capital increase by employees remuneration 35,740,740	-	Ministry of Economic Affairs, Apr. 25, 2019, Jing-Shou-Shang-Zi No. 10801046920
Apr., 2020	10	500,000,000	5,000,000,000	384,200,375	3,842,003,750	Revocation of treasury stock 25,150,000	-	Ministry of Economic Affairs, Apr. 22, 2020, Jing-Shou-Shang-Zi No. 10901058150
May 2020	10	500,000,000	5,000,000,000	388,751,037	3,887,510,370	Capital increase by employees remuneration 45,506,620	-	Ministry of Economic Affairs, May 4, 2020, Jing-Shou-Shang-Zi No. 10901063430
Apr. 2021	10	500,000,000	5,000,000,000	392,147,184	3,921,471,840	Capital increase by employees remuneration 33,961,470	-	Ministry of Economic Affairs, Apr. 20, 2021, Jing-Shou-Shang-Zi No. 11001064980
Apr. 2022	10	500,000,000	5,000,000,000	395,388,390	3,953,883,900	Capital increase by employees remuneration 32,412,060	-	Ministry of Economic Affairs, Apr. 25, 2022, Jing-Shou-Shang-Zi No. 11101062400
Apr. 2023	10	500,000,000	5,000,000,000	399,040,126	3,990,401,260	Capital increase by employees remuneration 36,517,360	-	Ministry of Economic Affairs, Apr. 12, 2023, Jing-Shou-Shang-Zi No. 11230056720
Jun. 2024	10	500,000,000	5,000,000,000	400,769,126	4,007,691,260	Capital increase by employees remuneration 17,290,000	-	Ministry of Economic Affairs, Jun. 18, 2024, Jing-Shou-Shang-Zi No. 11330104210

Note 1: According to the relevant laws and regulations of “Business Mergers and Acquisitions Act” and “Company Act”, the net value from being assigned the operations, assets and liabilities of Power Supply Business Unit of Hipro Electronics (Taiwan) Co., Ltd., from a spin off as a way to increase capital is NT\$80,000 thousand.

(2) The Types of Shares Issued as the Date the Annual Report is Published

Unit: shares

Type of Share	Authorized Capital Stock			Remarks
	Outstanding shares (Note)	Unissued shares	Total	
Common stock	400,769,126	99,230,874	500,000,000	Listed Company Shares

(3) Information about Offering and Issuance of Securities: None.

3.1.2. Major Shareholders

Shares held equal to or more than 5% of total shares issued or with equity ownership among the top 10 shareholders

Mar. 28, 2025

Major Shareholder	Shares	Shares Held	Shareholding Percentage
Chicony Electronics Co., Ltd.		207,991,594	51.90%
Lee, Tse-Ching		24,362,547	6.08%
Citibank Hosting Norges Bank Investment Account		8,237,000	2.06%
Lin, Yen-Li		7,890,315	1.97%
Lin, Yi-Ching		7,883,324	1.97%
Taishin International Bank Entrusted with Trust Property Account - Lin, Yen-Li		5,000,000	1.25%
Taishin International Bank Entrusted with Trust Property Account - Lin, Yi-Ching		5,000,000	1.25%
Di-Jia Investment Co., Ltd.		4,105,273	1.02%
Lin, Mao-Tsun		3,500,777	0.87%
Tseng, Kuo-Hua		3,445,738	0.86%

Note: Not including share in trust the grantor retains the power to decide the allocation.

3.1.3. Dividend Policy and Execution Status and Distribution of Dividends by this Shareholders' Meeting

(1) Dividend Policy by Articles of Incorporation

In order to fulfill long-term financial planning needs and operate as a sustainable business, the Company has in Article 25 of its Articles of Incorporation clearly stated its future dividend policy:

The Company is still in the development stage of the electronic industry, and shall consider the capital needs for new products and the addition of items for return on investment of the shareholders in the determination of its dividend policy. Accordingly, the distribution of stock dividends to shareholders shall not exceed 90% of the total income attributable to shareholders and cash dividends shall not fall below 10% of the stock dividends to shareholders for each fiscal year.

If the total income attributable to shareholders falls below NT\$0.5 per share, the aforementioned restrictions shall not be applicable.

The Company authorizes the Board of Director with the participation of directors representing two-thirds of the aggregate total of director seats and the consent by one-half majority of the participating directors, the Company may allocate dividends, bonus, legal reserve or capital reserve either in whole or in part in cash. Such issues shall be reported to the shareholders' meeting. In the case of issuing new shares, it shall be distributed after the resolution of the shareholders' meeting.

(2) Allocation of Dividends Proposed at the Shareholders' Meeting

A. Cash Dividend :

The resolution passed by the 5th meeting of the 7th Board of Directors on April 11, 2025, the cash dividends was allocated amounting to NT\$2,404,614,756 to shareholders at NT\$6 per share for the 2024 fiscal year, and reported to the shareholders meeting. The ex-dividend date is June 16, 2025, and the cash dividend issue date is July 9, 2025.

B. Stock Dividend : The Company did not distribute stock dividends for the 2024 fiscal year.

(3) Expected Material Changes in Dividend Policy: N/A.

3.1.4. Impact on the Company's Business Performance and EPS by the Proposed Distribution of Shares

The shareholders' meeting convened in the present event contains no issue with the Company's capital to be increased with earnings. This issue is not applicable.

3.1.5. Remuneration of Employees, Directors and Supervisors

(1) Percentage or scope of remuneration to employees and directors as stated in the Article 24 of the Company's Articles of Incorporation

Current pre-tax benefits before deducting employee remuneration and director's remuneration of the Company in the year, a minimum sum 10% shall be appropriated as remuneration to the employees and appropriate 1% maximum as remuneration to directors. Where the Company continues outstanding losses in accumulation (including adjustment of unappropriated retained earnings), the sum to make good the loss shall be first withheld before the sum to be allocated as remuneration to employees and to the directors at the aforementioned ratios.

Aforementioned employee remuneration can be allocated in either stocks or cash, which including the employees under the control or subsidiary firms of the Company who consistent with the certain conditions; aforementioned directors' remuneration can only be allocated in cash.

(2) The basis of estimating the amount of the remuneration of employees and directors for the current period, the basis for calculating the quantity of stock dividends to be allocated, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure thereof

A. The basis of estimating the amount of the remuneration of employees and directors for the current period: The percentage and scope from the earnings made by the Company for the year is estimated as stated in the Articles of Incorporation.

B. The basis for calculating the quantity of stock to be allocated: It is calculated with the closing price one day before the board of directors decided to issue new shares. Employee divided of less than one share shall be distributed in cash.

C. The accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure thereof: When the discrepancy exists between the actual distributed amount and the estimated figure, it will be as profit or loss in the next year.

(3) Information about allocation of remuneration resolved by the Board of Directors

A. The resolution by the Company's Board of Directors on Mar. 3, 2025 and Apr. 11, 2025 for the allocation of remuneration to employees and directors

(A) The remuneration distributed to employee in cash: NT\$524,849,307.

(B) The remuneration distributed to employee in stocks: NT\$0.

(C) The remuneration distributed to directors: NT\$44,668,025. It shall be paid off in cash.

(D) The aggregate total of NT\$569,517,332 has no discrepancy between the estimated amounts recognized in the year of the expenses incurred.

B. The amount of any employee remuneration distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for the current period and total employee remuneration

As officially resolved in the 4th meeting of the 7th Board of Directors on Mar. 3, 2025 and 5th meeting of the 7th Board of Directors on Apr. 11, 2025, an amount of 524,849,307 shall be the remunerations to the employees distributed all in cash. The actual amount of employee remuneration distributed in stocks is NT\$0, accounting for 0% of the income

after tax NT\$3,341,049,426 as referred to in the 2024 individual financial statement and 0% of the total remuneration to employees.

- (4) The actual allocation of the remuneration to employee and directors in the previous year (including the number, amount and stock price of allocated shares), the deviation between the actual allocation and the estimated figures, if any, and cause and treatment
- A. The actual amount distributed to employee in cash: NT\$209,964,225.
 - B. The actual remuneration distributed to employee in stocks: NT\$287,878,650. The shares issued for remunerations to employees shall be calculated based on the Company's closing price of NT\$166.5 on the previous day of Mar. 12, 2024 when the board of directors decided to issue new shares, to issue a total of 1,729,000 new shares.
 - C. The actual remuneration distributed to directors: NT\$40,362,828. It shall be paid off in cash.
 - D. The aggregate total of actual remuneration allocated to employees and directors comes to NT\$538,205,703, with a different of NT\$2,006,778 from the estimated amount in the 2023 Financial Statements, and the difference was listed as profit and loss for 2024.

3.1.6. Repurchase of the Company's Shares

- (1) Implemented : None.
- (2) Under implementation : None.

3.2. Issuance of Corporate Bonds: None.

3.3. Issuance of Preferred Shares: None.

3.4. Issuance of Overseas Depository Receipts: None.

3.5. Issuance of Employee Stock Option Certificates: None.

3.6. Issuance of New Restricted Employee Shares: None.

3.7. Merger & Acquisition or Assigned Shares from Other Companies to Issue New Shares: None.

3.8. Implementation of Capital Utilization Plan:

- 3.8.1. The Company has Plans for Private Placement of Securities but Uncompleted or Completed within the Most Recent Three Years but with no Realized Benefit: None.
- 3.8.2. For the Implementation of Capital Utilization Plan, Analyze the Implementation Status and Compared with the Estimated Benefit of the Original Plan: None.

4. Overview of Operations

4.1. Business Activities

4.1.1. Scope of Business

- (1) Main businesses of the Company include

The main business of the Company and subsidiaries are the R&D, manufacturing and trading of switching power supplies, various other electronic components, and LED application products, as well as intelligent building system business.

- (2) Business Breakdown

Unit: NT\$1,000

Product Category \ Year	2024	
	Operating Revenue	Percentage (%)
Electronic Components Products	31,055,366	83.53
Consumer Electronic Products and Other Electronic Products	3,746,893	10.08
Others	2,099,517	5.65
Total	37,176,448	100.00

- (3) Current Products and Service Items of the Company

- A. Power supply for standard desktop PCs: Multiple and single output power supplies that comply with international power-saving, relevant safety regulations, different characteristics, and different size requirements, and provide flat and miniaturized power supplies for use in All in One (AIO) personal computer systems.
- B. Power supply for gaming PCs: Compliance ATX 3.0, PCIe 5.0, with modularize cable connector and supports high-end graphics card expansion power connector. (12VHPWR).
- C. Power supply for game consoles: Provides internal power supplies for new generation game consoles, and supports the power supply of game console accessories for VR.
- D. Power supply for notebook PCs: 30W to 400W power supply for various size notebook PCs, (from 10-inch to 15-inch standard notebook PCs) and power supplies for gaming notebook PCs.
- E. Power supply for notebook docking station: 120W to 360W.
- F. Power supply for set-top-boxes: Internet power supply for Internet service or program providers.
- G. Power systems for cloud and edge computing servers: 500W to 5500W power systems.
 - (A) Power supply for communication:
Provide small power supplies for routers, network and HUBs to hundreds of watts of enterprise-type power supplies for central networks.
 - (B) Power supply chassis with high power:
Provide 500W/800W/1000W/1200W/1600W/2000W/2400W/2700W/3200W/3600W and 3200W ATS CRPS standard power module with the high power density modular design, as well as 3000W/5500W high-end AI servers and hyper-scale cloud data center (N+M) redundant power system that comply with OCP (Open Compute Project) specifications.
 - (C) Power supply for server :
In compliant with OCP (Open Compute Project) MHS-CRPS: 60mm and 73.5mm standard form factors with two different widths, including 800W, 1100W, 1500W, 2400W, and 3200W models, meeting the design requirements of new information security functions such as DSSI, SPDM, and Security Boot.
- H. Power supply for laser printers: Provides power supply for laser printers and laser engine drivers, including 110W to 400W power modules, etc.
- I. Power supply for inkjet printer: Provides the internal power supply ranging from 10W to 60W.
- J. Internet of Things (IoT): Power supply includes the accessory unit.
- K. Battery charging device: Power supply and charger for machine tools, drones, and mobile devices.

