



Stock Code: 4942

Chia Chang Co., Ltd.

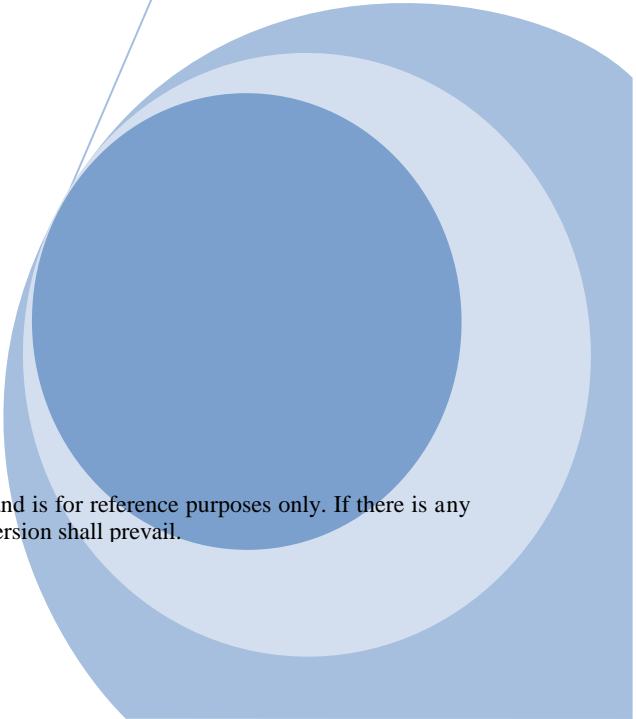
2024 Annual Report



The Annual Report is Available on
MOPS: <http://mops.twse.com.tw>
Corporate Website: <http://www.chiachang.com>
Printed on: March 31, 2025

Notice to Reader:

This English translation is prepared in accordance with the Chinese version and is for reference purposes only. If there is any inconsistency between the Chinese version and this translation, the Chinese version shall prevail.



I. Contact Information of Spokesperson and Deputy Spokesperson:

Spokesperson

Name: Li-Chuan Cheng

Title: Chief Financial Officer

Tel:(03)322-6968

Email:ir@chiachang.com

Acting Spokesperson

Name: Yung-Ming Sung

Title: Associate Vice President

Tel:(03)322-6968

Email:ir@chiachang.com

II. Contact Information of Headquarters, Branches, and Plants:

Address: No. 45, Ln. 205, Sec. 2, Nanshan Rd., Luzhu Dist., Taoyuan City

Tel:(03)322-8175

III. Contact Information of Stock Transfer Agent:

Company Name: Stock Affairs Department, MEGA Securities Co., Ltd.

Address: 1F., No. 95, Sec. 2, Zhongxiao E. Rd., Zhongzheng Dist., Taipei City

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

Tel:(02)3393-0898

IV. Contact Information of the CPAs for the Most Recent Financial Statements:

CPAs: CPA Chih-Yuan Chen, CPA Shih-Chieh Chou

Accounting Firm: Deloitte & Touche

Address: 20F., No. 100, Songren Rd., Xinyi Dist., Taipei City

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

Tel:(02)2725-9988

V. Overseas Securities Exchange Where Securities are Listed and Method of Inquiry: None.

VI. Corporate Website: <http://www.chiachang.com>

Chia Chang Co., Ltd.

2024 Annual Report Table of Contents

	<u>Page</u>
Chapter I. Letter to Shareholders.....	1
Chapter II. Corporate Governance Report	3
I. Information on the Company's Directors, President, Vice President, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units ..	3
II. Remuneration Paid During the Most Recent Fiscal Year to Directors, President, and Vice President	14
III. Implementation of Corporate Governance.....	19
IV. Information on CPA Professional Fees.....	63
V. Information on Replacement of CPAs	64
VI. Company Chairman, President, or Any Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Holding a Position at the Company's CPA Accounting Firm or an Affiliated Enterprise of Such Accounting Firm. Affiliates of the CPA firm are companies or organizations in which the CPA firm's accountant holds more than 50% of the shares or a majority of the directorships, or companies or organizations listed as affiliates in the information published by the CPA firm	64
VII. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report) by a Director, Managerial Officer, or Shareholder with a Stake of More than 10 Percent.....	65
VIII. Relationship among the Company's 10 Largest Shareholders who are Related to, Spouse of, or a Relative Within the Second Degree of Kinship of Another.....	66
IX. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors, Managers, and Any Companies Controlled Either Directly or Indirectly by the Company	68
Chapter III. Capital Overview	69
I. Capital and Shares	69
II. Corporate Bonds.	73
III. Preferred Shares.....	73
IV. Global Depository Shares	73
V. Employee Stock Options	73
VI. New Restricted Employee Shares.....	73
VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies	73
VIII. Implementation status of capital utilization plan	73
Chapter IV. Operational Highlights.....	74
I. Business Activities.....	74
II. Analysis of the Market as well as Production and Marketing Situation	79
Chapter V. Review and Analysis of the Company's Financial Position and Financial Performance, and Listing of Risks	89
I. Financial Position	89

II.	Financial Performance	90
III.	Cash Flow	91
IV.	Effect Upon Financial Operations of Any Major Capital Expenditures During the Most Recent Fiscal Year.....	91
V.	Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for Coming Year	91
VI.	Risk Analysis and Assessment for the Most Recent Fiscal Year and as of the Date of Publication of the Annual Report	92
VII.	Other Important Matters	96
Chapter VI. Special Disclosure.....		97
I.	Information on the Company Affiliates	97
II.	Private Placement of Securities During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report	100
III.	Other Supplementary Information	100
IV.	Situations Listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act Which Might Materially Affect Shareholders' Equity or the Price of the Company's Securities Occurring During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report	100

Chapter I. Letter to Shareholders

Dear Shareholders,

Over the past year, the global economic environment has been filled with opportunities and challenges. The ongoing turmoil in international situations, including the Russo-Ukrainian war, the slowdown in China's economic growth, and geopolitical uncertainties, have all contributed to reduced visibility in end-market demand. These complex factors significantly impact on our operations for 2024. In this constantly changing environment, Chia Chang remained committed to a prudent strategy, focusing on sustainable development.

In 2024, thanks to the collective efforts of our entire team, Chia Chang achieved consolidated revenue of NT\$5.667 billion, representing a 7% decrease compared to NT\$6.074 billion in 2023. In terms of profitability, consolidated net income after tax for 2024 was approximately NT\$592 million, with net income attributable to the parent company's shareholders amounting to NT\$594 million, resulting in a basic earnings per share of NT\$4.17. By contrast, the consolidated net income after tax for 2023 was approximately NT\$613 million, with net income attributable to the parent company's shareholders amounting to NT\$615 million, resulting in a basic earnings per share of NT\$4.32, reflecting a 3% year-over-year decrease.

Looking ahead, the global political and economic landscape remains complex and dynamic. Following the conclusion of the United States presidential election, global tariff policies and the trade environment are marked by significant unpredictability, while geopolitical issues continue to influence the structure of global supply chains. Driven by external environmental factors, the global manufacturing industry is shifting towards regional development and placing greater emphasis on local production, thereby creating more challenges for supply chain configuration. The factory of Chia Chang located in Vietnam is scheduled for completion this year. This development will enhance production flexibility, strengthen global order competitiveness, and improve overall operational layout. Despite the global economic uncertainty and market volatility presenting new challenges, we will continue to expand our efforts in key areas such as display, automotive, and networking & server products. We will continue to invest in R&D innovation, deepen our core technologies, and enhance the competitiveness of our products. Embracing a spirit of adaptability and transformation, we will respond to the rapid changes in the market, enabling Chia Chang to maintain flexibility and resilience in a rapidly changing business environment.

Chia Chang is committed to continuous improvement in corporate governance, social welfare, and environmental sustainability. We have held blood donation events for five consecutive years. Along with the enthusiastic participation of our colleagues, we warmly invite local residents, nearby businesses, and suppliers to join us in this meaningful initiative. Additionally, in 2025, we donated a blood donation vehicle to the Taipei Blood Center, further demonstrating our commitment to social responsibility. In response to global climate change and the international push for net-zero carbon

emissions, the Company not only complies with relevant regulations but also actively promotes energy-saving initiatives, utilizes energy-efficient equipment, and strives to reduce energy consumption. Together, we are committed to global carbon reduction and combating global warming. We create impact through meaningful action and contributions to the economy, society, and environment through tangible actions, while tirelessly working to achieve our vision of sustainable development.

Throughout our journey, despite the challenges posed by the broader environment, we extend our heartfelt thanks to our shareholders, customers, employees, and partners for their continued trust and support. We will continue to pursue a development strategy based on innovation and quality, constantly exploring new market opportunities and steadily moving toward a stronger future.

We wish you good health and all the best!

Chairman: Kuei-Hsiu Sung

President: Tz-Shiuan Chen

Chapter II. Corporate Governance Report

I. Information on the Company's Directors, President, Vice President, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units

(I) Director Information

1. Director Information

March 28, 2025 Unit: Shares; %

Title	Nationality or/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position Concurrently Held at the Company Or Other Companies	Executives, Directors or Supervisors Who are Spouses or Within the Second Degree of Kinship			Note
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	Republic of China	Kuei-Hsiu Sung	Male 61-70	2022.06.29	3	2013.06.14	6,296,338	4.42	6,296,338	4.42	2,052,622	1.44	—	—	EMBA, National Yang Ming Chiao Tung University President, Chia Chang Co., Ltd.	Representative of Institutional Director of Chia Chang Technology (Suzhou) Co., Ltd. Representative of Institutional Director/Chairman of Ningbo Chia Chang Electronics Hardware Co., Ltd. Representative of Institutional Director/Chairman of Chia Development Co., Ltd. Representative of Institutional Director of Nanjing Chia-Chan Precious Electronics Co., Ltd. Representative of Institutional Director/Chairman of Chia Chang Technology (Chong Qing) Co., Ltd. Representative of Institutional Director/Chairman of Chia Chang Technology (Vietnam) Co., Ltd. Representative of Institutional Director/Chairman of CHIA CORPORATION Representative of Institutional Director/Chairman of HUGE LINE INTERNATIONAL LIMITED	Director	Chang-Hai Chen	In-law	
																	Vice President	Li-Chen Huang	In-law	
																	Associate Vice President	Yung-Ming Sung	Father and Son	
Director	Republic of China	Yung Hsiang Investment CO., LTD.	-	2022.06.29	3	2010.06.29	13,438,441	9.43	13,438,441	9.43	—	—	—	—	—	—	—	—	—	
Representative of Director	Republic of China	Chang-Hai Chen	Male 71-80	2022.06.29	3	2010.06.29	2,506,815	1.76	2,716,815	1.90	1,554,686	1.09	—	—	MBA, China University of Technology President/Founder, Chia Chang Co., Ltd.	Representative of Institutional Director/Chairman of Chia Chang Technology (Suzhou) Co., Ltd. Representative of Institutional Director/Chairman of Nanjing Chia-Chan Precious Electronics Co., Ltd. Representative of Institutional Director/Chairman of Energy Magic Co., Ltd. Representative of Institutional Director/Chairman of TARCOOLA TRADING LIMITE Representative of Institutional Director/Chairman of CHIAPEX HOLDING LIMITED Representative of Institutional Director of Top Taiwan IX Venture Capital Co., Ltd. Representative of Institutional Director Sunmax Biotechnology Co., Ltd.	Chairman	Kuei-Hsiu Sung	In-law	
																	Vice President	Li-Chen Huang	Spouse	
																	Vice President	Huoo-Hsin Chen	Brother	
																	Director/ Vice President	Tz-Shiuan Chen	Father and Son	
Director	Republic of China	Tsai-Ho Lu	Male 61-70	2022.06.29	3	2016.06.27	147,850	0.10	147,850	0.10	47,000	0.03	—	—	Mechanical Engineering, Taipei Municipal Daan Vocational High School President, Chia Chang Technology (Suzhou) Co.,	General Consultant of Chia Chang Co., Ltd.	-	-	-	

March 28, 2025

Unit: Shares; %

Title	Nationality or/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position Concurrently Held at the Company Or Other Companies	Executives, Directors or Supervisors Who are Spouses or Within the Second Degree of Kinship			Note
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
														Ltd. President, Guan Yung Enterprise Co., Ltd						
Director	Republic of China	Chyan Yang	Male 71-80	2022.06.29	3	2010.06.29	—	—	—	—	—	—	—	—	Ph.D., Computer Science, University of Washington, USA EMBA Chief Executive Officer, National Yang Ming Chiao Tung University Director, Graduate School of Business Administration, National Yang Ming Chiao Tung University Dean, College of Management, National Yang Ming Chiao Tung University	Independent Director of Associated Industries China, Inc. Independent Director of Mars Semiconductor Corp. Independent Director of Heron Neutron Medical Corp.	-	-	-	
Director	Republic of China	Tz-Shiuan Chen	Male 41-50	2022.06.29	3	2022.06.22	1,757,217	1.23	2,057,217	1.44	492,138	0.34	—	—	Master Degree, Eastern Michigan University, USA Manager/Director/Vice President, Chia Chang Co., Ltd.	President of Chia Chang Co., Ltd. Representative of Institutional Director/Chairman of GOLDSKY ENTERPRISES LIMITED Representative of Institutional Director of Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd. Representative of Institutional Director of Ningbo Chia Chang Electronics Hardware Co., Ltd. Representative of Institutional Director of Nanjing Chia-Chan Precious Electronics Co., Ltd. Representative of Institutional Supervisor of Chia Chang Technology (Chong Qing) Co., Ltd. President of Chia Development Co., Ltd. Representative of Institutional Director of Top Taiwan XIII Venture Capital Co., Ltd. Representative of Institutional Director/Chairman of EIDEAL Company Limited	Director	Chang-Hai Chen	Father and Son	
																Vice President	Li-Chen Huang	Mother and Son		
Independent Director	Republic of China	Teh-Jung Kao	Male 71-80	2022.06.29	3	2010.06.29	—	—	—	—	—	—	—	—	Department of Accounting, National Cheng Kung University Manager, Finance and Accounting Department, PHILIPS Taiwan Limited Senior Vice President/Chief Financial Officer, Primax Electronics Ltd. Chairman, PreVision Technology Ltd. Senior Vice President/Group Chief Financial Officer, Taiwan Cement Corp. Independent Director, CoAdna Holdings, Inc. Member of Remuneration Committee, Microlife	Consultant of Aquesen Technology Co., Ltd.	-	-	-	

March 28, 2025

Unit: Shares; %

Title	Nationality or/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position Concurrently Held at the Company Or Other Companies	Executives, Directors or Supervisors Who are Spouses or Within the Second Degree of Kinship			Note
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
														Corp. Independent Director, LuxNet Corp. Independent Director, Continental Holdings Corp.						
Independent Director	Republic of China	Ping-Kuen Chen	Male 61-70	2022.06.29	3	2016.06.27	—	—	—	—	2,000	—	—	Department of Mechanical Engineering, Tamkang University Chairman, Huan Hower Enterprise Co., Ltd.	Chairman of Huan Hower Enterprise Co., Ltd. Director of Tien Liang Biotech Co., Ltd.	-	-	-		
Independent Director	Republic of China	Jui-Hsin Lin	Male 61-70	2022.06.29	3	2011.06.28	—	—	—	—	—	—	—	Department of Accounting, Tung Hai University Vice President, Softstar Entertainment Inc. Chief Financial Officer, G.M.I. Technology Inc. Independent Director, HCJ Technology Co., Ltd. Independent Director, Tekcore Co., Ltd.	Partner CPA of Cheng Yang Certified Public Accountants Person in Charge of Cheng Yang Management Company Limited Independent Director of ETREND Hightech Corp.	-	-	-		
Independent Director	Republic of China	Chia-Hsiang Chu	Male 51-60	2022.06.29	3	2019.06.05	—	—	—	—	—	—	—	MBA, Cheng Kung University Manager, Associate Vice President, Vice President, President, WK Technology Fund IX Ltd. Manager, Investment Department of Development Technology Consulting Co., Ltd. Manager, Corporate Group Business of HP Inc.	Chairman of WK Innovation Ltd. Chairman of WK Technology Fund IX Ltd. Director of Foxfortune Technology Ventures Limited Independent Director of Chicony Electronics Co., Ltd. Independent Director of Cincon Electronics Co., Ltd. Supervisor of Googol Technology (TWN) Limited Supervisor of eTouch Medical Inc. Chairman of MinYun Investment Co., Ltd. Chairman of Sunny Ventures Limited Independent Non-executive Director of Q Technology (Group) Company Limited Director of Beken Corporation Supervisor of Googol Technology (TWN) Limited Director of SmartSens Technology Director of SPINTROL Company Ltd. Executive Director and President of Shanghai Hongyi Enterprise Management Consulting Co., Ltd. Director of ESSENTIAL INVESTMENTS LIMITED Chairman and President of Guangxi Hongzhiyi Investment Co., Ltd. Director of Wealth Guard Ventures Limited Director of Excellence Wealthy Limited Director of North Star Ventures Limited Director of Guangdong ePropulsion Technology Ltd.	—	—	—		