- L. Power supply for smart household devices: 5W to 60W power adapters and open frame are used for smart speaker, smart doorbell, smart temperature controller, smoke detector, smart monitoring system, security system, smart switch and socket, smart makeup mirror, BBQ grills and power supplies for indoor sports/fitness equipment (treadmills, bicycles, etc.).
 - M. Intranet PoE Power supply: 50W to 1000W system internal power.
 - N. Power supply for Low Earth Orbit Satellite: Including power supply ranging from 60W to 440W which are used in ground station antenna, POE, and routers, etc.
 - O. LED backlight module: In line with NB/PC customer requirements, the backlight module is an optical module characterized with high brightness, high uniformity, and ultra-thinness, and widely used in keyboards, touchpads, and appearance designs.
 - P. LED automobile lighting and module: Provide the design and product development services for a variety of automobile interior and exterior lighting of automobile manufacturers. We will design and produce various LED adaptive driving beam modules.
 - Q. Intelligent building system: Provide the intelligent building integration management platform and host, smart computing logic controller, wireless control module, wireless gateway, ambient sensor, and mobile device App.
 - R. Environmental control monitoring system: Provide the environmental monitoring system and host, wireless control module, human radar detector, ambient sensor, wireless gateway, and mobile device APP.
 - S. Lighting control system: Provide the lighting control system and host, lighting control gateway, dimming and lighting switch controller, wall control switch, and mobile device App.
 - T. Energy management system: Provide the energy management system and host, wired/wireless smart meter, and mobile device App.
 - U. Image recognition system: Provide image recognition software for face recognition, people tracking, zone warning, and license plate recognition.
 - V. Smart HVAC system: Provide smart AHU solution, smart AHU controller, various types of sensors for air-conditioning systems and mobile device App.
 - W. Engineer consultation, planning, design, system integration, purchase, construction, and maintenance operations provided for mechanical, light-current, and intelligent building systems.
 - X. Property management system: Provide the property management system and host, integrate building property data, residential (tenant) service management and Internet of Things information integration, as well as provide users with multi-channel interaction methods such as mobile terminal APP.
 - Y. Facility management system: Provide the facility management system and host, unify the life cycle management of building facilities, as well as provide multi-channel interaction methods such as user mobile terminal APP.
 - Z. Carbon emission monitoring and management system: Monitor the carbon emission status of buildings and provide effective equipment control strategies to help buildings continuously optimize carbon reduction.
- (4) New Products and Services Planned for Development
- A. Power supply for desktop PCs and workstation: Continuously provide platinum high-efficiency and miniaturized high-efficiency All in One power supplies. At the same time, in response to the new ErP directive, we developed titanium high-efficient power supply models.
 - B. Power supply for gaming consoles: Develop high power density 300W miniaturized power supply and handheld game consoles/VR headsets portable charger for new generation gaming console products.
 - C. Power supply for notebook PCs: Power supply with ultra-low standby power consumption (approximately 20mW), thin and high-density design, using the-state-of-the-art topology and components. Totem Pole, AHB, ACF, GaN.
 - D. Universal Type C power supply for PD 3.0, PD 3.1, PD 3.2.
 - E. High-efficiency power supply that complies with the latest EU energy-saving regulations.
 - F. Power supply for 5G uses telecom IT infrastructure and edge computing system: 800 ~ 3200W Series provide support for OTII (Open Telecom IT Infrastructure) power supply system.
 - G. Power supply system for high-end AI servers and ultra-large cloud data center: The 3000 ~ 8000W and 3300W dual-input ATS high power density power modules support high-end AI servers and hyper-scale cloud data centers.

- H. Power supply for IoT devices.
- I. Various battery charging devices for high-end drone charging stations, chargers for electric motorcycles, and electric bicycle charger.
- J. Embedded power supply for industrial panel PC: Provide the Industry 4.0 automatic panel PC system with 50W~800W power.
- K. Power supply for eSports PC: Titanium efficiency 1000W~1600W using GaN/SiC FETs and full digitalization control to meet the ATX built-in power supply of Intel ATX3.1 & PCIe5.1.
- L. Standard power supply rack for the Open Compute Project of the information center: 18KW to 36KW power supply rack embedded with N+1 redundant power supply system.
- M. High efficiency fanless PoE power supply with natural cooling.
- N. Standard/ High-end mini LED energy-efficient backlit module, ultra slim backlit module, light auto-tuning backlit module, ambient light module with 3D optical modularized structure.
- O. Development of the LED adaptive driving beam module, laser high beam module, automotive short-throw projection module and CAN BUS/LIN BUS electronic control platform development.
- P. Intelligent integration of electromechanical and light-current equipment: We integrated the electromechanical and light-current equipment as well as smart sensor, and improved the operation efficiency of the building using data analysis and AI technology to achieve the sustainable goals of energy saving and carbon reduction.

4.1.2. Industry Overview

The main products of the Company include various types of power supplies; the following is the analysis overview of the Company's main products in the industry:

(1) Industry status and development

The Power Supply Unit (PSU) can stabilize and convert unstable external power into stable power required within electronic products. The operations of most electronic products require direct current (DC), but due to the physical restrictions of generating and transmitting electricity, the power provided by the electrical company can only use high voltage alternating current (AC); therefore, electronic products require power supply devices to convert AC to DC and also adjust the voltage to within the range for product operation so that the product can operate smoothly. Also, as modern electronic components become more and more precise, they can get damaged more easily by unstable current; therefore, having a stable power supply unit not only is the key of whether the product can operate normally, but also affects the usage life of the product. The PSU can be described as the heart of electronic products.

PSUs are categorized by the amount of power supplied and their basic structures; they are mainly divided into Linear Power Supply (LPS), Switch Power Supply (SPS) and Uninterruptible Power Systems (UPS), in which the SPS is the mainstream for current products; the following introduction to the PSU industry is mostly about SPS.

If PSUs are categorized according to input/output features, they can be divided into AC/DC (alternating current to direct current), DC/DC (direct current to direct current), AC/AC (alternating current to alternating current) and DC/AC (direct current to alternating current) etc.; the designs of the PSU varies according to the need of the electronic product or instrument. The AC/DC PSU is the most common type; it is mainly used to convert the main power into direct current that complies with the voltage for product operation. AC/DC PSU products include SPS and adapters etc. that are applied on PC, NB, electronic, appliances and network equipment etc. The DC/DC conversion PSUs are mainly used for communication, ultra-low voltage and ultra-high current needs; they convert the directly current already converted by the AC/DC power device into various special voltages, usually used on instruments and equipment that require extremely stable power or special operating voltages, such as computer chips etc. AC/AC is mainly applied on UPS (uninterruptible power system) and DC/AC is used on solar power conversion etc. Please refer to the following table for details on the categorization and usages of PSUs.

Main Category of PSU

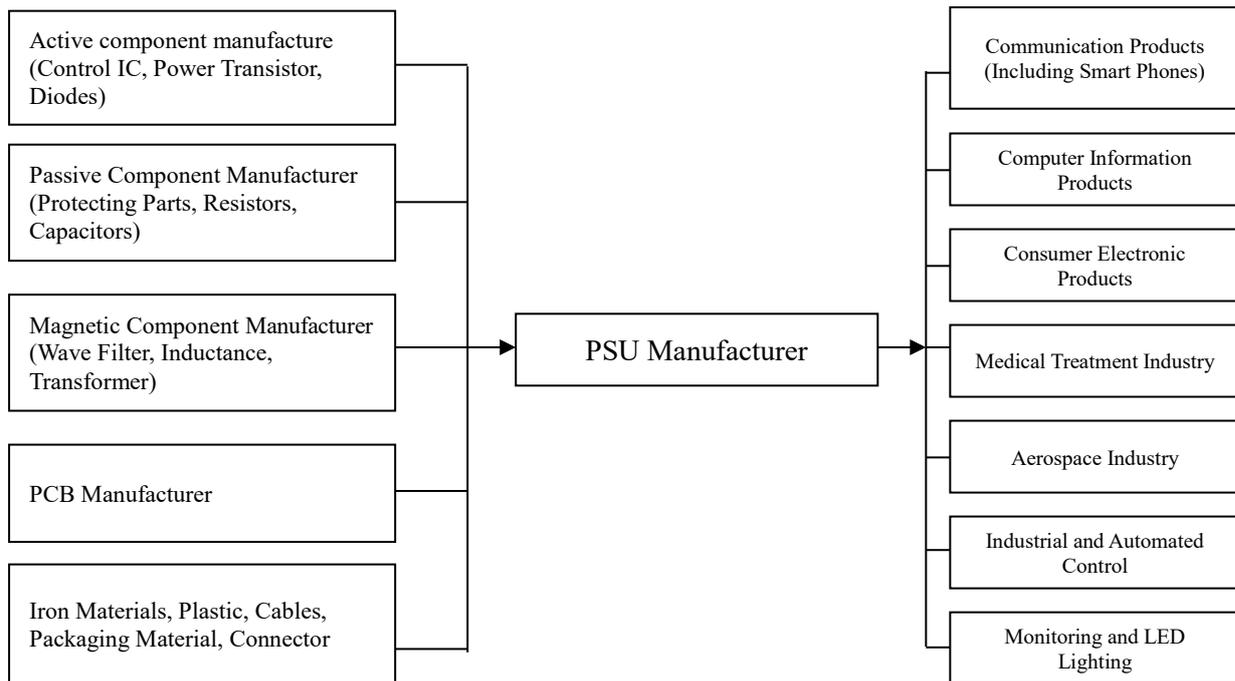
Input/Output Current Type	Categories	Usage
AC/DC	PSU for PC	The most common PSU type; it is highly efficient and protected with iron casing.
AC/DC	Open Frame	Built-in PSU for network communication products, industrial computers, industrial machineries and monitors etc. It is not protected with iron casing and allows more freedom for design; it can be custom-made according to space and power needs.
AC/DC	Adapter	A common external PSU; covered with plastic casing and mostly applied on notebook computers and various consumer electronic products.
DC/DC	Converter	Increases or decreases the voltage of the DC converted by the AC/DC device; mostly applied on electronic products that require precise voltages.
AC/AC	UPS	UPS is the abbreviation of uninterruptible power system; usually it is connected to the city main AC for charging so that it can provide AC power to electronic products such as computers when there's power outage.