2. Major Shareholders

December 31, 2024

Corporate Institutional Shareholders	Major Shareholders	
Yung Hsiang Investment CO., LTD.	Li-Chen Huang	28.50%
	Tz-Shiuan Chen	26.95%
	Szu-Chia Chen	21.35%
	Li-Li Chen Huang	9.95%
	Wei-Leng Chen	4.40%
	Wei-Chen Chen	3.85%
	Chang-Hai Chen	2.50%
	Mei-Li Chen	2.50%

3. Major Shareholders of Institutional Shareholders: None.

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

Criteria Name	Professional Qualifications and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Director: Kuei-Hsiu Sung	EMBA, National Yang Ming Chiao Tung University. Currently the Chairman of Chia Chang Co., Ltd. Possess operation and management/ leadership and decision-making/industry knowledge capabilities.	N/A	0
Director: Representative of Yung Hsiang Investment CO., LTD.: Chang-Hai Chen	MBA, China University of Technology. The founder of Chia Chang Co., Ltd. Possess operation and management/leadership and decision-making/industry knowledge capabilities.	N/A	0
Director: Tsai-Ho Lu	Mechanical Engineering, Taipei Municipal Daan Vocational High School. Currently the Director of Chia Chang Co., Ltd. Possess operation and management/ industry knowledge/technical research experiences.	N/A	0
Director: Chyan Yang	Ph.D. in Computer Science, University of Washington, USA. Currently the Director of Chia Chang Co., Ltd., EMBA Chief Executive Officer, National Yang Ming Chiao Tung University.	N/A	3

Criteria Name	Professional Qualifications and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
	Possess technology industry knowledge and experiences.		
Director: Tz-Shiuan Chen	Master's Degree, Eastern Michigan University, USA. Currently the Vice President of Chia Chang Co., Ltd. Possess operation and management/ leadership and decision making/industry knowledge capabilities.	N/A	0
Independent Director: Teh-Jung Kao	Department of Accounting, National Cheng Kung University. Served as the manager of Finance and Accounting Department of PHILIPS Taiwan Limited, Senior Vice President/Group Chief Financial Officer of Taiwan Cement Corp. Possess professional knowledge in business management/ finance and accounting/ experiences in the technology industry.	All independent directors are qualified as follows: I, my spouse, my relatives within the second degree of kinship, etc., are not directors, supervisors or employees of the Company or its affiliates. Except for 2,000 ordinary shares	0
Independent Director: Ping Kuen-Chen	Department of Mechanical Engineering, Tamkang University. Currently the Chairman of Huan Hower Enterprise Co., Ltd. Possess operation and management/leadership and decision making capabilities.	(0%) held by the spouse of Independent Director Ping-Kuen Chen, no shares of the Company are held by the other	0
Independent Director: Jui-Hsin Lin	Department of Accounting, Tung Hai University. Currently the partner CPA of Cheng Yang Certified Public Accountants. Possess professional knowledge and expertise in finance and accounting.	independent directors themselves, their spouses and relatives within the second degree of kinship (or in the names of	1
Independent Director: Chia-Hsiang Chu	MBA, Cheng Kung University. Currently the Chairman of WK Innovation Ltd. Possess experiences in technology industry/business management/finance and investment.	others); or not being a director, supervisor or employee of a company with which the Company has a specific	2

Criteria Name	Professional Qualifications and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
		relationship. There is no compensation for business, legal, financial or accounting services provided by the Company or its affiliates in the last two years.	

Note 1: None of the circumstances regarding the directors of the Company in the subparagraphs of Article 30 of the Company Act apply.

Note 2: Please refer to the Table of Director Information for complete experiences and current positions.

5. Diversity and Independence of the Board

(1) Diversity of the Board

In accordance with the Company's "Corporate Governance Best Practice Principles", the composition of the Board of Directors should consider diversity. In addition to the fact that the number of directors who are also managerial officers of the Company should not exceed one third of the total number of directors, appropriate diversity guidelines should be formulated with respect to the Company's operations, operating models and development needs, including but not limited to the following two major criteria:

- A. Basic qualifications and values: gender, age, nationality and culture, etc.
- B. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.

The specific management objectives of the Board's diversity policy and the achievements are as follows:

Management Objectives	Achievements
Experience in different industries	Achieved
The number of directors who are also managerial officers of the Company should not exceed one third of the total number of directors.	Achieved
Independent directors concurrently serving as independent directors in other publicly traded companies shall not exceed three.	Achieved
At least two directors with professional expertise in financial accounting	Achieved

Implementation of Board diversity

Title	Name	Nationality	Gender	Age	Current positions in the Company	Length of service of independent directors			Professional knowledge and skills				
						Less than three years	6 - 9 years	More than 9 years	Technology Industry	Business management	Finance and accounting	Financial Investment	Technical research
Director	Kuei-Hsiu Sung	Republic of China	Male	61~70	V				V	V			
Director	Chang-Hai Chen	Republic of China	Male	71~80	V				V	V			
Director	Tsai-Ho Lu	Republic of China	Male	61~70	V				V	V			V
Director	Chyan Yang	Republic of China	Male	71~80					V				
Director	Tz-Shiuan Chen	Republic of China	Male	41~50	V				V	V			
Independent Director	Teh-Jung Kao	Republic of China	Male	71~80				V	V	V	V		
Independent Director	Ping-Kuen Chen	Republic of China	Male	61~70			V		V				V
Independent Director	Jui-Hsin Lin	Republic of China	Male	61~70				V			V		
Independent Director	Chia-Hsiang Chu	Republic of China	Male	51~60		V			V	V		V	

If the Board of Directors of a listed or OTC-listed company has less than one-third of its seats occupied by directors of any gender, the Company shall explain the reasons and outline measures to enhance gender diversity on the board.

As of the publication date of this Annual Report, the current term of the Company's Board of Directors has not yet expired; therefore, there are currently no female directors. The Company plans to appoint a female director during the re-election of directors at the 2025 Annual General Meeting. In the future, the Company will align board elections with its operational strategies and consider factors such as directors' professional backgrounds, expertise, and industry experience to appropriately increase the number of female directors.

(2) Independence of the Board

The Company has 9 directors, 4 of whom are independent directors, accounting for 44% of all directors.

Except for Director Kuei-Hsiu Sung, Director Chang-Hai Chen and Director Tz-Shiuan Chen, who are related to each other within the second degree of kinship, the other Directors are not spouses and not related to each other within the second degree of kinship.

The Board of Directors instructs the Company's operating strategies, monitors and evaluates the performance of the management team, and is accountable to the Company and its shareholders. The Board of Directors exercises its authority in accordance with laws, company bylaws, and shareholder resolutions. The Board of Directors of the Company emphasizes the function of independent operation and transparency, and the directors and independent directors are independent individuals who exercise their duties and responsibilities independently, thus the Board of Directors of the Company is independent.

(II) Information on the Company's President, Vice President, Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units

March 28, 2025 Unit: Shares; %

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Positions	Managers Who are Spouses or Within the Second Degree of Kinship			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chief Executive Officer and President of the First Business Group	Republic of China	Tz-Shiuan Chen	Male	2012.01.01	2,057,217	1.44	492,138	0.34	—	—	Master's Degree, Eastern Michigan University, USA Manager/Associate Vice President/Vice President, Chia Chang Co., Ltd.	Representative of Institutional Director/Chairman of GOLDSKY ENTERPRISES LIMITED Representative of Institutional Director of Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd Representative of Institutional Director of Ningbo Chia Chang Electronics Hardware Co., Ltd. Representative of Institutional Director of Nanjing Chia-Chan Precious Electronics Co., Ltd. Representative of Institutional Supervisor of Chia Chang Technology (Chong Qing) Co., Ltd President of Chia Development Co., Ltd. Representative of Institutional Director of Top Taiwan XIII Venture Capital Co., Ltd. Representative of Institutional Director/Chairman of EIDEAL Company Limited	Vice President	Li-Chen Huang	Mother and Son	Note 2
Vice President and President of the Second Business Group	Republic of China	Huoo-Hsin Chen	Male	2007.06.01	699,323	0.49	—	—	—	—	Department of Engineering Management, Vanung University Person in Charge, Mingxin Electronics Co., Ltd.	Representative of Institutional Director/President of Chia Chang Technology (Suzhou) Co., Ltd. Representative of Institutional Director/President of Chia Chang Technology (Chong Qing) Co., Ltd	Vice President	Li-Chen Huang	In-law	

March 28, 2025

Unit: Shares; %

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Positions	Managers Who are Spouses or Within the Second Degree of Kinship			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chief Financial Officer and President of the Third Business Group	Republic of China	Li-Chuan Cheng	Male	2010.01.01	—	—	461	—	—	—	Department of International Trade, Fu Jen Catholic University CPA of Hungta Accounting Firm	Representative of Institutional Supervisor of Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd. Representative of Institutional Director/President of Ningbo Chia Chang Electronics Hardware Co., Ltd. President of Nanjing Chia-Chan Precious Electronics Co., Ltd. Representative of Institutional Director of Energy Magic Co., Ltd. Representative of Institutional Director of EIDEAL Company Limited	—	—	—	
Vice President	Republic of China	Li-Chen Huang	Female	2008.01.01	1,554,686	1.09	2,716,815	1.90	—	—	Department of Accounting and Statistics, Shixin High School of Commerce and Industry Associate Vice President, Chia Chang Co., Ltd.	President of Chia Chang Technology (Vietnam) Co., Ltd.	President	Tz-Shiuan Chen	Mother and Son	
													Vice President	Huoo-Hsin Chen	In-law	
Vice President	Republic of China	Wen-Kung Lee	Male	2008.01.01	5,266	—	—	—	—	—	Department of Mechanical Engineering, Lunghwa University of Science and Technology Associate Vice President/Manager, Chia Chang Co., Ltd. Vice President of Chia Chang Technology (Suzhou) Co., Ltd. Vice President of Ningbo Chia Chang Electronics Hardware Co., Ltd.	Vice President of Chia Chang Technology (Suzhou) Co., Ltd.	—	—	—	
Vice President	Republic of China	Mo-Hua Su	Male	2007.01.20	31,729	0.02	—	—	—	—	Department of Industrial Engineering, National Taipei Institute of Technology Associate Vice President, San Long Industrial Co., Ltd.	Representative of Institutional Director of Chia Chang Technology (Chong Qing) Co. Ltd. Vice President of Chia Chang Technology (Vietnam) Co., Ltd.	—	—	—	
Vice President	Republic of China	Chia-Hung Kao	Male	2011.01.01	180	—	—	—	—	—	Department of Mechanical Engineering, National Kaohsiung University of Applied Science Associate Vice President /Manager, Chia Chang Co., Ltd.	—	—	—	—	

March 28, 2025

Unit: Shares; %

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Positions	Managers Who are Spouses or Within the Second Degree of Kinship			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Associate Vice President	Republic of China	Yung-Ming Sung	Male	2019.08.06	2,451,411	1.72	131,000	0.09	—	—	University of La Verne, Master of Business Administration Salesperson, Kepro International Co., Ltd. Specialist, the General Administration Office, Chia Chang Co., Ltd. Sales Assistant Manager, Quan Rui (Dong Guan) Industrial Co., Ltd. Sales Assistant Manager, Chia Chang (Foshan) Industrial Co., Ltd Sales Assistant Manager, Chia Chang Technology (Suzhou) Co., Ltd. Sales Manager, the General Administration Office of Chia Chang Co., Ltd.	Representative of Institutional Supervisor of Ningbo Chia Chang Electronics Hardware Co., Ltd. Representative of Institutional Supervisor of Nanjing Chia-Chan Precious Electronics Co., Ltd. Representative of Institutional Supervisor of WK Technology Fund IX Ltd. Representative of Institutional Supervisor of WK Technology Fund IX II Ltd. Supervisor of EIDEAL Company Limited	—	—	—	
Associate Vice President	Republic of China	Shih-Hsiung Lu	Male	2011.08.01	—	—	—	—	—	—	Zhonghe Junior high school Apprenticeship, Hsing Teh Machinery Co., Ltd. Team Leader, Yong Yi Yaochiu Co., Ltd.	—	—	—	—	

Note 1: Refers to those who are still in office up to the date of publication of the Annual Report.

Note 2: Tz-Shiuan Chen was promoted from Vice President to President on February 1, 2024.

II. Remuneration Paid During the Most Recent Fiscal Year to Directors, President, and Vice President

(I) Remuneration for General Directors and Independent Directors

December 31, 2024 Unit: NT\$ thousands; %

Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income		Compensation from Ventures Other Than Subsidiaries or from the Parent Company
		Base Compensation (A)		Severance Pay and Pension (B)		Director Remuneration (C)		Business Execution Expenses (D)				Salary, Bonuses, and Allowances (E)		Severance Pay and Pension (F)		Employee Compensation (G)						
		The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company		Companies in the Consolidated Financial Statements		The Company	Companies in the Consolidated Financial Statements	
																Cash	Stock	Cash	Stock			
Director	Kuei-Hsiu Sung	-	-	-	-	3,500	3,500	35	35	3,535 0.60	3,535 0.60	6,806	6,806	-	-	-	-	-	-	10,341 1.74	10,341 1.74	None
	Yung Hsiang Investment CO., LTD.	-	-	-	-	3,500	3,500	-	-	3,500 0.59	3,500 0.59	-	-	-	-	-	-	-	-	3,500 0.59	3,500 0.59	None
	Representative of Yung Hsiang Investment CO., LTD.: Chang-Hai Chen	-	-	-	-	-	-	35	35	35 0.01	35 0.01	-	-	-	-	-	-	-	-	35 0.01	35 0.01	None
	Tsai-Ho Lu	-	-	-	-	1,000	1,000	35	35	1,035 0.17	1,035 0.17	5,481	5,481	108	108	3,375		3,375	-	9,999 1.68	9,999 1.68	None
	Chyan Yang	240	240	-	-	1,000	1,000	30	30	1,270 0.21	1,270 0.21	-	-	-	-	-	-	-	-	1,270 0.21	1,270 0.21	None
	Tz-Shiuan Chen	-	-	-	-	1,000	1,000	35	35	1,035 0.17	1,035 0.17	3,366	3,366	79	79	1,560		1,560	-	6,040 1.02	6,040 1.02	None
Independent Director	Teh-Jung Kao	240	240	-	-	1,000	1,000	79	79	1,319 0.22	1,319 0.22	-	-	-	-	-	-	-	-	1,319 0.22	1,319 0.22	None
	Ping-Kuen Chen	240	240	-	-	1,000	1,000	79	79	1,319 0.22	1,319 0.22	-	-	-	-	-	-	-	-	1,319 0.22	1,319 0.22	None
	Jui-Hsin Lin	240	240	-	-	1,000	1,000	104	104	1,344 0.23	1,344 0.23	-	-	-	-	-	-	-	-	1,344 0.23	1,344 0.23	None
	Chia-Hsiang Chu	240	240	-	-	1,000	1,000	95	95	1,335 0.23	1,335 0.23	-	-	-	-	-	-	-	-	1,335 0.23	1,335 0.23	None

1. Please specify the independent director remuneration policy, system, standard, and structure, and the connection between the amount of remuneration and the factors, such as their job responsibilities, risks, and time contributed.

In accordance with the Company's Articles of Incorporation regarding the remuneration to independent directors, the Remuneration Committee considers the extent of each director's participation in the Company's operations and the value of his or her contributions, links the reasonable fairness of performance risks to the compensation received, and makes recommendations to the Board of Directors after considering the Company's operating performance and the usual level of compensation in the industry.

2. Other than disclosures in the table above, remuneration paid to directors for providing services (such as consulting services provided to the parent company/all companies in the financial report/reinvestment business as a non employee) in the most recent year: None.

(II) Remuneration of the President and Vice President (aggregated to match the range of disclosure of names)

December 31, 2024 Unit: NT\$ thousands; %

Title	Name	Salary (A)		Severance Pay and Pension (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Compensation from Ventures Other Than Subsidiaries or from the Parent Company
		The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company	Companies in the Consolidated Financial Statements	The Company		Companies in the Consolidated Financial Statements		The Company	Companies in the Consolidated Financial Statements	
								Cash	Stock	Cash	Stock			
President	Kuei-Hsiu Sung (Note)	14,210	16,696	688	688	20,257	27,640	14,819	-	22,201	-	49,974 41%	67,225 11.32%	None
President	Tz-Shiuan Chen (Note)													
Vice President	Li-Chuan Cheng													
Vice President	Huoo-Hsin Chen													
Vice President	Li-Chen Huang													
Vice President	Wen-Kung Lee													
Vice President	Mo-Hua Su													
Vice President	Shang-Hao Cheng													
Vice President	Chia-Hung Kao													

Note: Kuei-Hsiu Sung resigned as President on February 1, 2024, and Tz-Shiuan Chen assumed the position on the same date.

Range of Remuneration Table

Remuneration of the President and Vice President (aggregated to match the range of disclosure of names)	Name	
	The Company	Companies in the Consolidated Financial Statements (E)
Less than NT\$1,000,000	-	-
NT\$1,000,000 ~ NT\$1,999,999	-	-
NT\$2,000,000 ~ NT\$3,499,999	Shang-Hao Cheng	-
NT\$3,500,000 ~ NT\$4,999,999	Huoo-Hsin Chen, Wen-Kung Lee, Mo-Hua Su	-
NT\$5,000,000 ~ NT\$9,999,999	Li-Chen Huang, Tz-Shiuan Chen, Chia-Hung Kao	Shang-Hao Cheng, Huoo-Hsin Chen, Mo-Hua Su, Li-Chen Huang, Tz-Shiuan Chen, Chia-Hung Kao
NT\$10,000,000 ~ NT\$14,999,999	Kuei-Hsiu Sung, Li-Chuan Cheng	Kuei-Hsiu Sung, Li-Chuan Cheng, Wen-Kung Lee
NT\$15,000,000 ~ NT\$29,999,999	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-

Remuneration of the President and Vice President (aggregated to match the range of disclosure of names)	Name	
	The Company	Companies in the Consolidated Financial Statements (E)
Greater Than or Equal to NT\$100,000,000	-	-
Total	9	9

(III) Individual remuneration paid to each of its top five management personnel (disclosure of individual names and remuneration methods)

December 31, 2024 Unit: NTD thousand

Title	Name	Salary (A)		Pension (B)		Bonuses and allowances etc. (C)		Remuneration to employees (D)				The sum of A, B, C and D as a percentage of after-tax profit (%)		Remuneration received from the invested companies other than the subsidiaries and the parent company
		The Company	All companies shown in the financial report	The Company	All companies shown in the financial report	The Company	All companies shown in the financial report	The Company		All companies shown in the financial report		The Company	All companies shown in the financial report	
								Cash amount	Stock amount	Cash amount	Stock amount			
Vice President	Li-Chuan Cheng	1,836	2,364	108	108	5,175	5,175	4,875	-	4,875	-	11,994 2.02	12,522 2.11	None
Vice President	Wen-Kung Lee	1,258	1,786	76	76	1,218	4,280	1,218	-	4,280	-	3,770 0.63	10,422 1.75	None
Chairman	Kuei-Hsiu Sung	2,406	2,406	-	-	4,400	4,400	3,535	-	3,535	-	10,341 1.74	10,341 1.74	None
Vice President	Huoo-Hsin Chen	1,512	2,043	87	87	1,249	3,585	1,249	-	3,585	-	4,097 0.69	9,300 1.57	None
Vice President	Chia-Hung Kao	1,381	1,381	79	79	2,483	2,483	2,284	-	2,284	-	6,227 1.05	6,227 1.05	None

(IV) Remuneration to Managerial Officers and Their Names and Distribution Status

December 31, 2024 Unit: NTD thousand

	Title	Name	Stock	Cash	Total	Ratio of Total Amount to Net Income (%)
Managerial Officer	President	Kuei-Hsiu Sung (Note)	-	18,021	18,021	3.03%
	President	Tz-Shiuan Chen (Note)				
	Vice President	Li-Chuan Cheng				
	Vice President	Huoo-Hsin Chen				
	Vice President	Li-Chen Huang				
	Vice President	Wen-Kung Lee				
	Vice President	Mo-Hua Su				
	Vice President	Shang-Hao Cheng				
	Vice President	Chia-Hung Kao				
	Associate Vice President	Shih-Hsiung Lu				
	Associate Vice President	Yung-Ming Sung				

Note: Kuei-Hsiu Sung resigned as President on February 1, 2024, and Tz-Shiuan Chen assumed the position on the same date.

(V) Separate Comparisons and Descriptions of Total Remuneration, as a Percentage of Net Income, as Paid by the Company and All Other Companies Included in the Consolidated Financial Statements, Both in the Standalone and Consolidated Financial Statements, During the Past Two Fiscal Years to Directors, Supervisors, the President, and Vice President, with Analysis and Description of Remuneration Policies, Standards, and Packages, Procedure for Determining Remuneration, and Linkage Thereof to Operating Performance and Future Risk Exposure:

1. The Total Remuneration Paid During the Most Recent Two Fiscal Years to the Company and Companies in the Consolidated Financial Statements to the Company's Directors, Supervisors, Presidents, and Vice Presidents as a Percentage of Net Profit After Tax in the Standalone or Individual Financial Statements

Unit: NT\$ thousands; %

Title	2023 Ratio of Total Remuneration Paid to Net Income (%)				2024 Ratio of Total Remuneration Paid to Net Income (%)			
	Total	The Company	Total	Companies in the Consolidated Financial Statements	Total	The Company	Total	Companies in the Consolidated Financial Statements
Director	38,000	6.18%	38,000	6.18%	36,502	6.15%	36,502	6.15%
President and Vice President	50,525	8.22%	72,205	11.74%	49,974	8.41%	67,225	11.32%

2. The policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with risks and business performance:

The Company's compensation policy is based on the salary level of the position in the industry, the scope of the position's authority and responsibility within the Company, and the degree of contribution to the Company's operational objectives. The procedures for setting compensation are based on the Company's performance-based compensation implementation guidelines, which provide reasonable compensation regarding the Company's overall operating performance and consideration of future operating risks, as well as the individual's performance achievement rate and contribution to the Company's performance. The year end bonus is based on a fixed percentage of net operating profit, and changes in the percentage must be approved by the Board of Directors.

III. Implementation of Corporate Governance:

(I) Information on the Operations of the Board of Directors:

A total of six (A) meetings of the Board of Directors were held in 2024. The attendance of directors was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Note
Chairman	Kuei-Hsiu Sung	6	-	100%	
Director	Yung Hsiang Investment CO., LTD. Representative: Chang-Hai Chen	6	-	100%	
Director	Tsai-Ho Lu	6	-	100%	
Director	Chyan Yang	6	-	100%	
Director	Tz-Shiuan Chen	6	-	100%	
Independent Director	Teh-Jung Kao	6	-	100%	
Independent Director	Ping-Kuen Chen	6	-	100%	
Independent Director	Jui-Hsin Lin	6	-	100%	
Independent Director	Chia-Hsiang Chu	6	-	100%	

Other matters:

- I. With regard to the operations of the Board of Directors, if any of the following circumstances occur, the dates, terms of the meetings, contents of motions, all independent directors' opinions, and the Company's response shall be specified:
 - (I) Matters referred to in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, and the provisions of Article 14-3 of the Securities and Exchange Act are not applicable.
 - (II) Any recorded or written Board resolutions to which independent directors have dissenting or qualified opinions to be noted in addition to the above: None.
- II. Regarding recusals of directors due to conflicts of interests, the names of the directors, contents of motions, reasons for recusal, and results of voting shall be specified.
 - (I) On January 25, 2024, the Company's Board of Directors approved the year-end bonus proposal for managerial officers for the fiscal year 2023. As this proposal involved the personal interests of Directors Kuei-Hsiu Sung, Chang-Hai Chen, and Tz-Shiuan Chen, they abstained from the discussion and did not participate in the vote. The proposal was approved without objection by the other attending directors.
 - (II) On January 25, 2024, the Company's Board of Directors approved the managerial promotion proposal. As this proposal involved the personal interests of Directors Kuei-Hsiu Sung, Chang-Hai Chen, and Tz-Shiuan Chen, they abstained from the discussion and did not participate in the vote. The proposal was approved without objection by the other attending directors.
 - (III) On February 26, 2024, the Company's Board of Directors approved the distribution of employee and director remuneration, and managerial compensation proposal for the fiscal year 2023. As this proposal involved the personal interests of Directors Kuei-Hsiu Sung, Chang-Hai Chen, and Tz-Shiuan Chen, they abstained from the discussion and did not participate in the vote. The proposal was approved without objection by the other attending directors.
 - (IV) On May 14, 2024, the Company's Board of Directors approved the managerial personnel change

proposal. As this proposal involved the personal interests of Director Chang-Hai Chen, he abstained from the discussion and did not participate in the vote. The proposal was approved without objection by the other attending directors.

- (V) On August 13, 2024, the Company's Board of Directors approved the appointment of directors and supervisors for an invested subsidiary. As this proposal involved the personal interests of Directors Kuei-Hsiu Sung, Chang-Hai Chen, and Tz-Shiuan Chen, they abstained from the discussion and did not participate in the vote. The proposal was approved without objection by the other attending directors.

III. Implementation of the Evaluation of the Board of Directors:

Evaluation Period	Evaluation Period	Scope of Evaluation	Evaluation Method	Evaluation Content
Performed once a year	January 1, 2024 to December 31, 2024	Evaluation of the performance of the Board of Directors, evaluation of the performance of the members of the Board of Directors, evaluation of the performance of the Remuneration Committee and evaluation of the performance of the Audit Committee	Self-evaluation by members of the Board of Directors and functional committees	<ol style="list-style-type: none"> 1. Evaluation of the performance of the Board of Directors: Including the level of participation in the Company's operations, improvement of the quality of Board Decisions, Board composition and structure, selection and continuing education of directors, and internal control. 2. Evaluation of the performance of the members of the Board of Directors: Including the mastery of corporate objectives and tasks, awareness of directors' responsibilities, participation in the Company's operations, internal relationship management and communication, professional and continuing education of directors, and internal control. 3. Evaluation of the performance of the Remuneration Committee: Including the degree of participation in the Company's operations, awareness of the duties of the Remuneration Committee, improvement of the quality of the Remuneration Committee's decision making, composition and selection of the Remuneration Committee members, and internal control. 4. Evaluation of the performance of the Audit Committee: Including the degree of participation in the Company's operations, awareness of the duties of the Audit Committee, improvement of the quality of the Audit Committee's decision making, composition and

				selection of the Audit Committee members, and internal control.
IV.	<p>Evaluation of the goals for strengthening the functions of the Board of Directors in the current and recent fiscal years (such as establishing an Audit Committee, enhancing information transparency, etc.) and their implementation.</p> <p>(I) The Board of Directors is responsible for instructing the Company's operating strategies, monitoring the management, the operations and arrangements of the corporate governance system, and is accountable to the Company and its shareholders. It exercises its authority in accordance with the provisions of the laws and regulations and the Articles of Incorporation or the resolution of the shareholders' meeting.</p> <p>(II) The Company elected 9 directors (including 4 independent directors) to strengthen the functions of the Board of Directors and corporate governance at the Annual Shareholders' Meeting on June 22, 2022.</p> <p>(III) The Company has at least one independent director present at the Board of Directors meeting, and all independent directors were present at the Board of Directors meeting in the most recent year for matters that should be proposed to the Board of Directors for resolution under Article 12 of the Regulations Governing Board of Directors Meetings.</p> <p>(IV) On May 16, 2011, the Company established the Remuneration Committee, with three independent directors as members, to regularly evaluate and set the compensation of directors and managers, and regularly review the policies, systems, standards and structures of performance evaluation and compensation of directors and managers.</p> <p>(V) On June 29, 2022, the Company established the Audit Committee, with four independent directors as members, to exercise the duties and responsibilities prescribed by the Securities and Exchange Act, the Company Act and other laws and regulations.</p> <p>(VI) Each year, the members of the Board of Directors choose to take courses in finance, risk management, business, commerce, accounting, law, or sustainability to enhance their understanding and implementation of corporate governance. Each Director of the Company undergoes a minimum of six hours of training annually, with all training hours fully compliant with regulatory requirements. The total training hours completed by all Directors in 2024 amounted to 54 hours.</p> <p>(VII) In order to implement corporate governance and enhance the functions of the Company's Board of Directors, and to establish performance targets to strengthen the efficiency of the Board of Directors' operations, the Company performs annual evaluation of the Board of Directors' performance in accordance with the Company's "Rules for board performance evaluation". The scope of the evaluation of the performance of the Board of Directors includes the Board of Directors as a whole, individual Board members and functional committees. The Company completed the evaluation of the performance of the Board of Directors, evaluation of the performance of the members of the Board of Directors, and evaluation of the performance of the functional committees in 2024.</p> <p>(VIII) The accountant maintains close communication with the corporate governance unit. The accountant communicates with the directors before the Board of Directors' meetings on important auditing matters, auditing situations and other related issues, and also announces the latest legal amendments. The accountant attended the Board of Directors' meeting two times and the shareholders' meeting once in 2024.</p>			

(II) Participation of the Audit Committee in the operations of the Board of Directors

1. The Audit Committee of our Company was established on June 29, 2022, and comprises of four independent directors. The purpose of the Audit Committee is to assist the Board of Directors in fulfilling its role of overseeing the quality and integrity of the Company in performing accounting, auditing, financial reporting processes and financial controls.
2. The Audit Committee's duties and responsibilities (annual work focus) mainly include:
 - Establish or amend the internal control system.
 - Evaluate the effectiveness of the internal control system.

- Establish or revise procedures for handling significant financial transactions involving the acquisition or disposition of assets, derivative transactions, lending of funds to others, and endorsement or guarantee of others.
- Matters in which the directors have an interest.
- Significant asset or derivative transactions.
- Significant loans, endorsements, or guarantees of funds.
- The offering, issuance or private placement of equity securities.
- Appointment, termination or compensation of CPAs.
- Appointment or removal of financial, accounting or internal audit supervisors.
- The annual financial report signed or sealed by the chairman, manager and accounting officer, and the second quarterly financial report that is subject to audit and certification by the CPAs.
- Other significant matters required by the Company or the competent authorities.

* Review of Financial Statements

The Board of Directors has prepared the Company's 2024 business report, financial statements and annual earnings distribution proposal. The CPA firm of Deloitte & Touche was retained to audit the Company's financial statements and has issued an audit report relating to the financial statements. The business report, financial statements and annual earnings distribution proposal have been reviewed and determined to be accurate by the Audit Committee.

* Evaluation of the effectiveness of the internal control system

The Audit Committee evaluates the effectiveness of the Company's internal control system policies and procedures (including financial, operational, risk management, information security, outsourcing, legal compliance, and other control measures) and reviews the Company's audit department and CPAs, as well as management's periodic reports, including risk management and compliance. The Audit Committee concluded that the Company's risk management and internal control systems are effective and that the Company has adopted the necessary control mechanisms to monitor and correct non-compliance conducts.

* Appointment of CPA

The Audit Committee is charged with the responsibility of overseeing the independence of the CPA firm to ensure the integrity of the financial statements. In general, the firm is prohibited from providing services to the Company other than tax related services or specially approved items. All services provided by a CPA must be approved by the Audit Committee.

In order to ensure the independence of the CPAs, the Audit Committee has established an independence evaluation form with reference to Article 47 of the Bulletin of Norm of Professional Ethics for Certified Public Accountant No.10 "Integrity, Objectivity and Independence" to evaluate the independence, professionalism and suitability of the CPAs and to assess whether they are related to the Company or have business or financial

interests in each other. The Audit Committee and the Board of Directors' Meeting held on December 23, 2024 considered and approved that both CPAs Chih-Yuan Chen and Shih-Chieh Chou of Deloitte Taiwan met the independence evaluation criteria and were qualified to serve as the Company's financial and tax CPAs of 2025.

3. A total of 5 (A) meetings of the Audit Committee were held in 2024. The attendance of independent directors was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Note
Independent Director	Jui-Hsin Lin	5	-	100%	
Independent Director	Teh-Jung Kao	5	-	100%	
Independent Director	Ping-Kuen Chen	5	-	100%	
Independent Director	Chia-Hsiang Chu	5	-	100%	

Other matters:

- I. With regard to the operations of the Audit Committee, if any of the following circumstances occur, the dates, terms of the meetings, contents of motions, the content of the objections, qualified opinions or material recommendations of the independent directors, all Audit Committee resolutions, and the Company's response to the Audit Committee's opinions shall be specified.