In addition, as people are becoming aware of concepts including environmental protection, energy-saving and carbon-reduction in recent years, how to increase the conversion efficiency and reduce the power consumption during standby of PSUs while complying with the energy-saving specifications and environmental protection laws of each country is becoming the focus of development for manufacturers. In order to develop revenue sources, manufacturers have already used their advantages in power technology to gradually cut onto other products requiring high power converters. As the demand for power from artificial intelligence (AI) applications continues to rise, therefore, power solutions for high-power, high-efficiency and high-density have also become a development focus.

(2) Correlation between the upstream, midstream and downstream parts of the industry

PSU is usually formed by various active components (able to amplify, oscillate, and compute electrical signals; such as control IC, power transistors and diodes), passive components (will not change the basic characteristics of electrical signals; such as capacitors, resistors and protective components) and magnetic components (volatile filtering or increase/decrease voltage; such as transformers, inductance and wave filter); the components described above are assembled manually or automatically by machinery and fixed on a printed circuit board (PCB). If this PSU is not an Open Frame product, then a metal casing will be added for protection and electromagnetic shielding; finally, they are connected with external cables then packed and shipped. PSU can be sold individually or as a component for other electronic products; it has a wide range of uses. Taiwan manufacturers mainly produce PSUs required for communication products, computer information products and consumer electronic products. The correlation between the upstream, midstream and downstream parts of the overall PSU manufacturing industry is shown in the figure below.

Correlation Figure between the Upstream, Midstream And Downstream Parts of the PSU Manufacturing Industry



In the PSU market, AC/DC products have a wider application range and DC/DC products are used as internal components of electronic products, and also applied by many high-end industrial power supplies, so it has a high product technology level. When we look at the structure of the upstream, midstream and downstream parts of the PSU industry, Taiwan companies have self-supply capabilities for most of the “upstream raw material” components for control IC (components), except a small part which are imported from foreign countries. As for the “downstream application industry”, the development of Taiwan’s information industry is very mature and the industrial chain is complete, so they have high competitiveness on the assorting of PC related products, consumer electronics, network communication and industrial machineries.

(3) Various product development trends

A. Products are developing towards miniaturized and beautified

PSU is a key component of electronic products, and its function requirements are closely related to the features of the application product. As the development of electronic products gradually is trending toward becoming smaller, prettier, lighter, and stackable and have lower power consumptions, the development and design of PSUs must be aimed at reducing the size of the module, be more artistic and have increased power conversion efficiency.

B. Product quality and technology upgrades

As standard PSU products become more and more mature, most of the main products of domestic manufacturers are for supporting information applications; plus with the rapid increase in competing companies, price competitions have become fierce. With the profit of downstream application products becoming lesser and lesser, not only do PSU manufacturers need to increase their own technology, quality, control cost and expand their own industrial economy scale, they must also enhance their development and designs for products with high added-values in order to strive for new application markets (High frequency and high density, using third-generation semiconductor (GaN, SiC)).

C. Safety specifications are becoming stricter and stricter

Consumer awareness for environment protection has been increasing as the prices of power increases; power-saving, environmental-friendly products have become the development trend for the future. Also, safety requirements for electronic products are stricter and stricter in various countries. In order to protect the safety of the users and also comply with the energy-saving specifications set by the government of different countries, products and manufacturers that can provide solutions for the technical designs will have competitive advantages and market opportunities.

D. Consideration of environmental protection and energy saving

The power supply is a bridge connecting the mains electricity and terminal electronic products, and its conversion efficiency can have a great impact on energy utilization. In addition to improving conversion efficiency, the Company is also actively using recycled materials in the mechanical components, and reducing the carbon footprint generated by product parts development to achieve the goal of energy conservation and carbon reduction.

E. Product line and automated production of key components as well as parts

In response to labor shortage and increased wage, the automated production can solve the issues of delayed delivery and increased overall costs caused by labor shortage, while maintaining the consistency of the product quality to reduce the quality problems caused by human errors.

(4) Product competitions

There are higher barriers to enter the PSU industry because the PSU industry requires economies of scale or production technologies, some high-end or environmentally-friendly PSUs require patent rights or certifications, plus the R&D cost is high because the technology level of high-end products is high; therefore the trend of larger manufactures getting larger is becoming more and more obvious.

Taiwan is a main production country for global information products; and because of the drive of downstream companies, the shipping amount of PSUs from Taiwan has always been among the top. This is why competitors in the PSU industry, mostly manufacturers from Taiwan, all have their own advantages, since the application range of PSUs is very wide and most manufacturers focus only on specific power ranges or application fields. This is also why very few mid-sized companies and above have died out and they are able to find a position in the market.

4.1.3. Technology and R&D Overview

(1) R&D Expenses of the Most Recent Year and as of 2025 Q1

Unit: NT\$1,000

Year	IFRSs Consolidated Information for 2024	IFRSs Consolidated Information as of 2025 Q1
R&D Expenses	1,968,623	-
Net Sales	37,176,448	-
Proportion of Net Sales (%)	5.30	-

Note : As of the publication date of the annual report, there is no financial information for the 2025Q1 that has been reviewed by CPA.

(2) Successively Developed Technology or Product of the Most Recent Year up to the Date of Publication of the Annual Report

R&D Outcomes	Developed Technology
• Built-in PSU for PC, 150W~850W	• LLC Technology
• Built-in PSU for eSports PC 1000 W~1600W	• Active Bridge technology with full digital control • Interleaved PFC technology with full digital control • LLC technology with full digital control
• External PSU for notebooks, 30W~ 400W	• Flyback • Half-bridge LLC architecture
• High-power smart DC power module for communications	• Half-bridge resonant • Digital monitoring design • Support for the redundancy function
• Miniaturized 30/40/60 W adapter with wall-mount design, density reaches 16W/inch ³	• Active clamp Flyback + GaNFET
• New charging platform of Tablet/ Smart Phone	• Type C PD, PPS & QC
• Power supply for multi-function 300W/400W Laser printers	• LLC+AC Module
• New 700W~5500W server PSU	• Full digital control LLC architecture
• USB Type C PD adapter with multiple outputs, 26W / 30W /45W /65W/90W and the latest 140W~240W high power products complying with PD3.1 specification	• Designed in accordance with the USB PD Spec and ASIC • Development of new architecture such as AHB/Totem Pole
• Large and small charging device for lithium batteries, up to 1200W	• LLC+ charging circuit
• IoT-related PSU 7W~30W	• Flyback+networked, and low-end product power consumption design
• PSU platform for gaming consoles, 50W~850W	• Flyback + high-frequency LLC architecture
• PSU for inkjet printers, 15 W~50W	• Flyback architecture and plastic casing
• Direct AC lighting module and Smart Lighting module, 10 W~150W	• AC directly controlled LED light source • Zigbee network architecture
• External high efficiency PSU for gaming PCs, 120W~330W	• LLC architecture
• Parallel module for drone charging stations, 10000W~30000W	• LLC architecture + charging auto control system
• Desktop gaming PSU, 550W~1000W	• LLC architecture + Flyback + Buck
• Industrial Tablet PC embedded power supply, 50W~350W	• Active Clamp Forward • APFC • LLC architecture
• Low Earth Orbit PSU, 60W~440W	• High Frequency LLC • Totem pole bridgeless PFC • Dual-boost semi-bridgeless PFC • DC-DC buck/burst converter • Interleaved bridgeless PFC
• LED daylight and positioning lamp module • LED low beam module • LED high beam module • LED high/low beam module • LED fog lamp module • LED daylight and turn signal lamp module • LED combination tail lamp module • LED high mounted stop lamp module • LED interior lamp module • LED High Beam Auxiliary Module	• Optical design for the LED high/low beam module • Light-guide type LED daylight and turn signal lamp design • Thick-wall type LED daylight and turn signal lamp design • Temperature protection design • Optical design for the LED low beam module • LED daytime running lights (DRL), CAN BUS/LIN BUS electronic control platform development
• Mini LED backlight module of high brightness and energy saving • The backlight module of the color-changing icon that can be switched on and off independently. • 3D curved ambient light module	• Development of new generation of light source Mini LED with five-sided lighting to improve optical performance • Development of barrier optical structures • Development of emission type light guide plate

(3) Future Annual Research and Development Plan

The development directions for the company's future products are as follows:

A. PSU Products for Office Automation and Personal Computers

Although the overall market scale of personal computers has declined due to the increasing number of tablet computers, all computers related products operate on power; the only difference is function requirements. Therefore, the overall power supply market still shows a growing trend.

In recent years, energy conservation, carbon reduction and green energy have become the focus of industry requirements. For all types of power supply products have future performance demands defined by related international organizations, similar to the 80Plus standard for power supply units, especially the titanium efficiency requirements. The development of PSU products must march towards higher efficiency under this trend. By focusing on the future efficiency trend and upholding the innovation principle, the Company invested human and material resources to strive on developing PSU products that surpass the platinum brand. We focused on the standby and overall output efficiency for the development of notebook adapters and followed the design concept for the appearance of the system to create lightweight and compact adapters. In response to the promotion of NB manufacturers in multiple application customers, such as gaming laptops, we are committed to the development of adapters with higher power. In addition, PD 3.0, PD 3.1 and PD 3.2 have become the most important development directions due to the EU standardization of universal adapter. As for tablet products, although the output power is small, the appearance must be novel, lightweight, and have regional plug switching functions, achieving generic PSU without boundaries.

The development of power supplies for printer related equipment has different requirements depending on the printing engine. It is necessary to master new technologies to meet customer requirements and extend to multi-function copiers in offices. In addition to laser printers, we have also successfully entered the market of the inkjet printer and become the major supplier for a large printer manufacturer.

B. Input Devices for Entertainment Purpose

With the coming of the cloud era, traditional playback mediums such as hardware DVD, Blue ray players and game consoles etc. have been gradually replaced by streaming broadband networks. In addition to the update of digital content software, the mainstream trend of new hardware input devices will be various Set-Top Boxes, such as: Apple TV, Google TV, MOD, etc. The standardized thin external power adapter also works on a small amount of diverse products, and the integrated power supplies can be customized to meet the models that focus on the style of the appearance.

In addition to the gaming console, the gaming modules developed by video game developers provides a convenient and easy-to-operate arcade game console, which has also becomes one of the mainstream gaming consoles.

C. Intelligent building System

Continue to develop the intelligent system with the networking, computing, control, and learning capabilities has provided a comprehensive intelligent solution for lighting, air conditioning, energy, security, carbon emission detection, and human-computer interaction, which will be used in the residential buildings, office buildings, shopping malls, biotech plants, high-tech plants, clean rooms, campus, and cities. It will be the heart of the integration management system for the future smart city.