(I) Matters referred to in Article 14-5 of the Securities and Exchange Act:

Audit Committee Date	Contents of Motions	Resolution Results	The Company's handling of the Audit Committee's opinions
2024.2.26 (First time in 2024)	1. 2023 Business Report and Financial Statements 2. Earnings distribution for 2023 3. Issuance of the 2023 Statement of Internal Control	All motions were unanimously approved by all Audit Committee members	All motions were approved by the Board of Directors according to the recommendations of the Audit Committee
2024.5.14 (Second time in 2024)	1. Consolidated Financial Statements for the first quarter of 2024 2. Proposal for the Termination of the Optoelectronics Business Segment of Chia Chang Technology (Chong Qing) Co., Ltd	All motions were unanimously approved by all Audit Committee members	All motions were approved by the Board of Directors according to the recommendations of the Audit Committee
2024.8.13 (Third time in 2024)	1. Consolidated Financial Statements for the second quarter of 2024 2. Appointment of directors and supervisors to reinvestment company 3. Proposal for the Adjustment of the Financing Limit for the Subsidiary Chia Chang Vietnam from Financial Institution 4. Proposal for the Adjustment of the	All motions were unanimously approved by all Audit Committee members	All motions were approved by the Board of Directors according to the recommendations of the Audit Committee

	<p>Endorsement and Guarantee Limit for the Subsidiary Chia Chang Vietnam</p> <p>5. Proposal for the Adjustment of the Intercompany Loan Limit for the Subsidiary Chia Chang Vietnam</p>			
2024.11.13 (Fourth time in 2024)	<p>1. Consolidated Financial Statements for the third quarter of 2024</p> <p>2. Proposal for amendments to the Regulations Governing Board of Directors' Meetings</p> <p>3. Proposal for amendment to the Procedures for Loans to Others</p> <p>4. Proposal for the Independence Assessment of the Tax Advisory Contract with Deloitte Vietnam</p>	All motions were unanimously approved by all Audit Committee members	All motions were approved by the Board of Directors according to the recommendations of the Audit Committee	
2024.12.23 (Fifth time in 2024)	<p>1. Application for 2025 bank financing line submitted for approval</p> <p>2. Application for 2025 endorsement and guarantee line submitted for approval</p> <p>3. Application for 2025 loan line submitted for approval</p> <p>4. 2025 audit plan submitted for approval</p> <p>5. 2025 appointment of CPAs submitted for approval</p> <p>6. Proposal for amendments to the "Audit Committee Charter"</p> <p>7. Proposal for amendment to the "Procedures for Lending Funds to Other Parties"</p> <p>8. Proposal for amendments to the "Internal Control System"</p> <p>9. Proposal for the establishment of the "Procedure for Preparation and Assurance of the Sustainability Report".</p> <p>10. Proposal for the establishment of the "Sustainability Information Management Procedures".</p>	All motions were unanimously approved by all Audit Committee members	All motions were approved by the Board of Directors according to the recommendations of the Audit Committee	
<p>(II) Other matters that were not approved by the Audit Committee but were approved by two thirds or more of all directors: None.</p> <p>II. Regarding recusals of independent directors due to conflicts of interests, the names of the independent directors, contents of motions, reasons for recusal, and results of voting shall be specified: None.</p>				

III. Communications between the independent directors, the Company's chief internal auditor, and CPAs (shall include the material items, methods and results of audits of corporate finance or operations, etc.):

1. Principles of communication between the independent director, the chief internal auditor and the accountant:

- (1) The independent directors and the accountants meet regularly at least twice a year to report on the results of financial statement audits or reviews and other communications required by the relevant laws and regulations, and to exchange information on whether there are significant adjustments to the financial statements or amendments to laws and regulations that affect the accounts. The independent directors are regularly updated on the changes in laws and regulations or the bulletin on an annual basis. Meetings may be called at any time in the event of significant events.
- (2) The independent directors are regularly updated on the changes in laws and regulations or the bulletin on an annual basis. Meetings may be called at any time in the event of significant events.
- (3) At least once a year, the independent directors communicate with the chief internal auditor and the CPAs on relevant issues without the presence of the directors and management.

2. Summary of the communication between the independent directors and the CPAs on each occasion:
The independent directors of the Company maintain good communication with CPAs. The following table summarizes the major communication in 2024:

Date of meeting	Communication focus	Communication and implementation results
2024.2.26 Seminar	Audit results for the 2023 report	No dissenting opinions from the independent directors
2024.11.13 Seminar (Individual meeting)	1. Report on the audit results of the Consolidated Financial Statements for the second quarter of 2024 2. Pre-audit planning and communication	No dissenting opinions from the independent directors

3. Summary of the communication between the independent directors and the chief internal auditor on each occasion:

The independent directors of the Company maintain good communication with the chief internal auditor. The following table summarizes the major communication in 2024:

Date of meeting	Communication focus	Communication and implementation results
2024.1.25 Board of Directors	Audit execution report	No dissenting opinions from the independent directors
2024.2.26 Board of Directors	1. Audit execution report 2. 2023 Statement of Internal Control	No dissenting opinions from the independent directors
2024.5.14 Board of Directors	Audit execution report	No dissenting opinions from the independent directors
2024.8.13 Board of Directors	Audit execution report	No dissenting opinions from the independent directors

	2024.11.13 Board of Directors	Audit execution report	No dissenting opinions from the independent directors	
	2024.11.13 Seminar (Individual meeting)	Communication and discussion on supervisory matters of subsidiaries	No dissenting opinions from the independent directors	
	2024.12.23 Board of Directors	1. Audit execution report 2. 2025 audit plan	No dissenting opinions from the independent directors	

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

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
I. Does the Company establish and disclose its Corporate Governance Best Practice Principles based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established the “Corporate Governance Best Practice Principles”, which was approved by the Board of Directors, to protect the shareholders' rights and interests, strengthen the functions of the Board of Directors, respect the rights and interests of stakeholders, and enhance the information transparency, etc. Please visit the Company's website for more information on the “Corporate Governance Best Practice Principles”.	No major differences
II. Shareholding structure & shareholders' rights				
(I) Does the Company establish internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations, and implement based on the procedures?	V		(I) The Company has a spokesperson, a proxy spokesperson and dedicated staff to ensure that information that may affect shareholders' decisions is disclosed in a timely and appropriate manner. A dedicated investor mailbox is set up to receive shareholders' suggestions, questions, disputes and litigation. If legal issues are involved, they are handled with the assistance of legal counsel appointed by the Company.	No major differences
(II) Does the Company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major	V		(II) The Company has access to the list of major shareholders and the ultimate controllers of major shareholders, and the changes in	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
<p>shareholders?</p> <p>(III) Has the Company established, and does it execute, a risk management and firewall system within its affiliated companies?</p> <p>(IV) Has the Company established internal rules against insiders trading with undisclosed information?</p>	<p>V</p> <p>V</p>		<p>shareholdings of the Company's directors and managers are reported to the MOPS on a monthly basis in accordance with the law.</p> <p>(III) The Company has established the "Regulations Governing the Supervision of Subsidiaries" and "Regulations Governing the Transactions of Related Parties and Group Enterprises", and implemented a firewall and risk control mechanism between the Company and its related companies in accordance with the law.</p> <p>(IV) The Company has established the "Procedures for Handling Material Inside Information and Preventing Insider Trading", which prohibits insiders from trading securities with undisclosed information and serves as the basis for the Company's material information handling and disclosure mechanism. The Company also reviews the regulations from time to time to comply with the current laws and regulations and practical management needs, which can be found on the Company's website. The directors, independent directors, and managers were provided with information on the regulations upon their appointment. In September 2024, the employees were provided with education and training, which included the insider trading prevention with case studies. A total of 109 people attended the 2-hour training course.</p>	
<p>III. Composition and responsibilities of the Board of Directors</p> <p>(I) Does the Board of Directors have a diversity policy, its specific management objectives and</p>	V		<p>(I) Please refer to "I. Information on the Company's Directors, President, Vice President,</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
implementation?			Associate Managers, and the Supervisors of All the Company's Divisions and Branch Units (I) Director Information 5. Board Diversity and Independence” of the annual report for details about the Board diversity policy, its specific management objectives and implementation.	The establishment will be evaluated as needed in the future No major differences
(II) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?		V	(II) The Company has not established other functional committees in addition to the Remuneration Committee and the Audit Committee.	
(III) Has the Company established standards to measure the performance of the Board, and does the Company implement such annually, and report the results of evaluations to the Board, and use them as a reference for individual directors' remuneration and nomination and renewal?	V		(III) On November 12, 2019, the Company established the “Rules for board performance evaluation” upon approval by the Board of Directors, which regulate the Board of Directors to conduct performance evaluations at least once a year, report the results of evaluations to the Board of Directors’ meeting, and use them as a reference for individual directors' remuneration and nomination and renewal. Evaluation of the performance of the Board of Directors: Including the level of participation in the Company's operations, improvement of the quality of Board Decisions, Board composition and structure, selection and continuing education of directors, and internal control, with a total of 45 indicators in five major aspects. Evaluation of the performance of the members of the Board of Directors: Including the mastery of corporate objectives and tasks, awareness of directors' responsibilities, participation in the Company's operations, internal relationship management and communication, professional and continuing education of directors,	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			<p>and internal control, with a total of 23 indicators in six major aspects. Evaluation of the performance of the Remuneration Committee: Including the degree of participation in the Company's operations, awareness of the duties of the Remuneration Committee, improvement of the quality of the Remuneration Committee's decision making, composition and selection of the Remuneration Committee members, and internal control, with a total of 20 indicators in five major aspects. Evaluation of the performance of the Audit Committee: Including the degree of participation in the Company's operations, awareness of the duties of the Audit Committee, improvement of the quality of the Audit Committee's decision making, composition and selection of the Audit Committee members, and internal control, with a total of 22 indicators in five major aspects.</p> <p>The self-evaluation results of the internal performance of the Board of Directors for 2024 were presented to the Board of Directors on January 16, 2025. The results of the assessment are as follows:</p> <ol style="list-style-type: none"> 1. The results of the evaluation of the performance of the Board of Directors were excellent. 2. The results of the evaluation of the performance of the members of the Board of Directors were excellent. 3. The results of the evaluation of the performance of the Remuneration Committee were excellent. 4. The results of the evaluation of the performance of the Audit Committee were excellent. <p>Overall, the directors strongly</p>	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(IV) Does the Company regularly evaluate the independence of the CPAs?	V		<p>agreed with the operation of the evaluation indicators and assessed that the Board of Directors and the functional committees are operating well in compliance with the corporate governance requirements to effectively strengthen the functions of the Board of Directors and protect shareholders' rights and interests.</p> <p>(IV) The Audit Committee of the Company evaluates the independence and suitability of the CPAs every year. In addition to requesting the CPAs to provide a "Statement of Independence" and "AQIs," the Audit Committee also evaluates the CPAs in accordance with the standards and 13 AQIs. We confirm that the accountants have no financial interest or business relationship with the Company other than the audit fees and tax cases and that the members of the accountants' family do not violate the independence requirements. The Audit Committee confirms that the audit experience and training hours of the auditors (excluding the accountants) at the managerial level and above are better than the industry average by referring to the AQI information. The results of the latest annual evaluation have been discussed and approved by the Audit Committee on December 23, 2024, and submitted to the Board of Directors for approval on December 23, 2024. Please refer to the "Criteria for Evaluating the Independence of Accountants."</p>	No major differences
IV. Does the Company appoint a suitable number of competent personnel and a supervisor responsible for corporate governance matters (including but not limited to providing information for directors to perform their functions,	V		The Company has designated Li-Chuan Cheng, the Chief Financial Officer, as the Corporate Governance Officer responsible for corporate governance matters to enhance the effectiveness of the Board of Directors and to provide the	No major differences

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
assisting directors with compliance, handling work related to meetings of the Board of Directors and the shareholders' meetings, and producing minutes of Board meetings and shareholders' meetings)?			<p>necessary support to the directors in the performance of their duties. The Chief Financial Officer has over ten years of experience in accounting, finance, stock affairs, or managerial tasks related to publicly listed companies. The Chief Financial Officer leads the corporate governance team and is responsible for handling matters related to the Board of Directors and shareholders' meetings in accordance with the law, preparing minutes of Board of Directors and shareholders' meetings, assisting directors in their appointment and ongoing education, providing necessary information for directors to carry out their duties, and assisting directors in compliance with laws and regulations. The implementation focus of corporate governance related matters is as follows:</p> <ol style="list-style-type: none"> 1. In 2024, the Board of Directors held 6 meetings and the Audit Committee held 5 meetings. 2. 1 shareholders' meeting was held in 2024. 3. All members of the Board of Directors have completed at least 6 hours of continuing education courses. 4. The Company maintains liability insurance for directors and key employees and reports to the Board of Directors upon renewal of the insurance. 5. The Company conducted internal performance evaluation of the Board of Directors and the functional committees, and the results of the evaluation were excellent. 6. The number of hours for the Corporate Governance Officer training in 2024 was a total of 12 hours. 	
V. Has the Company established communication channels and built a dedicated section on its website for stakeholders (including but not limited	V		The Company has a spokesperson system and provides a public channel for stakeholder consultation through the Stakeholder Section on the Company's	No major differences

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
customer policies, and participation in liability insurance by directors)?	V		<p>Company's regulations on labor relations are in accordance with relevant laws and regulations and are well implemented. Any new or revised measures on labor relations are made after thorough communication and agreement between employers and employees in order to achieve a win-win situation for both employers and employees. The company has formulated work rules in accordance with laws and regulations that explicitly specify the protection of human rights and employee benefits.</p> <p>(II) Investor relations: The Company has established a spokesperson and proxy spokesperson system, held regular investor conferences and assigned personnel to announce information on financial, business and insider shareholding changes on the MOPS and the Company's website in accordance with relevant regulations, in the hope of achieving information transparency and openness.</p> <p>(III) Supplier relationship: After consulting, comparing and bargaining with various suppliers, the Company's procurement staff will make a decision on the unit price, specifications, payment terms, delivery time, quality of products and services, or other information after thorough comparison. The Company has established long term relationships with suppliers' mutual trust and mutual benefit, and expects to jointly pursue a sustainable and win-win growth.</p> <p>(IV) Stakeholder rights:</p>	
	V			

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
	V		Stakeholders are informed of the Company's operations through the Company's website in order to protect the basic rights and interests of investors and to fulfill the Company's responsibilities to shareholders.	
	V		(V) Directors' continuing education: The Company encourages its directors to participate in the relevant training courses offered by the competent authorities. Please refer to the summary of "Directors' continuing education of the Company in 2024."	
	V		(VI) Managers' continuing education: The Company's managers are required by law to attend training courses every year. Please refer to the "Financial Supervisors', Corporate Governance Officers' and Audit Supervisors' Continuing Education of the Company in 2024".	
	V		(VII) The implementation of the risk management policy and assessment standards: The Company has established the "Risk Management Measures", which set out the standards and composition of risk management to respond to possible risks and opportunities arising from changes in the environment and to take countermeasures or control measures in advance based on the results of risk assessment in order to achieve sustainable management.	
	V		(VIII) Implementation of consumer or customer protection policy: In terms of comprehensive services and protection for customers and clients, the Company communicates with	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
	V		<p>customers immediately to understand their needs in response to their complaints, so as to promote the interactive effect between the Company and its customers, and reviews and improves them regularly in business meetings, production and sales meetings, and quality control meetings.</p> <p>(IX) Purchase of liability insurance for directors by the Company: The Company has purchased liability insurance for directors and managers, and regularly evaluates the insurance coverage every year and reports to the Board of Directors on the renewal of directors' and key employees' liability insurance.</p>	
<p>IX. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the Taiwan Stock Exchange's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved.</p> <p>The Company will continue to improve the parts of the corporate governance evaluation that are not scored, such as ensuring that the Board of Directors includes at least one director of a different gender.</p>				

Criteria for Evaluating the Independence of CPAs

Evaluation Item	Evaluation Results
1. The CPA has no direct or material indirect financial interest with the Company.	■ Yes □ No
2. The CPA has no significant and close business relationship with the Company.	■ Yes □ No
3. The CPA has no potential employment relationship with the Company during the audit.	■ Yes □ No
4. The CPA has no financing or guarantee arrangements with the Company, its directors, supervisors, and managers.	■ Yes □ No
5. The CPA has not received any gifts or benefits of significant value from the Company, its directors and supervisors, or its managers (the value of which exceeds normal social etiquette standards).	■ Yes □ No
6. The CPA has not provided audit services to the Company for seven consecutive years.	■ Yes □ No
7. The CPA does not hold any shares of the Company.	■ Yes □ No
8. The CPA, his or her spouse or dependents, or his or her audit team did not hold any positions as directors, supervisors, or managers of the Company during the audit period or within the last two years, or hold any positions that have a significant influence on the audit case.	■ Yes □ No
9. Whether the CPA has complied with the regulations on independence as stipulated in the Bulletin of Norm of Professional Ethics for Certified Public Accountant No.10. The "Statement of Independence" issued by the CPAs has been obtained.	■ Yes □ No

Directors' continuing education of the Company in 2024

Title	Name	Date	Organizer	Course	Hours
Director	Kuei-Hsiu Sung	2024.08.01	Securities and Futures Institute	Economic Situation and Market Opportunities in New Southbound Countries	3
		2024.08.20	Taiwan Corporate Governance Association	The Era of Carbon Pricing Has Arrived: How Should Businesses Respond?	3
Director	Chang-Hai Chen	2024.08.08	Securities and Futures Institute	NVIDIA's Three-Trillion Miracle: A New Perspective on the Semiconductor Industry Revolution Behind Artificial Intelligence	3
		2024.09.19	Securities and Futures Institute	Sustainable Supply Chain Strategies Amid Growing Global Risks	3
Director	Tsai-Ho Lu	2024.07.11	Securities and Futures Institute	Corporate Governance Trends and Corporate Sustainable Development	3
		2024.08.07	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3
Director	Tz-Shiuan Chen	2024.09.11	Securities and Futures Institute	Sustainable Development Strategies and Planning for Listed Companies	3
		2024.10.18	Securities and Futures Institute	2024 Insider Trading Prevention Awareness Seminar	3
Director	Chyan Yang	2024.02.02	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3
		2024.04.17	Securities and Futures Institute	Economic Situation and Market Opportunities in New Southbound Countries	3
Independent Director	Teh-Jung Kao	2024.09.04	Taiwan Corporate Governance Association	Net-Zero Carbon Emissions Awareness Seminar	3
		2024.10.08	Taiwan Stock Exchange	Digital Finance and Sustainable Finance Symphony Amid the AI Boom	3
Independent Director	Jui-Hsin Lin	2024.08.08	Securities and Futures Institute	Taiwan Industry Economic Analysis	3
		2024.09.20	Securities and Futures Institute	2024 Insider Trading Prevention Awareness Seminar	3
Independent Director	Ping-Kuen Chen	2024.10.18	Securities and Futures Institute	2024 Insider Trading Prevention Awareness Seminar	3
		2024.10.25	Securities and Futures Institute	2024 Insider Share Trading Legal Compliance Awareness Seminar	3
Independent Director	Chia-Hsiang Chu	2024.08.07	Taiwan Corporate Governance Association	Trends and Challenges in Information Security Governance (Part 1)	3
		2024.08.07	Taiwan Corporate Governance Association	Trends and Challenges in Information Security Governance (Part 2)	3

Financial Supervisors', Corporate Governance Officers' and Audit Supervisors' Continuing Education of the Company in 2024

Title	Name	Date	Organizer	Course	Hours
Chief Financial Officer	Li-Chuan Cheng	2024.08.19 2024.08.20	Accounting Research and Development Foundation	Continuing Education for Accounting Supervisors of Issuers, Securities Firms and Stock Exchanges	12
Corporate Governance Officer	Li-Chuan Cheng	2024.10.04	Securities and Futures Institute	2024 Insider Trading Prevention Awareness Seminar	3
		2024.11.06	Accounting Research and Development Foundation	Investigation Practices and Case Analysis of Corporate Fraud	6
		2024.11.22	Securities and Futures Institute	2024 Insider Share Trading Legal Compliance Awareness Seminar	3
Audit Supervisor	Yen-Wen Chen	2024.11.28	The Institute of Internal Auditors Chinese Taiwan	New Challenges for Internal Auditors – Analysis of Sustainable Information Disclosure and Management Policies and Related Audit Key Points	6
		2024.12.4	The Institute of Internal Auditors Chinese Taiwan	Analysis of Sustainable Information Disclosure Policies and Key Points of Internal Control and Audit Discussion	6

(IV) Operation Status of the Remuneration Committee:

1. Professional Qualifications and Independence Analysis of Remuneration Committee Members

December 31, 2024

Criteria		Professional Qualifications and Experience	Independence	Number of Other Public Companies Where the Individual Concurrently Serves as a Remuneration Committee Member
Identity	Name			
Independent Director (Convenor)	Ping-Kuen Chen	Please refer to the relevant content of the Director Information	Please refer to the relevant content of the Director Information	0
Independent Director	Teh-Jung Kao	Please refer to the relevant content of the Director Information	Please refer to the relevant content of the Director Information	0
Independent Director	Jui-Hsin Lin	Please refer to the relevant content of the Director Information	Please refer to the relevant content of the Director Information	1

2. Operation Status of the Remuneration Committee:

- (1) There are three members in the Remuneration Committee of the Company.
- (2) The current term of office: From June 29, 2022 to June 28, 2025. The Remuneration Committee held 3 meetings (A) during the past fiscal year. The qualifications and attendance of the members of the Committee are as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A) (Note)	Note
Convener	Ping-Kuen Chen	3	0	100%	
Committee Member	Teh-Jung Kao	3	0	100%	
Committee Member	Jui-Hsin Lin	3	0	100%	

Other matters:

- I. If the Board of Directors refuses to adopt or amend a recommendation from the Remuneration Committee, the date of the meeting, session, contents of the motions, resolution by the Board of Directors, and the Company's response to the Remuneration Committee's opinion (e.g., the circumstances and cause for the difference if the remuneration passed by the Board of Directors exceeds the recommended amount by the Remuneration Committee) shall be specified: None.
- II. If there were resolutions by the Remuneration Committee to which members have dissenting or qualified opinions, and for which there is a record or declaration in writing, the date of the meeting, session, contents of the motions, all members' opinions, and the response to members' opinions shall be specified: None.
- III. The Remuneration Committee's deliberations and resolution decisions, and the Company's handling of members' opinions:

Date of Remuneration Meetings	Contents of Motions and Subsequent Handling	Resolution Result	The Company's handling of the Remuneration Committee's opinions
2024.01.25 (First Remuneration Committee's Meeting in 2024)	Proposal for 2023's year-end bonus distribution for the Company's managerial officers	Passed by all members of the Committee unanimously	Submitted to the Board of Directors with the consent of all directors present
2024.02.26 (Second Remuneration Committee's Meeting in 2024)	Submitted the Company's 2023 employee compensation and the distribution of directors' remuneration and managers' remuneration	Passed by all members of the Committee unanimously	Submitted to the Board of Directors with the consent of all directors present
2024.05.14 (Third Remuneration Committee's Meeting in 2024)	Proposal for Management Personnel Changes in the Company	Passed by all members of the Committee unanimously	Submitted to the Board of Directors with the consent of all directors present

(V) Implementation of Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons:

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
I. Has the Company established the governance structure for the promotion of sustainable development and exclusively (or concurrently) dedicated units to implement sustainable development, and has the Board of Directors appointed the senior management with responsibility for sustainable development, and the status of supervision by the Board of Directors?	V		The Company has a part time CSR team. In response to social welfare, we have called on our employees to roll up their sleeves and donate blood twice in 2024. In order to promote the concept of environmental protection, we have established an environmental safety and health policy to effectively and continuously promote and manage various environmental safety and health activities, and to comply with environmental safety and health compliance obligations and related requirements in response to international and governmental efforts to promote environmental actions. Chia Chang also recognizes the critical role of senior management in sustainable development, with the Board of Directors serving as the ultimate authority for management and decision-making. Each year, key issues such as the GHG inventory are included in the Board of Directors report. In addition, we are actively engaging senior management, fostering cross-departmental collaboration, replacing energy-using equipment, promoting advocacy, and raising employee awareness of energy conservation and sustainability. These efforts are aimed at achieving our low-carbon transformation goals.	No major differences
II. Does the Company assess ESG risks associated with its operations based on the principle of materiality, and establish relevant risk management policies or strategies?	V		The Company has established the "Risk Management Measures" to respond to possible risks and opportunities arising from changes in the environment and	No major differences

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			to take countermeasures or control measures in advance based on the results of risk assessment in order to achieve sustainable management.	
<p>III. Environmental issues</p> <p>(I) Has the Company established environmental management systems based on its industry's characteristics?</p> <p>(II) Does the Company endeavor to enhance energy utilization efficiency and use renewable materials that have low impacts on the environment?</p>	<p>V</p> <p>V</p>		<p>(I) According to the nature of operations, the Company has established the "Operating Environment Measurement Management Regulations" in accordance with the occupational safety and health and environmental protection related laws and regulations to implement the operating environment measurement, and established the "Green Supply Chain Management Regulations and Restricted Substances Management Regulations" for the use of major raw materials, which are in full compliance with RoHS regulations. The hazardous substances specified in the directive are also prohibited during production to reduce the impact on the environment.</p> <p>(II) The Company pursues green and sustainable management by reducing the amount of waste, actively enhancing automation, process improvement, energy saving and carbon reduction, and making the best use of resources. In terms of wastewater treatment, we recycle RO wastewater for reuse in living water so as to reuse water resources. We implement resource</p>	No major differences

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(III) Does the Company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter relevant issues?	V		classification, recycling, reuse and proper treatment, as well as promote the concept of environmental protection from time to time to reduce the impact on the environment. (III) Climate change will cause extreme weather, including higher summer temperatures and uneven rainfall, resulting in increased demand for electricity for cooling and longer droughts, which will affect water supply. By promoting energy saving projects, water conservation management measures, and wastewater treatment, Chia Chang is reusing water resources to reduce the risk impact on the environment. Please refer to the "Implementation Status of Climate-related Information."	
(IV) Does the Company take inventory of its GHG emissions, water consumption, and the total weight of waste in the last two years, and formulate policies on GHG reduction, water reduction, or waste management?	V		(IV) Since 2010, Chia Chang has been conducting independent inventories and announcements. In order to confirm the GHG emissions of the plant, we conduct annual GHG inventory operations of the plant in the previous year and verify compliance with the ISO 14064: 2018 standard through a third party verification organization. Please refer to the "greenhouse gas emissions, water consumption, and the total weight of waste in the last two years, and formulation of policies on greenhouse gas reduction,	

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			water reduction, or waste management" for details.	
IV. Social Issues				No major differences
(I) Has the Company formulated appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		(I) The Company has formulated appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights. Please refer to the "Human Rights Policy" for details.	
(II) Does the Company formulate and implement reasonable employee benefit measures (including remuneration, leave, and other benefits) and appropriately employee compensation based on operating performance or results?	V		(II) The Company has a comprehensive management system for compensation, leave and other benefits, etc. The Company reviews from time to time whether it meets the current regulatory requirements and makes timely adjustments to meet employee expectations. Please refer to the "Implementation of Diversity and Equality-Related Issues."	
(III) Does the Company provide a healthy and safe work environment, and does it organize health and safety training for its employees on a regular basis?	V		(III) The Company has obtained ISO 45001: 2018 Occupational Health and Safety Management System certification in accordance with the Occupational Safety and Health Act, and has improved and optimized its occupational safety and health management. The Company regularly implements employee education and training and emergency response drills (self-defense and fire drills, disaster prevention drills, etc.); and implements in-service employee education and training, pre-employment training for new employees, and arrange	

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(IV) Has the Company established effective career development and training plans for its employees?	V		<p>for skills certification for operators of dangerous machinery or equipment to comply with regulations. The Company regularly implements general and special operational health examinations for employees, and signs contracts with medical staff (occupational physician and occupational nurse) for on-site services, and promotes health protection, and implements employee health promotion. Our new employees (including foreign employees) will undergo medical examinations according to their job categories in accordance with the "Regulations of the Labor Health Protection". The Company implements employee health protection. There were no occupational accidents or fire-related incidents reported during the year.</p> <p>(IV) In order to improve the training system, the Company has established an "Educational Training Committee" to plan the training direction for career development of all employees in different fields and at different levels. The annual training program covers education and training for new employees, professional courses, training for managerial skills, human rights education, and other courses, totaling 2,750</p>	

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
(V) Does the Company comply with relevant regulations and international standards regarding customer health and safety, right to privacy, marketing and labeling of its products and services and set up relevant consumer or customer protection policies and complaint procedures?	V		hours. A total of 944 individuals completed the training sessions. (V) At present, the Company has only established the "Customer Satisfaction Management System" to conduct a survey for customers before November each year. If customers have any problems, they can submit their opinions or suggestions through this survey.	
(VI) Does the Company formulate supplier management policies that require suppliers to follow relevant regulations on issues, such as environmental protection, occupational safety and health, or labor rights? If so, describe the results.	V		(VI) The Company's supplier management policy is to incorporate human rights and environmental indicators through supplier management, and to work with suppliers to create a green supply chain. The Company has established the "Green Supply Chain Management Policy", which requires suppliers to follow relevant regulations on environmental protection issues and to sign the "Green Supply Chain Declaration of Non-Use of Environmentally Friendly and Restricted Substances". In addition, in response to the ISO 14001:2015 environmental management system, we consider the environmental aspects of the organization's activities, products, and services from a life cycle perspective, from R&D design, and raw material procurement to final product disposal, and increase the environmental management performance assessment from the	

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			<p>original assessment items to meet the standards and cover the green supply chain related rules. For the selection of new suppliers, in accordance with the "Supplier Management Regulations", new suppliers and suppliers of new materials or key production raw materials will be sent the "Vendor Information Form" and "Supplier Management Audit Evaluation Form" and other related information by the procurement staff. The supplier will be asked to prepare samples, "Green Supply Chain Assurance Letter" and related information, and submit them to the procurement staff, and then transfer them to the engineering and quality assurance department for sample, information and assurance, which will be examined and judged by the engineering and quality assurance department, and returned to the materials department for filing and management. In 2024, there were 5 suppliers of raw materials, 5 suppliers of auxiliary materials, 3 suppliers of packaging materials and 10 suppliers of outsourcing plants, totaling 23 suppliers. 100% of the suppliers were screened for environmental standards. There were no unqualified suppliers. The evaluation team regularly reviews and formulates the</p>	

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			<p>supplier audit plan, planning the themes of labor rights, health and safety, environment, ethics, and management systems for supplier audit and evaluation. If any supplier is found to violate the rules, the supplier will be guided to improve and assist its growth.</p> <p>In addition, manpower dispatching companies are required to sign a "manpower support appointment contract", which specifies the "rules of the manpower support appointment" and requires that the manpower dispatching company shall be responsible for the Labor Standards Act, the Labor Safety and Health Act, the Occupational Safety and Health Act and other related laws and regulations.</p>	
V. Does the Company refer to internationally accepted standards or guidelines for the preparation of reports and prepare reports that disclose non-financial information of the Company, such as sustainability reports? Are the reports certified or assured by a third party accreditation body?	V		The Company has referred to internationally recognized reporting standards and guidelines to prepare sustainability reports and other disclosures of non-financial information, with plans to issue the report in August 2025. The report has not obtained assurance or verification opinions from a third-party assurance provider.	No major differences
<p>VI. If the Company has established its own sustainable development principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe the implementation and any deviations from the Principles: The Company has established "Sustainable Development Best Practice Principles" and its operation is not different from the "Sustainable Development Best Practice Principles".</p>				
<p>VII. Other important information to facilitate a better understanding of the Company's sustainable development practices: We believe that "what is taken from society is used in society" and encourage our employees to actively</p>				

Implementation Item	Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
participate in public welfare activities.				
<div>1. We have held blood donations for 5 consecutive years. In addition to our employees' participation, we enthusiastically invite neighbors, nearby businesses, and suppliers to join and participate in blood donation activities. In 2024, we held a total of 2 blood donation events, with a total of 97 employees, neighbors, local residents, nearby businesses, and other partners participating. The total amount of blood donated during the year reached 35,500cc, once again contributing to the promotion of excellent culture within the group.</div> <div>2. In 2024, Chia Chang remains committed to the mission of making the world a better place by continuing to order products from "Children Are Us". This aims to promote care for the underprivileged.</div> <div>3. The Company is now cooperating with many universities and colleges to provide internship opportunities for students to apply their knowledge and skills in order to enter the workplace seamlessly. In 2024, we added 4 new interns after selection. Besides this, we are initiating diversified industry-academic collaboration programs.</div>				

* Implementation Status of Climate-related Information

Item	Implementation
1. This report provides an overview of how the Board of Directors and senior management monitor and manage climate-related risks and opportunities.	As the world moves toward net-zero carbon emissions, Chia Chang also recognizes the critical role of senior management in climate change, with the Board of Directors serving as the ultimate authority for management and decision-making. Each year, key issues such as the GHG inventory are included in the Board of Directors report. Taking into account the industry characteristics and operating conditions, Taiwan Chia Chang established the GHG inventory management measures in 2010. These measures are verified annually by a third-party verification company. In addition, Chia Chang's stakeholders have recognized our efforts and achievements in areas such as climate change, energy conservation, carbon reduction and water management. Chia Chang continues to lead through senior management and cross-functional collaboration, striving to meet the expectations of all parties. Internally, we are replacing energy-consuming equipment, strengthening advocacy, and raising employee awareness of energy conservation and sustainability. Externally, we are strengthening supply chain resilience and working toward our 2050 net-zero goal.
2. Please describe how the identified climate risks and opportunities affect the business, strategy, and finances of the enterprise in the short-term, medium-term, and long-term.	Our Company has effectively managed climate change risks and opportunities with the support and implementation of the ESG working group. We have utilized the guidelines provided by the Task Force on Climate-related Financial Disclosures (TCFD) to assess these risks and opportunities. Please see the "Climate Change Risks" and "Climate Change Opportunities" sections for more information.
3. The explanation of the impact of extreme weather events and transition actions on finance.	To effectively manage extreme weather events and related transition risks, our company is integrating climate change risks into our operational decision-making process. We also recognize the crisis of global warming and resource depletion and actively respond to the trend of energy conservation and carbon reduction by implementing mitigation and adaptation measures.