D. PSU Products for Cloud Information Equipment and Data Center

Cloud service and mobile networking have become the mainstream in the market. Not only do system developers import smart software and hardware architectures and strengthen their resilience. They also pay a lot of attention to the energy-saving demands for the PSUs of equipment. The power supply capabilities and insufficient spaces of most data centers limit business owners from expanding their equipment capacities. Therefore, the design of PSUs must further reduce the size and increase conversion efficiency, and further reduce the operating cost of the data centers. On the other hand, the new container-based cloud data centers can significantly reduce the space and cost. All of the IDC equipment can fit into a 20-foot container and has the advantage of flexibility for usage for enterprise users.

The Company is actively laying out PSUs for cloud equipment; not only for use by servers and storage systems, but also invested in the development of network communication PSUs. We have acquired many patents related to power management by working with related domestic and international companies, and has lead the industry in proposing various solutions for improving the power efficacy of equipment. For example using bridgeless AC/DC circuit architecture with lossless switching technology, and applying SiC components and integrated magnetic components etc. to effectively improve the efficiency of entire machines and increase power density, challenging various types of high performance and high power models. We also applied simulated software to analyze circuits, 3D models and thermal regime during the development and designing stage in order to effectively shorten development time.

For the design and development of future cloud equipment PSUs, we will focus more on software design and simulation applications, especially on the smart PSU monitoring and management units and digital PSU controls such as home security monitor system; they will be development priorities. In response to the demands for cloud service technology, the Company will create new innovative solutions for power management to face the many challenges for future PSU designs.

E. Chargers for Hand Tools and Garden Equipment

The machine tools with the digital intelligence have driven the growth of the machine tool industry. For garden equipment, petroleum and diesel are mainly now. For the environmental protection and convenient use, more and more people want electric-powered equipment, which drives the demands of medium-power charging devices.

F. In response to the rising trend of power demand for mobile device chargers, the latest high-frequency technology and third-generation semiconductor high-speed switches are used to develop 30-65W high-density miniaturized chargers.

G. Low earth orbit satellite plays an important role in future 6G applications. High efficiency and low electromagnetic interference are the research and development focuses. We will also apply the latest GaN FET components to improve efficiency and improve temperature in future research.

H. Power Supply Products for Image Display

Provide power supply products with customized design to meet the demand of high resolution for the high-end 4K and 8K OLED image displays and support the demand of the acoustic multi-audio processing.

I. LED Backlight Module

With the advent of COVID-19, people's working methods have been changed. Telecommuting has become an emerging working pattern, and communication software such as Zoom and Teams is one of the necessary tools for NB. Currently, the way to operate these software on the computer are inconvenient such as volume switch and video switching. They are easily to confuse and accidentally touch, and embarrassing situations happen from time to time. So how to create a more intuitive usage situation on NB is the focus of the Company's future development.

On the NB entity with limited space, we can use the touchpad under the keyboard to create a multi-functional usage situation. For example, various video conference icons can be displayed when they are illuminated, and the on and off of the icons can also be distinguished with different light colors. In this way, the user is not easy to inadvertently touch and more intuitive and convenient to use. It can also be used as a general touch panel when it is not illuminated.

In addition to video conference, each NB manufacturer has begun to use touchpads as the launch medium for various applications. In response to this demand, the demand for multi-layer touch has gradually emerged, which can achieve multi-layer touch and different color icons. Identifying and taking into account the thickness and touch sensitivity of the two-layer and three-layer backlight module is one of the problems that the Company is eager to invest in R&D resources to solve. So far there is no such homogeneous product in the industry. The Company has invested in related development, so that the user's usage scenarios are no longer single, but more diverse, thereby creating functions that are different from traditional ones.

J. Automobile LED Headlights

Automobile LED adaptive headlight module: In response to the development of the automobile electronics, the use of LED headlights is a natural trend. To improve the driving safety and driver's comfort, the Company continues to perform the development of the LED adaptive driving beam (ADB) module. The ADB is designed to change the lighting pattern by detecting the external surroundings, to reduce glare coming from the opposite direction. With the CAN BUS/LIN BUS electronic control platform, the light pattern can be adjusted based on environmental and road conditions.

Laser high beam module: A more compact high beam module can be designed by using the laser alignment. This also gives the automobile manufacturers more flexibility to design cars. Moreover, the laser can meet the projection of 400~600m, which gives the driver enough time to respond for better safety.

Automotive Short-Throw Projection Module: Utilizing MLA technology to shrink the projection module's size, achieving a thickness of below 20mm and simultaneously enlarging the projected image area and enhancing sharpness and brightness.

4.1.4. Long-term and Short-term Business Development Plans

(1) Short-term Business Development Plans

A. Product Marketing

(A) Upgrade the sale proportion of high value-added power supply products to increase the Company's earnings.

B. Production Management

(A) Utilize the inter-group co-procurement and expand close cooperation with suppliers to effectively reduce the procurement cost of raw materials.

(B) Continuously increase automated production ratio, improve production efficiency and strengthen product quality to mitigate the pressure produced by increase in labor cost.

C. Development Strategies

(A) Continue to focus on research & development in innovation and technology of products to upgrade the Company's position levels in the markets and in the know-how.

(B) Comprehensively promote the automated production and continuously develop new manufacturing processes to boost product efficiency and quality.

(C) Speed up quality certification of various products, domestic and overseas, to upgrade competitiveness of the products in international markets.

(D) Continue to recruit excellent human resources and enhance employees' professional training to upgrade the Company's strength in R&D.

D. Human Resources

(A) Continuously collaborate with colleges and universities to strengthen the Company's product design and development capabilities and provide scholarships and fellowships to excellent students to recruit professional human resources.

(B) Effectively utilize the system targets of all sorts of human resources to help all business divisions accomplish annual targets in profits.

E. Financial Management

(A) Make maximum possible use of the derivative financial instruments and diversified, comprehensive, and multifaceted instruments in the capital markets to minimize potential fluctuations in foreign exchange and the risks in rising prices of raw materials.

(B) Continuously strengthen control over accounts receivable, boost the turnover rate of a variety of assets to effectively control budgeting and implementation process.

F. ESG

(A) Continue to implement energy saving and carbon reduction projects, and introduce the self-developed IWA intelligent building system into the factory to achieve reductions in energy consumption and greenhouse gases emissions targets through the four major aspects of "Perception", "Operation", "Control" and "Interaction" .

(B) Conduct big data analytics through self-developed carbon management platform to identify carbon emission hotspots, strengthen data quality, and improve overall inventory efficiency, etc. And then achieve the goal of low-carbon transition and net-zero carbon emissions.

(C) Publish the Sustainability Report annually and establish the stakeholder area on the Company's website to strengthen communication between the Company and its stakeholders.

(2) Long-term Business Development Plans

A. Product Marketing

- (A) Actively develop the business for products related to cloud smart, power supply of communication, and power supply for data center servers, etc., in response to the industrial development trend.
- (B) Actively continue to expand the market share of power supply products and develop customers for new products.
- (C) Take firm trends of market development and boost customer service efficiency, with continuous profound cultivation of and contacts with customers to provide customers with services in the best real-time.

B. Production Management

- (A) Continue to research, develop and improve the production process to upgrade the production efficiency and product quality.
- (B) Continuously boost the ratio of automated production and continue to develop new manufacturing processes to minimize production costs, enhance production efficiency and quality.
- (C) Demonstrating resilience through dual core manufacturing bases in China and Thailand to disperse the risk over production bases.

C. Development Strategies

- (A) Continuously cooperate with heavyweight manufacturers, customers and suppliers throughout the world, make use of advanced key technology and development trends in the markets to create a technology advantage.
- (B) Take the firm trends of market development and boost research and development of power supply products for new domains of application to increase product items and help the Company gain added profits.
- (C) Continue to develop the smart low-carbon integrated management platform to be in line with the global trend of intelligent energy conservation and carbon reduction.
- (D) Augment the power supply solution projects for AI server and big databank centers to develop upward to high-end products.
- (E) Continue to research and develop high-power supply products related to advanced server and gaming computers.

D. Human Resources

- (A) Look into and make sure of the trends in human resources relevant policies at home and abroad, and regularly review the relevant management regulations and systems of the Company, to seek the greatest maximum possible benefits common for both labor and management.
- (B) Fulfill corporate social responsibility, practice corporate governance and value care for employees to achieve the enterprise's objectives for sustainable operations and ESG.

E. Financial Management

- (A) Devise and work out optimum taxation planning for the Company and the subsidiaries pursuant to the requirements of taxation laws of the countries concerned.
- (B) Continuously minimize liability ratios.

F. ESG

- (A) Committed to developing high-efficiency and recyclable power solutions. The Company continue to focus on the R&D and promotion of smart energy-saving solutions, and integrate core values such as environmental friendliness and social responsibility into product design to actively enhance the environmentally friendly impact of products.

4.2. Market and Sales Overview

4.2.1. Market Analysis

(1) Sales Regions for the Main Products of the Company

Unit: NT\$1,000, %

Sales Region		2023		2024	
		Amount	Ratio (%)	Amount	Ratio (%)
Domestic Sales		2,392,498	6.59	2,957,530	7.96
Exports	Asia	23,658,699	65.16	22,913,598	61.63
	America	6,895,612	18.99	7,449,364	20.04
	Europe	452,616	1.25	420,662	1.13
	Others	2,911,394	8.01	3,435,294	9.24
	Subtotal	33,918,321	93.41	34,218,918	92.04
Total		36,310,819	100.00	37,176,448	100.00

(2) Market Share of Our Products

According to the 2024 research data of MTC, U.S.A., the Company ranked in the top 4 in global OEM/Embedded category, and is one of the leading manufacturers in the market.

(3) Future Supply, Demand and Growth in the Market

The PSU is an indispensable key component for power electronics, and its application range is quite wide and can be applied on information, communication, industrial/measurement, national defense/aerospace and other types of products. The Company also has diverse operation and the main applications of our products include notebook computers, desktop computers, servers and low earth orbit, etc. Therefore, the future supply of the PSU industry is closely related. The following is the analysis and description of the future supply, demand and growth for the application of the main products of the Company:

A. Notebook Computer and Desktop Computer Markets

Global PC shipments were 262.7 million units in 2024, a 1% increase from 2023. It is estimated that in 2025, the large number of laptop devices purchased during the epidemic will enter a replacement trend. In addition, the current demand for AI technology applications and Microsoft's expected termination of Windows 10 support in October this year will continue to drive a new wave of device replacement.

B. Cloud and Server Markets

The increase in demand for AI computing has driven cloud service providers (CSP) to expand capital expenditures. In 2025, the capital expenditures of the 4 major U.S. CSPs are expected to increase by 35% year-on-year, continuing the high-speed growth trend of 60% in 2024. The server market will also benefit, with full-year shipments expected to grow by 10%.

C. Low Earth Orbit Satellite (LEOS)

With the advancement of space technology and the reduction of rocket launch costs, the low-orbit satellite market is expanding rapidly, opening up the space industry to commercial development. In the past 5 years, the number of satellites launched each year has increased rapidly, among which low-orbit satellites are the largest. Because of their characteristics of short transmission time, low latency, full coverage and not being restricted by the earth's terrain, they can provide a stable communication network for remote and harsh surface environments, and meet the needs of emerging applications such as AI, Internet of Things (IoT), self-driving cars, and drones that also require high speed and low latency. In recent years, they have continued to attract the United States, China, the United Kingdom and other countries to actively promote the deployment of low-orbit satellites. Research institutions estimate that the number of global satellite IoT users will grow from 4.5 million in 2022 to 23.9 million in 2027, with a compound annual growth rate of 39.6%.