Item	Implementation
	Please refer to the table below for a discussion of climate change risks and opportunities related to extreme weather events that impact business operations and cause business disruptions due to flooding, as well as transformation actions such as the cost impact of carbon reduction policies and regulations, the adoption of low-carbon technologies, increased demand for carbon products, and related equipment replacement.
4. This report outlines the integration of the climate risk identification, assessment and management process into the overall risk management system.	Our Company has effectively managed climate change risks and opportunities with the support and implementation of the ESG working group. We have utilized the guidelines provided by the Task Force on Climate-related Financial Disclosures (TCFD) to assess these risks and opportunities, as outlined in the following table (Climate Change Risk/Opportunities).
5. When using scenario analysis to evaluate resilience to climate change risks, it is critical to provide a clear explanation of the scenario, parameters, assumptions, analysis factors, and key financial impacts used.	According to the National Climate Change Disaster Risk Adaptation Platform, and under the four scenarios of AR6 (SSP1-2.6, SSP2-4.5, SSP3-7.0, SSP5-8.5), the risk levels of flooding disasters due to extreme rainfall in the surrounding area of the Company are classified as the lowest level (Level 1 to Level 5, with Level 1 being the lowest) across various time dimensions (2021-2040, 2041-2060, 2061-2080). The data indicates that under the four AR6 scenario analyses, the Company faces limited climate change impacts.
6. If there is a transformation plan for managing climate-related risks, please explain the contents of the plan, as well as the indicators and goals used to identify and manage physical risks and transition risks.	
7. If using internal carbon pricing as a planning tool, the basis for price formulation should be explained.	In 2023, our Company's, carbon emissions (Scope 1 and Scope 2) certified under ISO14064-1:2018 were 1,450 metric tons of CO ₂ e, which is below the carbon fee collection threshold set by the Taiwan's Ministry of Environment at 25,000 metric tons of CO ₂ e per year. Currently, we do not use internal carbon pricing as a planning tool.
8. If climate-related goals are established, it is important to explain the activities covered the scope of GHG emissions, the planning schedule, and annual progress. If carbon offsets or renewable energy certificates (RECs) will be used to meet these goals, the source and quantity of the carbon offsets or RECs should be identified.	Please refer to "Section 9-2: GHG Reduction Targets, Strategies, and Specific Action Plans."
9. Inventory and Verification of Greenhouse Gas Emissions, Reduction Targets, Strategies, and Action Plans.	Please refer to "Section 9-1: Recent Two-Year Company GHG Inventory and Verification Status" and "Section 9-2: GHG Reduction Targets, Strategies, and Specific Action Plans."

Climate Change Risk

Category	Risk Item		Potential Financial Impact	Duration of Impact	Response Actions
Transition Risk	Policy and Legal Risks	The environmental agency is expanding total quantity control and tightening the carbon tax system.	Increase Operating Cost	Medium-term	Each department has set Key Performance Indicator (KPI) targets for carbon reduction in accordance with government guidelines.
	Customer Product Market Risk	Customer demands for the introduction of low-carbon technologies, increased use of recycled materials in products, and higher carbon reduction targets.	Increase Operating Cost	Medium-term	Reviewing the standards for the use of packaging materials to reduce transportation-related carbon emissions; strengthening environmental-friendly and low-carbon materials in new product design to meet customer requirements.
Physical Risk	Extreme weather affects business operations	The factory area experienced flooding and operational disruptions due to excessive rainfall that exceeded the maximum capacity of the drainage system.	Decreased Revenue Increase Operating Cost	Short-term	Strengthening maintenance and testing of drainage facilities and flood prevention operations.

Climate Change Opportunities

Opportunity Item		Potential Financial Impact	Duration of Impact	Countermeasures
Low-carbon products	Customers' demand for green and low-carbon products is increasing	Increased revenue	Medium-term	To meet the growing demand for low-carbon products, we are proactively developing a range of products that incorporate recycled materials. This strategic approach is aimed at increasing our order volume.
Efficiency in Resource Utilization	Replacing old equipment to improve resource utilization efficiency and reduce energy usage costs.	Decreased Operating Costs	Medium-term	Conduct an inventory of energy-consuming equipment in the plant, develop a plan to replace high-energy-consuming equipment with new equipment, and continuously promote a plan to save energy throughout the plant.

9-1 Recent Two-Year Company GHG Inventory and Verification Status

9-1-1 GHG Inventory Information

GHG emissions (metric tons CO₂e), intensity (metric tons CO₂e/million dollars), and data coverage for the past two years are shown.

9-2 GHG Reduction Targets, Strategies, and Specific Action Plans.

Provide the base year and its data, reduction targets, strategies, specific action plans, and achievement of GHG emission reduction targets.

GHG emissions, water consumption, and the total weight of waste in the last two years, and formulation of policies on GHG reduction, water reduction, or waste management:

Since 2010, the Company has been participating in the CDP. According to the "Greenhouse Gas Inventory Protocol" (GHG Protocol) published by the WBCSD and the WRI, the Company inventories its direct and indirect GHG emissions. Currently, the main production sites are being audited by a third party auditing company according to ISO 14064:2018 GHG Verification. The verification results are as follows:

Item	2023	2024
Category 1 Emissions(metric tons CO ₂ e)	126.5634	176.2799
Category 2 Emissions(metric tons CO ₂ e)	1319.9670	1,210.3571
Category 3 Emissions(metric tons CO ₂ e)	350.5776	200.1488
Category 4 Emissions(metric tons CO ₂ e)	7,620.6433	6,561.1428
Intensity of GHG(metric tons CO ₂ e/NT\$ million)	6.5432	6.0377
Total Water Consumption(metric tons)	29,861	35,927
Water Consumption Intensity(metric tons/NT\$ million)	20.7466	26.6221
Total General Waste(metric tons)	114.176	73.07
Total Amount of Recycled Waste(metric tons)	683.77	408.12
The results of the GHG inventory were verified by a third-party verification company in accordance with ISO 14064:2018, and a GHG verification declaration was obtained.		

Quantifying management goals for energy and carbon reduction and water management

Item	Energy Saving and Carbon Reduction	Water Management
Quantitative Management Targets	The Company's future quantitative management goals regarding energy conservation and carbon reduction are as follows: By 2033, achieve a substantial reduction of 10% in total emissions or a relative reduction of 15% per PCS emissions equivalent, as part of our efforts to promote GHG reduction targets.	In response to global climate change, ensuring a stable water supply has become a challenge for countries around the world. In response to global climate change, stabilization of water supply has become a problem for all countries. In order to fulfill our social responsibility and respond to the global water shortage, we will reduce the overall water consumption intensity (total water consumption/ million dollars of output) by 30% by 2025, with a base year of 2016, in order to face the challenge of climate change together with global enterprises through concrete actions.
Measures to Achieve Targets	<ul style="list-style-type: none"> ● Continue to implement energy conservation activities, reduce the per capita usage of electricity and energy. And utilize energy-saving equipment to reduce energy consumption. ● Continue to maintain and repair our production equipment to improve productivity and efficiency and reduce energy consumption. ● Implement energy saving programs in three major areas: air conditioning system, electric lighting and other electricity consumption, and regularly 	<ul style="list-style-type: none"> ● We will implement internal water conservation and strengthen the wastewater discharge classification system to provide the basis for water saving and recycling in our processes. ● We will recycle RO wastewater discharged from the manufacturing process for domestic water flushing. ● We will recycle boiler condensate discharged from the manufacturing process for reuse in boiler operation and process cleaning.

Item	Energy Saving and Carbon Reduction	Water Management
	review and replace energy-consuming equipment.	
Achievements	Using 2023 as the base year, total greenhouse gas emissions in 2024 were reduced by 13%.	Using 2016 as the base year, total water consumption intensity in 2024 was reduced by 28%.

* Implementation of Diversity and Equality-Related Issues

Our Company also pays attention to the implementation of diversity and equality, and its main implementation effects are as follows:

Chia Chang is committed to promoting diversity and gender equality in the workplace. We firmly believe in the value of Diversity, Equity and Inclusion and use it as the foundation for creating a positive work environment. We are committed to fostering a workplace composed of diverse employees, cultivating an inclusive culture, and providing equal opportunities for all.

Our Company values the diversity of our workforce and ensures that decisions regarding hiring, promotion, or other matters are not influenced by factors such as gender, sexual orientation, appearance, age, marital status, disability, race, religion, national origin, or political beliefs. We are fully committed to eliminating all forms of discrimination and harassment in the workplace.

a. Protection of Human Rights

Chia Chang adheres to a diverse and inclusive talent strategy, complies with local regulations in all global locations, and recognizes and supports the spirit and principles of human rights protection as set forth in international human rights conventions such as the United Nations Universal Declaration of Human Rights. We treat all employees with dignity and respect and are committed to preventing human rights abuses and violations.

b. Equal Pay for Equal Work

Chia Chang is committed to creating a workplace that is welcoming and equitable for female colleagues. Salaries for new employees at our Company are determined based on objective factors, including required skills, education, relevant work experience, and prevailing salary market conditions for the position. We also consider the salaries of colleagues who currently hold the same positions internally. Starting salaries for all positions exceed the minimum wage required by the Labor Standards Act, and we guarantee that employees' salaries are not influenced by factors such as gender, race, age, religion, sexual orientation, or marital status.

c. Female Employment

Chia Chang is dedicated to ensuring equal employment opportunities for individuals of all genders. In 2024, the Company's female workforce comprised approximately 34.7% of the total number of employees. Among them, female colleagues represented 22.3% of the total number of supervisors, totaling 22 individuals. Our Company actively promotes talent diversity by implementing various friendly and supportive measures to create a non-discriminatory work environment. We emphasize respect and support for employees of different genders, nationalities, races, and religious or cultural backgrounds. Additionally, we organize various diversity integration activities to encourage participation, strengthening the implementation and practice of gender equality in the workplace. Our Company will continue to uphold the principles of fairness and equity, striving to ensure that every employee can unleash their potential in a diverse, equal, and inclusive workplace. We value diversity in our workforce and actively employ employees with physical and mental disabilities, exceeding the requirements of the Disability Rights Protection Act by 33%. (The law requires us to employ 3 people with disabilities, but we employed 4). We also respect the cultural customs of each country and have never encountered any violations of their labor rights or human rights. Chia Chang is committed to promoting human diversity and gender equality. We will continue to develop and implement policies to create a friendly workplace that promotes inclusiveness, equality and diversity. In doing so, we aim to cultivate an environment that enhances talent retention.

Company Diversity and Gender-Related Employment Statistics

(1) Ethnicity Indicators of Employees in 2024

Category	Ratio of Total Employees (%)	Ratio of Management Positions (%)
Local Nationality	80.4	95.7
Foreign Nationality	19.6	4.3

(2) Female Diversity Indicator

Indicator Category (Unit: %)	2023	2024	Goals for 2030
Percentage of Female Employees	34.7	34.7	35
Percentage of Female Supervisors	21.1	22.3	22(Achieved)
Percentage of Female Junior Supervisors	28	28.6	29
Rate of Return from Maternity Leave	100 (A total of 1 employee returned from maternity leave in 2023)	- (A total of 2 employees are on maternity leave in 2024, and they are still on leave.)	100

(3) Other Diversity Indicators

Category		Ratio of Total Employees (%)
Employees with physical and mental disabilities		
Age Distribution	<30 years old	0
	30 - 50 years old	0.64
	≥50 years old	0.64

* Human Rights Policy

The Company values its employees as its most important asset and emphasizes an inclusive workplace and human rights, all rooted in the core value of integrity. It provides meaningful work, a safe and healthy work environment, and comprehensive compensation and benefits. It also promotes a work-life balance that allows employees to manage their families, relationships, and personal interests. Moving forward, we will remain committed to upholding the United Nations Guiding Principles on Business and Human Rights and the Responsible Business Alliance Code of Conduct. This includes the continued implementation of our Human Rights Policy.

Human Rights Risk Mitigation Measures: The Company is committed to advancing its business while prioritizing the safety of its employees and the working environment within its supply chain. In addition, the company is committed to respecting individuals and upholding ethical standards. In order to fulfill this commitment, the Company is progressively planning to obtain membership in the “Responsible Business Alliance (RBA)”, the world's largest electronics industry alliance. Prior to this, we have strictly adhered to and implemented the RBA Code of Conduct and conducted annual supplier audits through our international Level 1 customers using this standard. We have independently implemented the Self-Assessment Questionnaire (SAQ) designed by the “Responsible Business Alliance (RBA)” to identify the highest standard of social, environmental and ethical risks prior to our international Level 1 customer audits.

* Human Rights Concerns and Practical Actions

	Provide a safe and healthy working environment	Eliminate unlawful discrimination to ensure job opportunities	Prohibit child labor	Prohibit forced labor	Assist employees in maintaining physical and mental health and work life balance
Objectives and actions	Implement occupational disease prevention and promote the physical and mental health of employees	<ol style="list-style-type: none"> 1. Comply with local government labor laws and regulations, international standards and the Company's human rights policy, and implement relevant internal regulations. 2. Promote and implement internal control procedures, and reveal the principle of non-discrimination in the RBA Handbook, Labor Rights Policy, and Human Resources Management Regulations, and do not discriminate on the basis of race, class, language, ideology, religion, party affiliation, origin, place of birth, gender, sexual orientation, age, marriage, pregnancy, appearance, facial features, or physical or mental disabilities. 3. In accordance with the internal control and verification mechanism, we provide "Basis of Talent Selection" training courses for hiring managers of each unit, which also cover non-discrimination against job applicants and remind them not to involve in personal information unrelated to work during interviews with job applicants. 	In accordance with the Company's "RBA Manual", "Labor Rights Policy", "Human Resources Management Regulations", and "Child Labor, Youth Labor, and Student Labor Employment Management Regulations", we conduct double checks on job applications and confirmed recruitments to ensure that there are no oversights.	<ol style="list-style-type: none"> 1. Comply with local government labor laws and regulations, international standards and the Company's human rights policy, and do not force or coerce any unwilling employee to perform labor practices. 2. Stipulate in the working rules that if there is a need for overtime work, the consent of employees must be obtained and overtime pay or compensatory time off shall be provided afterwards. 	Provide diversified activities and invite family participation and parent child interaction to enrich the concept of "work life balance".
Risk Assessment	Record any occupational diseases caused by chemical exposure.	From the beginning of the recruitment process, the Company follows internal control	Applicants are required to provide relevant identification	In addition to the internal system to control working hours, we also	Inspect participation rate

	Provide a safe and healthy working environment	Eliminate unlawful discrimination to ensure job opportunities	Prohibit child labor	Prohibit forced labor	Assist employees in maintaining physical and mental health and work life balance
		procedures to eliminate unlawful discrimination and does not require job applicants to fill in personal information unrelated to the job.	documents (such as ID cards, driver's licenses, health insurance cards, academic certificates, etc.) to the Company to confirm that they are not involved in issues that violate child labor regulations.	provide a two-way communication channel through the Company's reporting channels and labor management meetings.	
Mitigation Measures	<ol style="list-style-type: none"> 1. The Company's internal occupational safety and health related departments, as well as department heads, are jointly involved in health promotion management and control of the five major hazards of occupational diseases, including chemical, biological, and psychosocial hazards. 2. In accordance with laws and regulations, the Company implements a comprehensive management program of professional health promotion, health care, and employee assistance by factory doctors and nursing staff. 	Since the beginning of the recruitment process, the Company has been conducting the hiring process in accordance with the law to eliminate problems related to illegal discrimination.	Since the beginning of the recruitment, the Company has been conducting the hiring process in accordance with the law to eliminate problems related to child labor.	Provide attendance management reports for each unit to review work hours and control relevant issues on a monthly basis.	Cooperate with Welfare Committee members and representatives from various departments in the factory to help promote and encourage participation.
How to Remedy	<ol style="list-style-type: none"> 1. Immediately remove from the original workplace. 2. Provide adequate 	No such concerns	No such concerns	If the fact of forced labor is found, the necessary improvement measures will be taken with the	A satisfaction survey will be issued at the end of the activity as a basis for future improvements.