D. Intelligent Building Industry

The global intelligent building market is estimated to grow from US\$84 billion in 2024 to US\$140 billion in 2030, with a compound annual growth rate of 10-12%. Market drivers include energy conservation regulations and net-zero carbon emission targets, the Internet of Things and optimized control, and the rising demand for well buildings in the post-epidemic era, which will gradually drive demand for energy carbon emission management, building automation, and lighting and air-conditioning optimization control. The manufacturing industries in the Asia-Pacific region, such as China, Southeast Asia, and Taiwan, are leading the upgrade, while European and American countries are focusing on regulations, policies, and innovative development. For example, the EU's Green New Deal and North American ESG investment are accelerating intelligent transformation. The intelligent building integration platform integrates lighting, air-conditioning, energy management, remote control of equipment, and security and disaster prevention integration into one management platform to optimize energy use while improving overall building safety monitoring in line with ESG sustainable net-zero management, thereby promoting rapid market development.

E. LED Car Headlights Industry

In 2024, China's automobile production and sales have reached 31.282 million units and 31.436 million units, with annual growth rates of 3.7% and 4.5% respectively. The production and sales volume were hit new highs and continue to maintain a scale of more than 30 million vehicles. It is expected that the China's automobile market will continue to maintain a steady and positive development trend in 2025, with total sales estimated to be 32.9 million vehicles and a growth rate of approximately 4.7%.

(4) The Company's Competitive Niche and the Favorable Factors, Unfavorable Factors and Countermeasures That Will Affect the Development Vision of the Company

A. Competitive Niche

(A) Strong Management Team

The Company has a strong professional management team with rich experience; the macro perspective and excellent entrepreneurship formed by combining its strong industrial base and contacts have led the continual innovation and changes of the Company, the continual increase of market share of our products, and the successful experience of expanding new businesses. In addition, we acquired the newest market information and mastered the market trends by cooperating fully and closely with our customers, continued to develop new products that meet the requirements by the customers, and won the appraisal of famous international customers again and again. The Company has accumulated capabilities to develop excellent world-class customers because the main sales customers of the Company are all famous major international manufacturers, and our strong management team described above also allowed the Company to become important partners that work closely with various major manufacturers when developing new products.

(B) Global Strategic Layout

The Company uses Taiwan as the center of operation for the Group, planning business strategies, operation plans, customer development and sales orders of the entire Group; it is also responsible for the planning, design and development of new products and new technologies. The Company uses regional resources effectively to deploy global marketing, logistics, production and technical service locations; Taiwan is the main development and sales center, China and Thailand is responsible for the division of labor of the production and to provide nearby services to the customers in order to become closer to the market, and global real-time supply warehouses (such as Asia, the U.S.A. and Europe etc.) are established in order to shorten product shipping time and to provide

a steady and fast source of goods for the customers, allowing customers to have minimum stock, reduce funding backlog and satisfying customer's demand for quality, price, delivery and location, providing customers with the best logistical support service and technology.

(C) Strong Development and Innovation Capabilities

The Company has development teams with rich experience and great qualifications, and most of our customers are large international first-class manufacturers; our long-term cooperation has already allowed us to develop great technical depth and customization capabilities, and we are the capability to develop software/hardware HMI. Not only can we actively help customers improve the product's design interface, we can actively develop standardized platform as well and make limited changes under the original design basis to speed up the development time for various new products in response to the rapid changes of the market. In addition, the Company has been dedicated to the production and technical development of PSU products, and we have accumulated rich experiences in technical contents, power electronics, cooling and material analysis etc. The development and innovative capabilities described above are great niches for the Company's future development in PSU businesses.

(D) Automated Management and Production Capacities

Not only does the Company focus on our own core competitiveness and enhancing our product development capabilities, we also continue to simplify and rationalize the production process of our products through product designs in order to reduce loss of material. In recent years, we continued to develop automated production and production line detection equipment and actively imported modular automated production, testing equipment and production processes in order to increase production efficiency and quality and also reducing labor cost.

In addition, the Company has accumulated self-design, development and improvement capabilities for the automated machinery equipment used for production by the Company; there are precision models set up at each production unit, and dedicated personnel stationed for the designs, production and importing of automated assembling equipment for mass production. We also develop and design automated machinery equipment with the equipment manufacturer according to the product structures, features and quality demands in order to master the production process and control the quality of the products; and we try to increase the production process technology and yield of the production line through continuous development and improvement. Particularly, the automated production of transformers is a great help to reducing the labor costs with more stable quality.

(E) Product layout for both long term and short term growth momentum and one stop shopping service.

The Company is a professional designer and manufacturer for PSU products; we are equipped with diverse PSU product lines and the power and application range of our products is wide, ranging across 3C and home appliance. The Chicony Group that the Company belongs to is also a leading brand in fields including computer keyboards, computer cameras, built-in camera modules for notebook computers and digital imaging products; therefore the Company has the advantage of diverse products and professional capabilities for global marketing and technical service, allowing us to provide one stop shopping service for our world's leading major manufacturer customers; we are equipped with the benefits of horizontal integration which also allowed the Company to have an important position in our industry.

B. Favorable, Unfavorable Factors and Countermeasures for Our Development Vision

(A) Favorable Conditions

a. Our management team has rich industrial experience and has high level of mastery on

product features

PSU products are highly relevant to downstream electronic products; they have wide application ranges and are indispensable components for various major information electronics and consumer home appliances. The development of emerging PSU application field industries including IoT, AI smart home and other different fields. The high-end PSU for servers that has higher gross profits are benefited from the increased establishment of cloud database IDCs; business opportunities can be expected for some companies. The related PSU shipment amount for the emerging application field industries described above will be able to grow steadily. The management team of the Company has rich experience in the production and development of related products, and has a high level of mastery for product features; therefore, they are able to quickly provide solutions that can satisfy customer demands.

b. Complies with multiple international certifications, product qualities praised

The Company upholds the principle of “No Quality, No Sales” and customers first, and the designs of our PSU products complied with multiple safety certifications such as UL, CAS, NEMKO, PSE of Japan, TUV of Europe, CCC of China, and BIS of India, etc. As well as the energy efficiency requirements of various countries such as NRCAN, DoE, CEC, ErP, etc. They have also complied with the FCC requirements of the U.S.A and CE of Europe. In addition, we have passed certifications of ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 14064, and ISO 14067 to ensure that product quality, environmental management, occupational safety and health, energy management and carbon issues have reached international standards. We have products that support personal computers, notebook computers, game consoles, laser printers, LCD TV, servers and telecommunication equipment etc. We are a professional PSU manufacturer that complies with international standards and our products are sold to major international brands in Hong Kong, Singapore, Japan, Korea, the U.S.A., England and Europe. The qualities of our products are deeply praised.

c. Maintain great and steady relationships with upstream and downstream manufacturers

The Company has already created stable supplier relationships with our main suppliers for raw materials; our sources are stable and have great qualities, and allow us to grasp the delivery date and price. The materials unit also controls the delivery date of raw materials strictly according to order conditions in order to lower inventory cost. We have sales channels in major markets in Asia, Europe and America, allowing us to actively collect market trends to design and develop products according to customer demands. We also maintain great long-term cooperating relations with our customers by having concentrated technical exchanges with our downstream customers, which allows us to further accumulate our development and manufacturing strengths.

d. Industry-University Cooperation

In response to the industry-university integration policy promoted by the government, the Company have cooperated with National Taipei University of Technology to establish the Chiconypower Future Star Scholarship Award; and cooperated with the Institute of Electrical Engineering of National Taipei University of Technology and Institute of Electrical Engineering of National Cheng Kung University to specialize in industrial master's classes so as to continue to cultivate and recruit outstanding talents into the Company. The Company also provides students from the Department of Electrical Engineering at the National Taipei University of Technology with semester internship opportunities, allowing them to understand the

working practices earlier, mitigate the skills and educational mismatch, and benefit their career development.

In addition, the Chicony & Taipei Tech Laboratory was established at National Taipei University of Technology, and worked with the Institute of Electrical Engineering of the National Taipei University of Technology on industry-university cooperative R&D projects to jointly develop products with advanced technologies and create a model of industry-university cooperation.

(B) Unfavorable Conditions and Countermeasure

Affected by inflation, the global economy is slowdown. Coupled with rising geopolitical risks, exchange rate and raw material price fluctuations will all affect the Company's profits.

The Company uses the geographical relationship of the new factory in Thailand to develop new customers, accelerate product development, take advantage of scale economies effect, expand market share, reduce costs, and increase competitiveness to cope with the impact of international economic fluctuations and political risks. At the same time, the Company undertakes foreign exchange transactions for hedging, while keeping abreast of changes in raw material prices, and maintaining good interactions with suppliers and customers to reduce the impact of fluctuations in exchange rates and raw material prices.

4.2.2. Important Usages and Production of Main Products

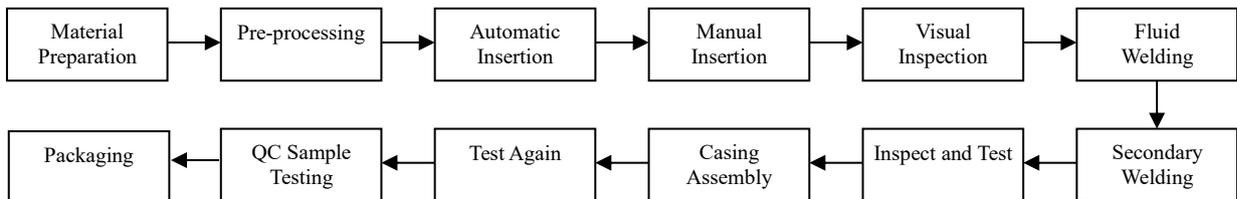
(1) Important Usages of Products

Product	Function	Usage
PSU for desktop PCs (Desktop PC Power)	AC is a full-range 90 ~ 265VAC voltage, converted into single or multiple sets of output, the main power outputs include 180 W, 200 W, 250 W, 300 W, 350W, 550W, 650W, 750W, 850W, 1000W, 1300W and 1600W.	Used for desktop personal computers.
PSU for notebook computer (Adapter and PSU for gaming PC)	AC is full-range 90~265VAC voltage, main output is 19V, 20V and greater than 75W. It includes power factor correction circuit and the output ranges from 30W to 400W etc.	Used on general notebook computers and AIO PC; those with output greater than 150W are used for notebook workstations.
PSU for game consoles	AC is full-range 90~265VAC voltage, main output is 12V. It includes power factor correction circuit and the output ranges from 100W to 500W etc.	Mainly used for game consoles.
PSU for set-top-box	Divided into built-in and external (Adapter) forms; to make it easier for repairs, they have gradually changed to the external (Adapter) in recent years. The AC is full range or 115 ranges, and the output is made according to the requirement of the set-top-box; usually under 60W.	Used on various set-top-boxes.
Inkjet printer and laser printer power system	AC is between 85 VAC to 135VAC or 180 VAC to 265VAC; all outputs are made according to printer requirements and they all have laser engine drivers.	Used for large laser printers with different functions.
Cloud server power system and data power system	Ultra-high power density full digital control (N+M) redundant power system. It can be used for monitoring of input AC/output DC, which is the output of 500W~several KW. Communication PSU generally has a 48V output whereas storage/AI servers usually have 12V or 54.5V single/multiple sets of output monitoring systems.	Used for communication systems, storage devices and servers.
Charging device IOT PSU USB Type C power adapter	Charges lithium compound batteries.	Used to charge various tablet computers. Drone charging stations and charging devices for electric cars.
Industrial Tablet PC embedded power supply	AC is the full-range 85~265VAC voltage or DC is 18~32VDC voltage, the main output is 12V, 24V isolated power supply. The output power varies from 50W to 450W.	Provide various sizes of industrial touch panel computers.