	Provide a safe and healthy working environment	Eliminate unlawful discrimination to ensure job opportunities	Prohibit child labor	Prohibit forced labor	Assist employees in maintaining physical and mental health and work life balance
	medical assistance. 3. Provide leave and salary subsidies according to the law. 4. Prevent recurrence.			supervisor and the employee's rights will be returned.	
Reporting Channel	The Company has a smooth reporting channel (employee suggestion box, reporting mail) and regular communication for employees to reflect on their problems at any time.	The Company provides a smooth reporting channel, which is posted on the official website and the "Code of Ethical Conduct" (https://www.chiachang.com/UserFiles/shareholder/model/M1400006_tw.pdf) and provides external personnel for reporting or grievances. (https://www.chiachang.com/tw/sustainable/Stakeholders.html)	The Company provides a smooth reporting channel, which is posted on the official website and the "Code of Ethical Conduct" (https://www.chiachang.com/UserFiles/shareholder/model/M1400006_tw.pdf) and provides external personnel for reporting or grievances. (https://www.chiachang.com/tw/sustainable/Stakeholders.html)	The Company has a smooth reporting channel (employee suggestion box, reporting mail) and regular communication for employees to reflect on their problems at any time.	The Company has a smooth reporting channel (employee suggestion box, reporting mail) and regular communication for employees to reflect on their problems at any time.

* Human rights protection training in practice

1. Internal communication framework: In the pre-employment training for new employees, we provide information on compliance with relevant laws and regulations, including prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, regulation and management of working hours, humane treatment, and prevention of sexual harassment, etc.
2. Implementation of workplace bullying awareness: Through training, we help employees understand workplace bullying, know how to avoid bullying behavior, and work together to create a friendly work environment with open communication and management.
3. A complete series of occupational safety training: We provide different safety training for different types of employees in the factory, such as fire training, emergency response training, first responder training, general safety and health education training, and factory safety training.

In addition, we also implemented human rights education training for our employees in 2024, with a total of 2,750 hours of training, and a total of 944 employees completed the training (an 54.7% increase over the previous year's total of 1,503 hours). In the future, we will continue to pay attention to human rights protection issues and promote related education and training to raise awareness of human rights protection and reduce the possibility of the occurrence of related risks.

Targets	Affected Targets	Human Rights Issues	Evaluation/Communication Channel	Mitigation Measures
Employee	Employees with physical and mental disabilities	Workplace safety	Employee suggestion box/ reporting box	<ol style="list-style-type: none"> 1. Educational training: We conduct training courses for new employees to raise their awareness of human rights. 2. Employee suggestion box/reporting box. 3. Professional occupational safety clinicians and nursing staff are hired to provide assistance on a regular basis.
Employee	Pregnant and breastfeeding employees	Health care (pregnancy, breastfeeding)	Pregnancy care consultation, breastfeeding health education	Maternity protection program implementation
Employee	All employees	Health	Abnormal health screening results	<ol style="list-style-type: none"> 1. Health check result reminder and health promotion. 2. Health promotion activities.
Employee	All employees	Health (occupational disease)	Occurrence of occupational diseases or disasters	Implement overwork and human caused musculoskeletal injury prevention programs.
Suppliers/ contractors	Outsourced employees	Privacy (supply chain management)	Supplier meetings, vendor self-evaluation, factory visits and audits	Supplier and contractor contracting audit management related methods.
Customers	Business customers	Privacy	Customers meetings	Letter of confidentiality
Community	Local residents	Water conservation/ Resident complaints	Visits Reporting line	

(VI) Implementation of Ethical Corporate Management and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies:

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs				No major differences
(I) Does the Company have a Board approved ethical corporate management policy and stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the Board of Directors and senior management towards implementation of such policy?	V		(I) The Company has implemented "Ethical Corporate Management Best Practice Principles", which has been approved by the Board of Directors to ensure the implementation of ethical management and compliance with laws and regulations. For directors and senior management, if any decision or transaction involves a conflict of interest, they are not allowed to participate in the decision or vote based on the principle of interest avoidance.	
(II) Does the Company have mechanisms in place to assess the risk of unethical conduct, and perform regular analysis and assessment of business activities with higher risks of unethical conduct within the scope of business? Does the Company implement programs to prevent unethical conduct accordingly and ensure the programs cover at least the matters described in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		(II) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct", which set out the assessment mechanism and preventive measures for dishonest behavior: (1) Prohibition of provision or receipt of improper benefits. (2) Prohibition of facilitation fees. (3) Prohibition of illegal political contributions. (4) Prohibition of improper charitable contributions or sponsorships. (5) Prohibition of disclosure of trade secrets. (6) Prohibition of insider trading.	
(III) Does the Company define the operating procedures, code of conduct, disciplinary actions, and appeal procedures in the programs against unethical conduct? Does the Company enforce the programs effectively and perform regular reviews and amendments?	V		(III) The Company has established "Procedures for Ethical Management and Guidelines for Conduct", which was approved by the Board of Directors and contains procedures for handling dishonest conduct, as well as provisions for rewards, sanctions, reporting and disciplinary	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
			actions, and regularly reviews and revises the previously disclosed program.	
<p>II. Fulfillment of ethical corporate management</p> <p>(I) Does the Company evaluate business partners' ethical records and include ethics related clauses in the business contracts?</p> <p>(II) Does the Company have a unit responsible for ethical corporate management on a full-time basis under the Board of Directors that reports the ethical corporate management policy and programs against unethical conduct regularly (at least once a year) to the Board of Directors while overseeing such operations?</p> <p>(III) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?</p> <p>(IV) Does the Company have effective accounting and internal control systems in place to implement ethical corporate management? Does the internal audit unit devise audit plans based on the results of</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p>		<p>(I) The Company has a credit rating system for suppliers and customers, and all contracts are reviewed by professionals and include integrity clauses as necessary.</p> <p>(II) The Company has a dedicated unit to promote integrity management programs in accordance with the Company's policies and to promote integrity and honesty. We have also included employee integrity in our corporate culture and employee code of conduct. All employees are required to sign the "Chia Chang Code of Integrity" and the "Chia Chang Code of Service and Code of Conduct Commitment".</p> <p>(III) For directors and managers, if there is any conflict of interest in any decision or transaction, they are not allowed to participate in the decision or vote. In order to fulfill its supervisory responsibilities, the Company has established a comprehensive internal system and various organizational channels, such as the Audit Committee, Remuneration Committee, internal control and audit system, and document control system.</p> <p>(IV) The Company has established an effective accounting system and internal control system, which is reviewed from time to time to ensure that the system is designed and implemented effectively. In</p>	No major differences

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
<p>unethical conduct risk assessments and audit the systems accordingly to prevent unethical conduct, or hire external CPAs to perform the audits?</p> <p>(V) Does the Company regularly hold internal and external educational trainings on ethical corporate management?</p>	V		<p>addition, internal auditors have consistently reviewed the compliance of the mentioned system, prepared audit reports, and submitted them to the board of directors.</p> <p>(V) The Company regularly holds monthly staff meetings, cadre meetings and foreign colleagues' seminars to promote the Company's philosophy of operating with integrity and to require colleagues to follow the example of others. In September 2024, the Company held an educational seminar on the principles of corporate integrity and a brief discussion on corporate fraud detection and prevention, with a total of 109 participants for a 2-hour seminar.</p>	
<p>III. Operation of the whistle blowing system</p> <p>(I) Has the Company established both a reward/whistle blowing system and convenient whistle blowing channels? Are appropriate personnel assigned to the accused party for the follow up?</p> <p>(II) Does the Company have in place standard operating procedures for investigating accusation cases, as well as follow-up actions and relevant post-investigation confidentiality measures?</p> <p>(III) Does the Company provide proper whistleblower protection?</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(I) The Company has established employee reporting procedures to encourage employees to report violations to management for investigation and disciplinary action.</p> <p>(II) The Company has certain standard operating procedures and confidentiality agreements for the investigation of reported matters.</p> <p>(III) The Company's "Ethical Corporate Management Best Practice Principles" and related regulations stipulate that: The identity of the whistleblower is kept confidential and the whistleblower is protected from improper handling due to the whistleblowing.</p>	No major differences
IV. Strengthening information disclosure	V		The Company has established the "Ethical Corporate Management Best	No major differences

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Description	
Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company's website and MOPS?			Practice Principles", "Management Best Practice Principles", which is disclosed on the Company's website and the MOPS. At the same time, the Company announced on its website the Integrity Management Education Promotion that took place in September 2023. This promotion provided information on the principles of corporate integrity and a brief discussion on corporate fraud detection and prevention.	
<p>V. If the Company has established its own ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe the implementation and any deviations from the Principles:</p> <p>The Company has established the Ethical Corporate Management Best Practice Principles, which is disclosed on the Company's website and the MOPS. All employees of the Company are required to comply with the regulations, which is not materially different from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.</p>				
<p>VI. Other important information to facilitate a better understanding of the Company's ethical corporate management practices: (e.g., review of and amendments to ethical corporate management policies)</p> <p>The Company strictly complies with business conduct regulations and other related regulations for listing on the TWSE/TPEX as the basis for ethical corporate management, and continues to identify and update regulations to ensure the implementation of relevant regulations.</p>				

(VII) Other Important Information Regarding Corporate Governance:

The Company has established the "Procedures for Handling Material Inside Information and Preventing Insider Trading", which clearly regulates the mechanism for handling and disclosing material information within the Company. The Company also reviews the regulations from time to time to comply with the current laws and regulations and practical management needs.

(VIII) Implementation of the Internal Control System:

1. Statement on Internal Control

Chia Chang Co., Ltd.

Statement on Internal Control

Date: February 26, 2025

The Company hereby states the results of the self-evaluation of the internal control system for 2024 as follows:

- I. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system are the responsibility of the Board of Directors and managerial officers, and the Company has established an internal control system. The internal control system is designed to provide reasonable assurance for the effectiveness and efficiency of the operations (including profitability, performance, and protection of assets), reliability, timeliness, transparency of reporting, and compliance with applicable laws and regulations.
- II. The internal control system has innate limitations. No matter how robust and effective the internal control system is, it can only provide reasonable assurance of the achievement of the foregoing three goals; in addition, the effectiveness of the internal control system may vary due to changes in the environment and conditions. However, the internal control system of the Company has self-monitoring mechanisms in place, and the Company will take corrective action against any defects identified.
- III. The Company uses the assessment items specified in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations") to determine whether the design and implementation of the internal control system are effective. Based on the process of control, the assessment items specified in the Regulations divide the internal control system into five constituent elements: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring. Each constituent element includes a certain number of items. For more information on such items, refer to the Regulations.
- IV. The Company has adopted the aforesaid assessment items for the internal control system to determine whether the design and implementation of the internal control system are effective.
- V. Based on the results of the determination in the preceding paragraph, the Company is of the opinion that, as of December 31, 2024, the internal control system (including the supervision and management of subsidiaries), including the design and implementation of the internal control system relating to the effectiveness and efficiency of the operations, reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations, are effective and can reasonably assure the achievement of the foregoing goals.
- VI. This statement will constitute the main content of the Company's annual report and the prospectus and will be disclosed to the public. Any falsehood or concealment with regard to the above contents will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This statement was approved by the Board of Directors on February 26, 2025, and out of the 9 directors in attendance, none had dissenting opinions of it and all approved the content expressed in this statement.

Chia Chang Co., Ltd.

Chairman: Kuei-Hsiu Sung Signature

President: Tz-Shiuan Chen Signature

2. If a CPA Has Been Hired to Carry Out a Special Audit of the Internal Control System, the CPA Audit Report Shall Be Disclosed: None.

(IX) Major Resolutions of Shareholders' Meeting and Board Meetings During the Most Recent Fiscal Year up to the Date of Publication of the Annual Report:

1. Major Resolutions of Shareholders' Meeting in 2024 and up to the Date of Publication of the Annual Report
 - (1) To accept 2023 Business Report and Financial Statements
Implementation status: The resolution was passed.
 - (2) Proposal for amendment to the Rules of Procedure for Shareholders' Meetings
Implementation Status: It has been announced on the Company's website and the MOPS, and the amended rules have been followed.
2. Major Resolutions of the Board of Directors' Meeting in 2024 and up to the Date of Publication of the Annual Report

Date of meeting	Major Resolution
2024.01.25	<ol style="list-style-type: none"> 1. Proposal for 2023's year-end bonus distribution for the Company's managerial officers 2. Proposal for the promotion of the Company's managerial officers
2024.02.26	<ol style="list-style-type: none"> 1. 2023 Business Report and Financial Statements 2. Distribution of Employee Compensation, Director Remuneration, and Executive Compensation for 2023 3. Earnings distribution for 2023 4. Issuance of the 2023 Statement of Internal Control 5. Proposal for the convening of annual shareholders' meeting 6. Proposal for the acceptance of shareholders' proposals
2024.05.14	<ol style="list-style-type: none"> 1. Consolidated Financial Statements for the first quarter of 2024 2. Proposal for the Termination of the Optoelectronics Business Segment of Chia Chang Technology (Chong Qing) Co., Ltd 3. Proposal for Management Personnel Changes in the Company
2024.08.13	<ol style="list-style-type: none"> 1. Consolidated Financial Statements for the second quarter of 2024 2. Appointment of directors and supervisors to reinvestment company 3. Proposal for the Adjustment of the Financing Limit for the Subsidiary Chia Chang Vietnam Financial Institution 4. Proposal for the Adjustment of the Endorsement and Guarantee Limit for the Subsidiary Chia Chang Vietnam 5. Proposal for the Adjustment of the Intercompany Loan Limit for the Subsidiary Chia Chang Vietnam
2024.11.13	<ol style="list-style-type: none"> 1. Consolidated Financial Statements for the third quarter of 2024 2. Proposal for amendments to the Regulations Governing Board of Directors' Meetings 3. Proposal for amendment to the Procedures for Loans to Others
2024.12.23	<ol style="list-style-type: none"> 1. 2025 budget report plan submitted for approval 2. Application for 2025 bank financing line submitted for approval 3. Application for 2025 endorsement and guarantee line submitted for approval 4. Application for 2025 loan line submitted for approval 5. 2025 audit plan submitted for approval 6. 2025 appointment of CPAs submitted for approval 7. Proposal for amendments to the "Audit Committee Charter" 8. Proposal for amendment to the "Procedures for Lending Funds to Other Parties"

Date of meeting	Major Resolution
	9. Proposal for amendments to the "Internal Control System" 10. Proposal for the establishment of the "Procedure for Preparation and Assurance of the Sustainability Report". 11. Proposal for the establishment of the "Sustainability Information Management Procedures".
2025.01.16	1. Proposal for 2024's year-end bonus distribution for the Company's managerial officers 2. Proposal for the Change of the Company's Spokesperson 3. Report on the earnings distribution of China subsidiaries
2025.02.26	1. 2024 Business Report and Financial Statements 2. Distribution of Employee Compensation, Director Remuneration, and Executive Compensation for 2024 3. Earnings distribution for 2024 4. Issuance of the 2024 Statement of Internal Control 5. Proposal for amendment to the "Articles of Incorporation" 6. Proposal for amendments to the "Internal Control System" 7. Appointment of directors and supervisors to reinvestment company 8. Proposal for the Reassignment of Management Personnel 9. Proposal for the Comprehensive Election of Directors and the Nomination and Review of Director Candidates 10. Proposal for lifting the prohibition on new directors from business competition after the Company's re-election 11. Proposal for the convening of annual shareholders' meeting 12. Proposal for the acceptance of shareholders' proposals and right to nominate directors

- (X) Any Dissenting Opinion Expressed by a Director or Supervisor with Respect to a Major Resolution Passed by the Board of Directors During the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report, Where Said Dissenting Opinion Has Been Recorded or Prepared as a Written Declaration, and Its Main Content: None.