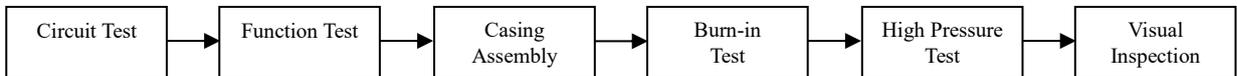
(2) Production Process

Switching PSU:

a. Production Process



b. Testing process



4.2.3. Apply Status of Main Materials

The main products of the Company include PSU; the main raw materials for PSU include power cables, capacitors, fans, heat sinks, semiconductors, transformer, plastic casing, PCB, insulation film and socket. In order to lower production cost, the raw materials procurement price for production for the Company's subsidiaries, Chicony Power Technology (Dongguan) Co., Ltd., Chicony Power Technology (Suzhou) Co., Ltd., Chicony Power Technology (Chong Qing) Co., Ltd. and Chicony Power Technology (Thailand) Co., Ltd. is agreed by the Procurement Center of the Company and then each subsidiary will take orders on their own for procurement. There should be no supply shortage of interruptions that will affect the operation of the Company because we have two or more suppliers for most of the raw materials, and we have already created a stable supplier relationship with our suppliers so the source and quality of our raw materials are stable.

4.2.4. Names of Suppliers (Customer) with Purchase (Sales) Amount Over 10% of the Total Purchase (Sales) Amount and Their Purchase (Sales) Amount and Percentage.

(1) Information on Main Suppliers

(Net purchase amount reached over 10% of net purchases in the last two year)

The company's main suppliers in the last two years have not reached more than 10% of the net purchase value. In addition, the investee companies in China and Thailand maintained two or more suppliers for the procurement of most of the raw materials, and there are one-month inventories for all of the important materials. The estimated purchase amount for the next three months is provided to the supplier and we also requested the suppliers to have two or more production bases for risk diversification. The Company has great long-term exchange and interactions with our suppliers and there are no worries for unstable sources of supply.

(2) Information on Main Customers

(Net sales amount reached over 10% of net sales in the last two years)

Unit: NT\$1,000

Item	2023				2024				2025 Q1			
	Name	Amount	%	Relationship with the issuer	Name	Amount	%	Relationship with the issuer	Name	Amount	%	Relationship with the issuer
1	Company A	5,445,005	15.00	None	Company A	5,121,955	13.78	None	—	—	—	—
2	Company B	4,126,837	11.37	None	Company B	4,459,108	11.99	None	—	—	—	—
3	Others	26,738,977	73.63	—	Others	27,595,385	74.23	—	—	—	—	—
	Net sales	36,310,819	100.00	—	Net sales	37,176,448	100.00	—	—	—	—	—

Note: The financial information of 2025 Q1 has not been reviewed by CPA.

Explanation of the reason of the changes for trade debtors:

The ratio of sales to Company A in 2024 is slightly lower than that in 2023, mainly due to the decrease in sales of Company A's products in the market. The ratio of sales to Company B is roughly the same as that in 2023.

4.3. Number of Employees, Average Length of Service, Average Age and Education Background Distribution Rate

Number of practitioner employees in the last two years up until Mar. 28, 2025

Unit: person

Year		2023	2024	As of Mar. 28, 2025
Number of Employees	Directly	8,493	8,522	7,779
	Indirectly	2,504	2,674	2,745
	Total	10,997	11,196	10,524
Average Age (year)		38.05	38.45	38.72
Average Years of Service (Note)		5.94	6.22	6.61
Academic Background (%)	Doctorate	0.07	0.04	0.06
	Master Degree	3.33	3.40	3.70
	University/College	16.98	18.72	20.31
	Senior High School	53.43	51.24	47.22
	Below Senior High School	26.19	26.60	28.71

Note: Calculated since Feb. 1, 2009 when Chicony Power Technology Co., Ltd. undertook the spin-off PSU business of Hipro Electronics (Taiwan) Co., Ltd.

4.4. Information on Environmental Protection Expenditure

In the most recent year and up to the date of publication, the total amount for losses due to environmental pollution incidents (including compensation, including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

4.5. Labor Relationship

4.5.1. Lists the Various Employee Welfare Measures, Advanced Studies, Training, Retirement Systems and Their Implementation Status, and the Agreement and Various Measures for Preserving the Interests of Employees Between the Employers and Employees

(1) Employee Welfare Measures

The Company provides labor insurance and health insurance, labor pension provision, group insurance, regular health checks for employees, subsidy for catering, subsidy for parking, subsidy for business trips, subsidy for gasoline used on private cars for official business, subsidy for employee travel, on-site medical consultation, massage services, year-end bonus and banquet, bonuses, employee bonus, birthday gifts, Labor Day gift certificates, Dragon Boat Festival gift certificates, Mid-Autumn Festival gift certificates, Spring Festival gift certificates, implementation of employee stocks according to the law, and has subsidies for wedding, funeral, hospitalization and giving birth in order to take care of the living of our employees. Meanwhile, the Company also provides the childbirth stipend in order to encourage childbirth.

(2) Advanced Studies and Training for Employees

The Company has formulated "Training Management Measures" to train the professional knowledge and skills for employees so that they can carry out their functions, increase work efficiency and ensure work quality in order to achieve the goal of sustainable operation and development. Not only is there educational training for new employees to allow them to quickly blend into the organization team, the department heads and employees can also hold training courses and seminars etc. for the entire company or department according to the project requirements for the internal and external environmental trends of the enterprise. At the same time, the Company has formulated the "On-the-job Training Management Measures" to provide

employees with on-the-job training subsidies in order to increase the professional capabilities and core competitiveness of the employees and strengthen the integrity for the training and advance study channels of the employees.

(3) Retirement System and Implementation Status

The Company follows the regulations of the “Labor Standards Act” and pays 4% of the employee’s monthly salary to the retirement account set up at the Bank of Taiwan for the employee’s retirement fund. Further, in order to be adapted to the Labor Pension Act (new system), the seniority of the employees who were supposed to apply the old retirement system but chose the new system or the employees who are hired after enforcement of the new system shall be subject to the defined contribution system. Under the defined contribution system, the Company will contribute no less than 6% of the employee’s monthly salary to the exclusive personal retirement account at the Bureau of Labor Insurance according to the Labor Pension Act.

(4) Agreement Between Employer And Employee

The regulations of the Company follow the guidelines according to the Labor Standards Act; employees can communicate problems with the Company such as concerning the various systems of the Company and the working environment etc. through the labor conferences, welfare committee, and employee meetings in order to maintain excellent interactions between the employers and employees. Up to the date of publication, the relations between our employers and employees are harmonious, and no labor disputes have occurred.

(5) Various Measures for Preserving the Interests of Employees

The Company has related management approaches and systems set that clearly states the rights, obligations and welfare items for the employees; these approaches and systems are reviewed on a regular basis in order to preserve the interests of all employees.

4.5.2. In the Most Recent Year and up to the Date of Publication, Losses Suffered by the Company Due to Labor Disputes (Including Any Violations of the Labor Standards Act Found in Labor Inspection, Specifying the Disposition Dates, Disposition Reference Numbers, the Articles of Law Violated, the Substance of the Legal Violations, and the Content of the Dispositions), and Disclosing An Estimate of Possible Expenses That Could Be Incurred Currently and in the Future and Measures Being or to be Taken. If a Reasonable Estimate Cannot be Made, An Explanation of the Facts of Why It Can’t be Made Shall be Provided: None.

4.6. Cyber Security Management

4.6.1. Describe the Cyber Security Risk Management Framework, Cyber Security Policies, Concrete Management Programs, and Investments in Resources for Cyber Security Management.

(1) Cyber Security Risk Management Framework

- A. The head of the Company's MIS Division organized and formed an information security management team. The MIS Division is responsible for the leading and planning affairs and other related departments are responsible for the implementation pursuant to the plan to ensure the effective operation of the Company's information security management.
- B. The team is responsible for the formulation of the information security management policies and shall review and amend them on a regular basis.
- C. The Team shall hold regular meetings to review the implementation status, and shall report it and the result of the review to the President on a regular basis.
- D. Staffing of dedicated personnel for cyber security management : 2 persons.
 - (A) Dedicated supervisor for cyber security management: 1 person.
 - (B) Dedicated personnel for cyber security management: 1 person.

(2) Cyber Security Policies

- A. Assure the continuous operation of the Company's business and ensure a stable use of the information service that the Company provides.
- B. Assure the confidentiality, integrity and availability of the information assets in the custody of the Company and protect the privacy of the personal data.
- C. Establish a sustainable operation plan for the information matters and implement information activities in compliance with the requirements of the laws and regulations.

(3) Concrete Management Programs

- A. All the employees, suppliers and subcontractors of the Company shall sign the non-disclosure declaration to ensure that the person using the information of the Company to provide information services or implement relevant information matters takes the responsibility and fulfills the obligation to protect the acquired or used information assets of the Company to avoid unauthorized access, alteration, damage or disclosure.
- B. The Company disseminates cyber security on a quarterly basis to strengthen the Company's employees' awareness of cyber security publicity. The new employees must sign an information confidentiality agreement.
- C. The account, password and permit for individual all employees of the Company shall be put under custody and used appropriately, and shall be changed on a regular basis. An SOP shall be established for response to and reporting of information security incidents to ensure they are addressed appropriately and instantly.
- D. All employees of the Company shall observe legal requirements and information security policies. The managerial officers shall supervise the implementation of the information security compliance system and enhance the awareness of the information security and legal compliance among the employees.
- E. Establish an information assets inventory and check it on a regular basis, conduct risk management based on the information security risk assessment, and implement control measures properly.
- F. Suitable backup or monitoring mechanisms shall be set up for important information systems or facilities. Exercises shall be conducted regularly to maintain the availability of these mechanisms.
- G. All employees of the Company must install antivirus software on their computers and update of virus patterns regularly. They are not allowed to install unauthorized software.

- H. All employees of the Company are prohibited from bringing personal computers for use in the Company's internal network to prevent improper influence of the Company caused by private activity.
 - I. The hardware replacement and software installation of all employees' computer assets shall be handled by MIS division to avoid to avoid cyber security concerns.
- (4) Investments in Resources for Cyber Security Management
- A. The Company has established an external and internal firewall, and introduced the SOC (Security Operations Center) that cooperates with outsourced vendors. The Company monitors network traffic and anti-virus records every day in a real-time manner. Abnormalities, if any, will be reported and addressed immediately.
 - B. All of the Company's core servers have been equipped MDR (Managed Detection and Response) services, which mainly targets illegal attacks that are disguised as legitimate during a long incubation period and conducts real-time detection, response and reporting. Furthermore, the security systems will proactively hunt suspicious threats. All traces and suspicious activities are investigated and analyzed by a third-party company, they will be dealt with directly and propose suggestions on countermeasures.
 - C. The Company's e-mail filter has been introduced the BEC function. The sender field and display name in the mail header will be analyzed and processed. If any problems are found, they will be automatically recorded and blocked to prevent harmful emails from entering the Company.
 - D. The Company's e-mail filter has been introduced the ATP function. The attachments in the email and the hyperlinks in the text will be analyzed and processed. If any problems are found, they will be automatically recorded and blocked to prevent harmful emails from entering the Company.
 - E. The Company has established a quarterly fixed vulnerability assessment mechanism and regularly patches high-risk vulnerabilities.
 - F. The Company conducts email social engineering drills half-yearly.
 - G. The Company disseminates cyber security on a quarterly basis.
 - H. Considering the risk and uncertainty of cyber security, the Company has obtained ISO27001 (Information Security Management Systems) on August 2, 2023.
- (5) Quantification Data of Resource for cyber security management in 2024
- A. Vulnerability assessment: 4 times.
 - B. Email social engineering drill: 2 times.
 - C. Propaganda of cyber security concepts: 4 times.
 - D. Cyber security management personnel education and training courses: 2 times.
 - E. Online employee training courses of the Company: 2 times.
 - F. Cyber security management meetings: 12 times.
 - G. Review meeting of the mechanism for SOC: 4 times.

4.6.2. List Any Losses Suffered By the Company in the Most Recent Year and Up to the Date of Publication Due to Significant Cyber Security Incidents, the Possible Impacts Therefrom, and Measures Being or to Be Taken. If a Reasonable Estimate Can't be Made, an Explanation of the Facts of Why it Cannot be Made Shall be Provided.

In the recent year and up to the date of publication, the Company had no major cyber security incident.

4.7. Important Contracts

Significant contingent liabilities and unrecognized contractual commitments have been disclosed in the consolidated financial statements of 2024.

Contract Type	Counterparty	Contract Beginning and Ending Date	Chief Contents	Restricted Clause
Sales Contract	Company A	The Contract was effective for the Company as of Jun. 1, 2009. If one party fails to notify the other party to terminate the Contract in writing within 90 days prior to the proposed date, the Contract shall be renewed automatically.	The requirements and details about procurement of the Company's products were provided in the Contract per se and attachments thereto.	Contract content kept confidential according to contract
Sales Contract	Company B	The Contract was effective for the Company as of Apr. 1, 2008.	The requirements and details about procurement of the Company's products were provided in the Contract per se and attachments thereto.	Contract content kept confidential according to contract
Construction Contract	China State Construction Engineering (Thailand) Co., Ltd.	Feb. 11, 2022 Upon termination of the warranty liability	The Company contracted the "New Factory Premises Construction Project in Bang Pakong District, Chachoengsao Province, Thailand" to China State Construction Engineering (Thailand) Co., Ltd., and signed the Contract governing the right and obligation related to the Project.	-

5. Review and Analysis of Financial Status and Financial Performance and Risk Matters

5.1. Financial Status

5.1.1. Analysis of change in the Company's assets, liabilities, and equity during the most recent two fiscal years

Explain the main reasons for any material change in the Company's assets, liabilities, and equity during the most recent two fiscal years (variations exceeded 20% between these two periods and for amount more than NT\$10 million). Where the effect is of material significance, describe the measures to be taken in response:

Unit: NT\$1,000, %

Item	Year	2024	2023	Difference	
				Amount	%
Current Assets		25,716,839	22,162,282	3,554,557	16.04
Long-term Investment		665,616	750,944	(85,328)	(11.36)
Property, Plant, and Equipment		6,668,366	5,920,487	747,879	12.63
Intangible Assets		163,990	104,847	59,143	56.41
Other Non-current Assets		1,037,653	1,050,912	(13,259)	(1.26)
Total Assets		34,252,464	29,989,472	4,262,992	14.21
Current Liabilities		18,258,351	16,005,988	2,252,363	14.07
Non-current Liabilities		468,051	178,389	289,662	162.38
Total Liabilities		18,726,402	16,184,377	2,542,025	15.71
Capital Stock		4,007,691	3,990,401	17,290	0.43
Capital Reserve		3,236,424	2,965,835	270,589	9.12
Retained Earnings		8,892,490	7,950,115	942,375	11.85
Other Equity		(610,543)	(1,101,256)	490,713	(44.56)
Total Equity		15,526,062	13,805,095	1,720,967	12.47

Explanation of changes of significant items (variations exceeded 20% between these two periods and for amount more than NT\$10 million):

(1) The increase of Intangible Assets:

Mainly due to the purchase of computer software in 2024.

(2) The increase of Non-current Liabilities:

Mainly due to the borrowing of long-term loans in 2024.

(3) The increase of Other Equity :

Mainly due to the impact of exchange rates, the recognition of foreign exchange gains on translation of financial statements increased.

The above variances are from Company's overall revenue growth or changes due to regular business activities. There is no significant effect on the financial condition of the Company.

5.2. Financial Performance

5.2.1. Analysis of Financial Performance

The material change in sales revenues, operating income, and income before tax during the most recent two fiscal years, provide a sales volume forecast and the basis therefore, and describe the effect upon the Company's financial operations as well as measures to be taken in response:

(1) Analysis of the Result of Operation for the Most Recent Two Fiscal Years

Unit: NT\$1,000, %

Item \ Year	2024	2023	Increase (Decrease) in Amount	Change in Percentage (%)
Net Sales Revenue	37,176,448	36,310,819	865,629	2.38
Costs of Goods Sold	(29,684,689)	(28,610,901)	(1,073,788)	3.75
Gross Profit	7,491,759	7,699,918	(208,159)	(2.70)
Operating Expenses	(3,696,816)	(3,738,747)	41,931	(1.12)
Operating Income (Loss)	3,794,943	3,961,171	(166,228)	(4.20)
Non-operating Income and Expenses	353,542	206,805	146,737	70.95
Income Before Tax	4,148,485	4,167,976	(19,491)	(0.47)
Income Tax Expense	(807,436)	(873,299)	65,863	(7.54)
Net Income	3,341,049	3,294,677	46,372	1.41
Explanation of changes of significant items (variations exceeded 20% between these two periods and for amount more than NT\$10 million):				
(1) The increase of Non-operating Income and Expenses: Mainly due to the increase in dividend income and other income in 2024.				

(2) Sales Volume Forecast and the Basis Therefore, and the Effect upon the Company's Financial Operations as well as Measures to be Taken In Response

A. Sales volume forecast of next year and the basis

Except for referencing the market analysis of main research institutions, when setting up annual sales volume the Company also used demand forecast from customers, its own capacity planning and the past financial performance as basis for the estimate.

B. The effect upon the Company's financial operations as well as measures to be taken in response: None.

5.3. Cash Flow

5.3.1. Analysis of Cash Flow in the Previous Two Years

Unit: NT\$1,000

Item \ Year	2024	2023	Increase (Decrease) in Amount	Change in Percentage (%)
Cash Flow from Operating Activities	2,335,282	6,962,947	(4,627,665)	(66.46)
Cash Flow from Investment Activities	(1,799,297)	(1,646,976)	(152,321)	9.25
Cash Flow from Financing Activities	(814,716)	(2,301,721)	1,487,005	(64.60)
Main reason for change of cash flow in the most recent year:				
(1) The decrease of cash flow from operating activities: Mainly due to the decrease in net cash inflow from contract assets and accounts receivable in 2024.				
(2) The decrease of net cash outflow from financing activities: Mainly due to the increase in short-term bank loans in 2024.				

5.3.2. Improvement plan for lack of liquidity: N/A.

5.3.3. Analysis of liquidity in the Following year (2025)

Unit: NT\$1,000

Cash Balance, Beginning of Year (1)	Net Cash Flow from Operating Activities for the Year (2)	Net Cash Flow from Investing Activities for the Year (3)	Net Cash Flow from Financing Activities for the Year (4)	Remaining (Insufficient) Cash Balance	Cash Overage or Shortage and Countermeasures	
				(1)+(2)+(3)+(4)	Investment plans	Financing Plans
4,011,462	3,000,000	(1,100,000)	(2,200,000)	3,711,462	-	-
Analysis of cash flow in the coming year: 1. Analysis of cash flow in the recent years: (1) Operating Activities: Mainly from the increase of operating income in the current period accompanied with the growth of operating revenues. (2) Investing Activities: Mainly from the increase of capital expenditures, and investment in the current period. (3) Financing activities: Mainly from the decrease of bank loans and the payment of cash dividends in the current period. 2. Remedial measures if cash is estimated to be insufficient and the liquidity analysis: Not applicable as there is no such estimate of insufficient cash.						

5.4. The Effect upon Financial Operations of Any Major Capital Expenditures During the Most Recent Year: None.

5.5. The Investment Policy in the Most Recent Year, Main Reasons for Profits or Losses, Improvement Plans and Investment Plans for the Following Year

5.5.1. Investment Policy

The Company designates certain division to carry out investment activities, assess the invested companies' past and future prospects, market condition and quality of management team in compliance with the "investment cycle" of internal control system and the "procedures of acquiring or disposing assets", as a basis for decision makers to derive conclusion from such investments.

5.5.2. Main reason for profit or loss from investment in the most recent year; the improvement plan and the investment plan for following year: None.

5.6. Analysis and Assessment of Risk Matters for the Most Recent Fiscal Year and Up to the Publication Date of the Annual Report

5.6.1. Impact of Interest and Exchange Rate Changes and Inflation on Company's, Profits (Losses) and the Countermeasures:

(1) Changes of Interest Rate

The net of interest income/expenses of the Company and its subsidiaries for 2024 is NT\$6,017 thousand, accounting for 0.15% of profit before tax. With the bank borrowing balance NT\$2,605,960 thousand of the Company as of Dec. 31, 2024, if the interest rate increases or decreases for 0.25%, the impact to the annual interest expenses and profit before tax of the Company would be NT\$6,515 thousand, merely 0.16% to the profit before tax for 2024. Therefore the change of interest rate has limited impact on the Company's profit or loss.

The Company will keep abreast of market interest rate trends and strive for preferential rates of the bank deposit and borrowing to reduce the interest expenditure. The Company also observes the fluctuation of interest rate in the financial market and its impact on the fund source of the Company, in order to take flexible measures. Therefore, the fluctuation of interest rate should not have significant impact on the Company's profit or loss.

(2) Changes in the exchange rate

The Company has foreign currency positions due to purchases and sales, which are mainly USD/NTD, USD/RMB and USD/THB positions. Sales of the Company and its subsidiaries are quoted in US Dollars. Payments of major raw materials are also made by US Dollars. Therefore, the fluctuation of exchange rate has little impact on the gross margin. Also to reduce the impact the fluctuation of exchange rate on profit (loss) the Company manages the net US Dollar asset or liability position, derived from offsetting US Dollar denominated Accounts Receivable and Payable from purchase and sales with US Dollar loans, by undertaking foreign exchange hedging. The fluctuation and hedging of the foreign exchange rate and foreign exchange gain for the 2024 is NT\$130,822 thousand.

The Company's future sales and major raw material procurement will still mainly be conducted in US Dollars. Considering the fluctuation of the exchange rate in recent years is volatile and to reduce impact of the exchange rate movements on profit or loss, the Company will continue to observe overall economic situation for the exchange rate and undertake forward foreign exchange hedging for its US Dollars net asset or liability position and potential cash flow.

(3) Inflation

Most products of the Company and subsidiaries are for export; therefore, the domestic inflation should not have significant impact on the Company's profit or loss. However, if inflation takes place in the global market, it will affect the consumer purchasing power and willingness, reduce demand for the products, and have negative impact on the Company's overall revenue and profit and loss. The influence of global inflation is comprehensive and does not impact only on individual company; however, governments of each country should be able to cope with it. The Company is constantly on the alert and monitors the changes of global political and economic situation and the fluctuation of market price, keep good relationship with suppliers and customers, and adjust procurement and sales strategies as needed. Therefore up to the date of publication, the Company is not impacted by any immediate risk resulted from the above stated inflation or deflation.

The Company constantly monitors the changes of the upstream raw material prices and keeps good relationship with suppliers and customers to reduce the impact the changes of raw material prices may have on the Company's profit or loss. At the same time, the Company also references to reports and relevant economic data of major domestic and international economic research institutions and professional investment institutions and makes appropriate policy adjustment as need to cope with future inflation, in order to prevent the significant impact the inflation may have on the Company's profit or loss.

5.6.2. Policy on High-risk, High-leverage Investments, Lending Funds, Endorsements and Guarantees for Other Parties, and Derivatives Transactions, the Main Reasons for the Profits or Losses Generated thereby and Future Countermeasures

- (1) The Company and its subsidiaries make investments and conduct derivatives transactions with careful assessment and per prescription of the "Regulations Governing the Acquisition and Disposal of Assets", "Procedures for Engaging in Derivatives Transactions" and with due delegation of authority. Up to the date of publication, except for conducting derivative products transactions to avoid risk resulting from fluctuation of exchange rate, and the investment of financial assets (partly), the Company does not engage in any high risk, high leveraged investment with respect to derivatives products transactions.
- (2) For the Company and its subsidiaries to lend fund to others, or endorse or make financial guarantee for others, they all have "Procedures for Lending Funds" and "Rules Governing Endorsement and Guarantee" in place. In the most recent fiscal year, for the fund lent by the Company to its subsidiaries for short-term financing needs and the lending and borrowing

activities between subsidiaries, are all conducted in pursuance of “Procedures for Lending Funds” of the Company or its subsidiaries. Up to the date of Publication, neither the Company nor its subsidiaries incurred any loss from engaging in the endorsement/guarantee or fund lending activities.

5.6.3. Future Research and Development Projects, and Corresponding Budget

(1) Future Research and Development Plans

Research and Development Items	Major Function/Specification
The cloud server power supply	Fully digital-controlled high power/high-efficiency resonate full-bridge & half-bridge 500W~4400W
Miniaturization digital control NB power supply	μP Base’s energy saving control 45W~200W
Multi router power supply	LLC Multiple power control system
Intelligent Building System	Control intelligent buildings using network technology
New LED light source technology	After AC input rectification, the control circuit directly drives LEDs with different voltages
Various charging devices	The power ranges from 60W~120W, and is scalable up to 200W with the modular design. It complies with JEITA standards
Charging devices for electrical equipment (including drone applications)	Up to 30000W charging stations and chargers for electric cars and motorcycles
IoT PSU	PSU, ranging from 7.5W~100W, for the IoT-related devices, such as warning sensors, CCTV, and smart speakers, etc.
PSU for set-top-box	Improvement for the miniaturization and assembly capability, 12W~50W
USB Type C power adapter with a variable output	The output may be adjusted depending on the notebook brand. 18W~240W of power is output using single USB Type C connector and may be used for smart-phones
Notebook and gaming PSU	The size is reduced by 30%; the complete series range from 65W~300W, introduce the third generation semiconductor to the product
To development green products, energy conservation and carbon reduction	The AHB/ACF architecture improves product efficiency, and adopts recycled mechanical components
Power supply for notebook docking station	In response to the popularization of Type C and the thinning of NB, use the docking station to achieve the effect of multiplex output
Desktop gaming PSU	Reduced size of the titanium multiple sets, output 1000W~1600W full series
Power supply for high-end image display	Serial product for thin OLED application, 350W-800W
<ul style="list-style-type: none"> • LED adaptive headlamp module • Laser high beam module • Automotive Short-Throw Projection Module 	<ul style="list-style-type: none"> • Design the adaptive front lighting system with about 100 pixels • Development of power modules and control modules with domestically produced ICs. • Design a high beam module using the laser light source to achieve 3 Lux illumination within a distance of 400~600 m • Utilizing MLA to achieve short throw projection in a confined space, creating a high-quality projected image
Multi-layer touch backlight module	A two-layer/three-layer light guide plate structure is designed to ensure different mode switching operations. There is no afterimage when different displays are switched
Power supply for low earth orbit satellite	High efficiency and low EMI power supply 60W~440W

(2) Budget for the Research and Development Plans

The amount the Company expects to incur for R&D activities is budgeted in accordance with the development of new products and technologies, and will be increased gradually through the years along with the revenue growth. In 2025, the Company will budget 5%~6% of the estimated net operating revenue as R&D expenditures in order to support the future R&D plans and enhance the Company's market competitiveness.

5.6.4. Effect on the Company's Financial Operations of Important Policies Adopted and Change in the Legal Environment at Home or Broad and Countermeasures

The Company's daily operations are performed in accordance with the relevant regulation at home and abroad. The Company also pays attention to the policy development trend and changes in regulations at home and abroad, collects relevant information for the reference of management to make decision and adopt appropriate strategies. For the most recent year and up to the publication date of the annual report, the important policy at home and abroad as well as changes to law and regulations have no significant impact on the Company's financial operation.

5.6.5. Effect on the Company's Financial Operations of Developments in Science and Technology (Including Cyber Security Risks) as well as Industry Change, and Countermeasures

In the current era of the Internet, illegal on-line attacks are on the rise so that it is harder and harder to provide security protection. Therefore, in addition to creation of a comprehensive network and PC security protection system, such as the firewall, SOC, MDR, e-mail BEC and ATP protection, AV software, as well as vulnerability assessment, etc., the Company periodic updates maintenance. The MIS Division of the Company regularly provides information security training and dissemination. If it is necessary to outsource our information business, we will research and propose the information security in advance, and ask our vendors to comply with the requirements of the information security responsibilities and confidentiality. In order to enhance the Company's cyber security management and control capabilities, it has obtained ISO27001 (Information Security Management Systems) on Aug. 2, 2023.

For other information, such as information cyber security risk management framework, cyber security policies and concrete management programs, please refer to the Company's website.

The Company monitors the market changes and the development trend of related technology from time to time. The Company also cultivates deep relationship with its customers to understand the development of technology in the industry that will have significant impact on its future development and financial operation so it may instruct its R&D personnel to develop products meeting the market demand. For the most recent year and up to the publication date of the annual report, the developments in science and technology (Including Cyber Security Risks) as well as industrial change have no significant impact on the Company's financial operation.

5.6.6. Effect on the Company's Crisis Management of Changes in the Company's Corporate Image, and Countermeasures

Since the establishment, the Company has focused on its own businesses and complied with the laws and regulations. For the most recent year and up to the publication date of the annual report, there is no change in the Company's corporate image that would cause any crisis.

5.6.7. Expected Benefits and Possible Risks Associated with Any Merger or Acquisitions, and Countermeasures

As for the most recent year and up to the publication date of the annual report, the Company has no merger and acquisitions plan, so there is no other related potential risks.

5.6.8. Expected Benefits and Possible Risks with Any Plant Expansion, and Countermeasures

The Company has invested in building a factory in Thailand to expand production capacity in response to market growth and to diversify operational risks. The Company grasps the market share and customer orders to respond to potential risks.

5.6.9. Risks Associated with Any Consolidation of Sales or Purchasing Operations, and Countermeasures

(1) Purchase

The company's main suppliers in the last two years have not reached more than 10% of the net purchase value. In addition, the investee companies in China and Thailand maintained two or more suppliers for the procurement of most of the raw materials, and there are one-month inventories for all of the important materials. The estimated purchase amount for the next three months is provided to the supplier and we also requested the suppliers to have two or more production bases for risk diversification. The Company has great long-term exchange and interactions with our suppliers and there are no worries for unstable sources of supply.

(2) Sales

Except for the top two sales customers of the Company in 2024, which accounted for 14% and 12% of the Company's total net sales, each of all other customers accounted for less than 10% of total net sales. Overall, the Company's sales customers are scattered, and there is no sales concentration risk. The Company will continue to develop new products, expand new market, and explore new customers to disperse risks of operation and sales concentration.

5.6.10. Effect upon and Risk to the Company in the Event a Major Quantity of Shares Belonging to Directors, or Shareholders Holding Greater than 10% Stake in the Company has been Transferred or has Otherwise Changed Hands, and Countermeasures

For the most recent year and up to the publication date of the annual report, there is no major transfer of shareholding by directors, or shareholders with more than 10% ownership interest.

5.6.11. Effect upon and Risk to the Company Associated with any Change in Governance Personnel or Top Management, and Countermeasures

Not applicable, as for the most recent year and up to the publication date of the annual report, the Company has no change in governance personnel or top management.

5.6.12. Litigations or Non-litigious Matters

- (1) For the most recent year and up to the publication date of the annual report, if there has been any substantial impact upon shareholders' equity or prices for the Company's securities as a result of any litigation, non-litigious proceeding, or administrative dispute involving the Company that was finalized or remained pending: None.
- (2) For the Company's director, supervisor, general manager, de facto responsible person, or major shareholder with a stake of more than 10 percent, are they involved with any litigation, non-litigious proceeding, or administrative dispute involving matter that was finalized or remained pending during the most recent two fiscal years and up to the publication date of the annual report that may have substantial impact upon shareholders' equity or prices for the Company's securities: None.

5.6.13. Other Important Risks and Countermeasures: None.

5.7. Other Important Events: None.

6. Special Items

6.1. Consolidated Business Reports of Affiliated Enterprises, Consolidated Financial Statements of Affiliates and Affiliation Report

Please refer to the MOPS > Single company > Electronic file download > The three reporting forms for affiliated enterprises.

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

6.2. Private Placement of Securities in the Most Recent Year up to the Publication of this Annual Report: None.

6.3. Other Necessary Supplementary: None.

6.4. Event Occurred in the Most Recent Year up to the Publication of this Annual Report, which Significantly Affect Shareholders' Equity or Price of Shares Pursuant to Article 36 Paragraph 3, Subparagraph 2 of the Securities and Exchange Act: None.

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