IV. Information on CPA Professional Fees:

The amount of audit and non-audit fees paid to the CPA, their affiliated firm, and related enterprises, as well as the details of non-audit services provided:

Information on CPA Professional Fees

Unit: NT\$ thousand

Accounting Firm	Name of CPA	CPA Audit Period	Audit Fee	Non-audit Fee	Total	Note
Deloitte & Touche	Chih-Yuan Chen, Shih-Chieh Chou	2024	5,220	380	5,600	The non-audit fees are mainly for the accountants' review of income tax returns and direct debit method audit fees.

- (I) 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: Not Applicable.
- (II) If the audit fee has decreased by 10% or more from the previous year, the amount, percentage and reasons for the decrease shall be disclosed: Not Applicable.

V. Information on Replacement of CPAs:

(I) Regarding the Former CPA

Date of Change	December 20, 2023		
Reason for Change and Explanation	In order to be in line with the internal rotation of the firm, it is proposed to change the CPAs of the Company from Yao-Lin Huang and Shih-Chieh Chou to Chih-Yuan Chen and Shih-Chieh Chou with effect from the first quarter of 2024.		
Explanation of the termination or non-acceptance of the appointment by the appointed person or the CPA	Situation/Parties Involved	CPA	Appointed person
	Voluntary termination of the appointment		
	Non-acceptance (continuation) of the appointment	v	
Audit report opinions other than unqualified opinions issued in the last two years and the reasons therefor	None		
Whether there are any disagreements with the issuer	Yes		Accounting Principles or Practices
			Disclosure of Financial Reports
			Scope or Procedures of the Audit
			Other
	None	v	
	Explanation		
Other Disclosure Matters (Items 4 to 7 of Subparagraph 1 of Paragraph 6 of Article 10 of these Guidelines should be disclosed)	None		

(II) Regarding the Successor CPA

Accounting Firm	Deloitte & Touche
Name of CPA	CPA Chih-Yuan Chen, CPA Shih-Chieh Chou
Date of Appointment	December 20, 2023
Consultation Matters and Results Regarding Specific Transaction Accounting Treatment Methods or Accounting Principles and the Potential Audit Opinion Prior to Engagement	None
Written Opinion of the Successor CPA on Matters of Disagreement with the Former CPA	None

(III) The response from the former CPA regarding the matters specified in Article 10, Paragraph 6, Items 1 and 2(3) of the Regulations Governing the Preparation of Annual Reports by Public Companies: Not Applicable.

VI. Company Chairman, President, or Any Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Holding a Position at the Company's CPA Accounting Firm or an Affiliated Enterprise of Such Accounting Firm. Affiliates of the CPA firm are companies or organizations in which the CPA firm's accountant holds more than 50% of the shares or a majority

of the directorships, or companies or organizations listed as affiliates in the information published by the CPA firm: None.

VII. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report) by a Director, Managerial Officer, or Shareholder with a Stake of More than 10 Percent

(I) Changes in Shareholding of Directors, Managerial Officers, and Major Shareholders

Unit: Shares

Title	Name	2024		For the year ended March 31, 2025	
		Shareholding Increase (Decrease)	Pledged Shareholding Increase (Decrease)	Shareholding Increase (Decrease)	Pledged Shareholding Increase (Decrease)
Chairman	Kuei-Hsiu Sung (Note 2)	-	-	-	-
Director	Yung Hsiang Investment CO., LTD.	-	-	-	-
	Representative: Chang-Hai Chen	-	-	-	-
Director	Tsai-Ho Lu	-	-	-	-
Director/ President	Tz-Shiuan Chen (Note 3)	300,000	-	-	-
Director	Chyan Yang	-	-	-	-
Independent Director	Teh-Jung Kao	-	-	-	-
Independent Director	Jui-Hsin Lin	-	-	-	-
Independent Director	Ping-Kuen Chen	-	-	-	-
Independent Director	Chia-Hsiang Chu	-	-	-	-
Vice President	Li-Chuan Cheng	-	-	-	-
Vice President	Huoo-Hsin Chen	-	-	-	-
Vice President	Li-Chen Huang	-	-	-	-
Vice President	Wen-Kung Lee	-	-	-	-
Vice President	Mo-Hua Su	-	-	-	-
Vice President	Chia-Hung Kao	-	-	-	-
Associate Vice President	Shih-Hsiung Lu	-	-	-	-
Associate Vice President	Yung-Ming Sung	-	-	-	-

Note 1: Refers to those who are still in office up to the date of publication of the annual report.

Note 2: Kuei-Hsiu Sung was terminated from his position as the President on February 1, 2024.

Note 3: Tz-Shiuan Chen was promoted from Vice President to President on February 1, 2024.

(II) The information on the transfer of shares of directors, managers, and shareholders holding shares of more than 10% in the most recent year is as follows: None.

(III) The information on the pledge of shares of directors, managers, and shareholders holding shares of more than 10% in the most recent year is as follows: None.

VIII. Relationship among the Company's 10 Largest Shareholders who are Related to, Spouse of, or a Relative Within the Second Degree of Kinship of Another:

March 28, 2025

NAME	CURRENT SHAREHOLDING		SPOUSE & MINOR SHAREHOLDING		SHAREHOLDING BY NOMINEE ARRANGEMENT		NAME AND RELATIONSHIP BETWEEN THE COMPANY'S TOP TEN SHAREHOLDERS, OR SPOUSES OR RELATIVES WITHIN THE SECOND DEGREE OF KINSHIP		NOTE
	Shares	%	Shares	%	Shares	%	Name (or Title)	Relation	
Yung Hsiang Investment CO., LTD.	13,438,441	9.43%	-	-	-	-	Hsin Ho Investment CO., LTD.	The representatives of the companies are family related	
Yung Hsiang Investment CO., LTD. Representative: Tz-Shiuan Chen	2,057,217	1.44%	492,138	0.34%	-	-	Chang-Hai Chen	Father and Son	
							Szu-Chia Chen	Brother and Sister	
Hsin Ho Investment CO., LTD.	11,904,492	8.36%	-	-	-	-	Yung Hsiang Investment CO., LTD.	The representatives of the companies are family related	
							Hang Chia Investment CO., LTD.		
Hsin Ho Investment CO., LTD. Representative: Chang-Hai Chen	2,716,815	1.90%	1,554,686	1.09%	-	-	Tz-Shiuan Chen	Father and Son	
							Li-Ying Huang	In-law	
							Kuei-Hsiu Sung	In-law	
							Szu-Chia Chen	Father and Daughter	
Hang Chia Investment CO., LTD.	6,349,437	4.45%	-	-	-	-	Hsin Ho Investment CO., LTD.	The representatives of the companies are family related	
							Ying Chia Investment CO., LTD.		
Hang Chia Investment CO., LTD. Representative: Li-Ying Huang	2,052,622	1.44%	6,296,338	4.42%	-	-	Chang-Hai Chen	In-law	
							Kuei-Hsiu Sung	Spouse	
							Yung-Ming Sung	Mother and Son	
Kuei-Hsiu Sung	6,296,338	4.42%	2,052,622	1.44%	-	-	Hsin Ho Investment CO., LTD.	The representatives of the companies are family related	
							Hang Chia Investment CO., LTD.		
							Ying Chia Investment CO., LTD.		
							Chang-Hai Chen	In-law	
							Li-Ying Huang	Spouse	
							Yung-Ming Sung	Father and Son	
Hefeng United Co., Ltd.	3,460,000	2.43%	-	-	-	-	-	-	
Chang-Hai Chen	2,716,815	1.90%	1,554,686	1.09%	-	-	Yung Hsiang Investment CO., LTD.	The representatives of the companies are family related	
							Hsin Ho Investment CO., LTD.	Chairman is the same person	
							Hang Chia Investment CO., LTD.	The representatives of the companies are family related	

NAME	CURRENT SHAREHOLDING		SPOUSE & MINOR SHAREHOLDING		SHAREHOLDING BY NOMINEE ARRANGEMENT		NAME AND RELATIONSHIP BETWEEN THE COMPANY'S TOP TEN SHAREHOLDERS, OR SPOUSES OR RELATIVES WITHIN THE SECOND DEGREE OF KINSHIP		NOTE
	Shares	%	Shares	%	Shares	%	Name (or Title)	Relation	
							Tz-Shiuan Chen	Father and Son	
							Li-Ying Huang	In-law	
							Kuei-Hsiu Sung	In-law	
							Szu-Chia Chen	Father and Daughter	
Citibank Taiwan in custody for Polunin Emerging Markets Small Cap Fund, LLC	2,504,800	1.75%	-	-	-	-	-	-	
Yung-Ming Sung	2,451,411	1.72%	131,000	0.09%	-	-	Hang Chia Investment CO., LTD.	The representatives of the companies are family related	
							Ying Chia Investment CO., LTD.	Chairman is the same person	
							Li-Ying Huang	Mother and Son	
							Kuei-Hsiu Sung	Father and Son	
Szu-Chia Chen	2,240,425	1.57%	-	-	-	-	Yung Hsiang Investment CO., LTD.	The representatives of the companies are family related	
							Hsin Ho Investment CO., LTD.		
							Tz-Shiuan Chen	Brother and Sister	
							Chang-Hai Chen	Father and Daughter	
Ying Chia Investment CO., LTD.	2,231,000	1.56%	-	-	-	-	Hang Chia Investment CO., LTD.	The representatives of the companies are family related	
Ying Chia Investment CO., LTD. Representative: Yung-Ming Sung	2,451,411	1.72%	131,000	0.09%	-	-	Li-Ying Huang	Mother and Son	
							Kuei-Hsiu Sung	Father and Son	

IX. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors, Managers, and Any Companies Controlled Either Directly or Indirectly by the Company:

December 31, 2024 Unit: Thousand shares

Reinvestment business	Ownership by the Company		Direct or Indirect Ownership by Directors/Supervisors/Managers		Total Ownership	
	Shares	Percentage (%)	Shares	Percentage (%)	Shares	Percentage (%)
CHIA CORPORATION	40,000	100.00%	-	-	40,000	100.00%
GOLDSKY ENTERPRISES LIMITED	15	100.00%	-	-	15	100.00%
Chia Development Co., Ltd.	19,784	100.00%	-	-	19,784	100.00%
Zen Material Technology Inc.	1,334	46.01%	-	-	1,334	46.01%
TARCOOLA TRADING LIMITED	-	-	37,100	100.00%	37,100	100.00%
HUGE LINE INTERNATIONAL LIMITED	-	-	16,601	100.00%	16,601	100.00%
CHIAPEX HOLDING LIMITED	-	-	3,460	100.00%	3,460	100.00%
Energy Magic Co., Ltd.	-	-	1,500	50.00%	1,500	50.00%
EIDEAL Company Limited	-	-	2,100	84.00%	2,100	84.00%
Top Taiwan IX Venture Capital Co., Ltd.	-	-	5,250	12.50%	5,250	12.50%
Chia Chang Technology (Suzhou) Co., Ltd.	-	-	(Note 1)	100.00%	(Note 1)	100.00%
Ningbo Chia Chang Electronics Hardware Co., Ltd.	-	-	(Note 1)	100.00%	(Note 1)	100.00%
Nanjing Chia-Chan Precious Electronics Co., Ltd.	-	-	(Note 1)	100.00%	(Note 1)	100.00%
Chia Chang Technology (Chong Qing) Co., Ltd	-	-	(Note 1)	100.00%	(Note 1)	100.00%
Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd.	-	-	(Note 2)	49.00%	(Note 2)	49.00%
Chia Chang Technology (Vietnam) Co., Ltd	-	-	(Note 1)	100.00%	(Note 1)	100.00%

Note 1: The company is a limited liability company and is therefore not applicable.

Note 2: On December 19, 2017, the Board of Directors resolved to dispose of 51% equity interest in Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd. held by CHIAPEX HOLDING LIMITED to a non-related party in 2018.

Capital Overview

I. Capital and Shares

(I) Source of capital

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Shares (Shares)	Amount (NT\$)	Shares (Shares)	Amount (NT\$)	Sources of Capital	Capital Increase by Assets Other than Cash	Other
1985.8	10	500,000	5,000,000	500,000	5,000,000	Founding capital	-	
1991.9	10	2,000,000	20,000,000	2,000,000	20,000,000	Capital increase by cash 15,000,000	-	
1995.10	10	4,000,000	40,000,000	4,000,000	40,000,000	Capital increase by cash 20,000,000	-	
2001.5	10	10,000,000	100,000,000	10,000,000	100,000,000	Capital increase by cash 60,000,000	-	May 14, 2001 Jing(090) Shang Zhi No. 09001162110
2001.8	10	19,900,000	199,000,000	19,900,000	199,000,000	Capital increase by cash 99,000,000	-	August 7, 2001 Jing(090) Shang Zhi No. 09001296000
2003.2	10	23,880,000	238,800,000	23,880,000	238,800,000	Capital increase by cash 7,235,000 Capitalization of retained earnings 32,565,000	-	February 12, 2003 Jing Shou Shang Zhi No. 09201041960
2006.10	30	26,940,000	269,400,000	26,940,000	269,400,000	Capital increase by cash 30,600,000	-	October 11, 2006 Jing Shou Zhong Zhi No. 09532951170
2007.1	30	29,320,000	293,200,000	29,320,000	293,200,000	Capital increase by cash 23,800,000	-	January 2, 2007 Jing Shou Zhong Zhi No. 09533399830
2007.7	78	100,000,000	1,000,000,000	58,808,000	588,080,000	Capital increase by cash 294,880,000	-	July 20, 2007 Jing Shou Zhong Zhi No. 09601172060
2008.1	78	100,000,000	1,000,000,000	62,269,540	622,695,400	Capital increase by cash 34,615,400	-	January 10, 2008 Jing Shou Shang Zhi No. 09701005690
2008.8	10	100,000,000	1,000,000,000	93,404,310	934,043,100	Capitalization of retained earnings 311,347,700	-	August 15, 2008 Jing Shou Shang Zhi No. 09701206260
2009.7	26.5	100,000,000	1,000,000,000	93,447,810	934,478,100	Conversion of stock options 435,000	-	July 6, 2009 Jing Shou Shang Zhi No. 09801136620
2009.9	10	150,000,000	1,500,000,000	107,458,456	1,074,584,560	Capitalization of retained earnings 140,106,460	-	September 4, 2009 Jing Shou Shang Zhi No. 09801190580
2010.8	21.5	150,000,000	1,500,000,000	107,581,956	1,075,819,560	Conversion of stock options 1,235,000	-	August 20, 2010 Jing Shou Shang Zhi No. 09901189630
2010.9	10	150,000,000	1,500,000,000	131,760,108	1,317,601,080	Capitalization of retained earnings 241,781,520	-	September 3, 2010 Jing Shou Shang Zhi No. 09901201170
2011.7	10	150,000,000	1,500,000,000	145,750,108	1,457,501,080	Capital increase by cash 39,900,000	-	July 13, 2011 Jing Shou Shang Zhi No. 10001155390
2011.7	15.4	150,000,000	1,500,000,000	145,889,108	1,458,891,080	Conversion of stock options 1,390,000	-	July 29, 2011 Jing Shou Shang Zhi No. 10001172070
2011.8	10	180,000,000	1,800,000,000	152,477,113	1,524,771,130	Capitalization of retained earnings 65,880,050	-	August 16, 2011 Jing Shou Shang Zhi No. 10001188180
2012.7	12.4	180,000,000	1,800,000,000	152,562,613	1,525,626,130	Conversion of stock options 855,000	-	August 3, 2012 Jing Shou Shang Zhi No. 10101156790

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Shares (Shares)	Amount (NT\$)	Shares (Shares)	Amount (NT\$)	Sources of Capital	Capital Increase by Assets Other than Cash	Other
2013.4	10	180,000,000	1,800,000,000	152,304,613	1,523,046,130	Capital reduction by cancellation of treasury stock2,580,000	-	April 2, 2013 Jing Shou Shang Zhi No. 10201060420
2015.12	10	180,000,000	1,800,000,000	149,202,613	1,492,026,130	Capital reduction by cancellation of treasury stock3,102,000	-	December 29, 2015 Jing Shou Shang Zhi No. 10401270240
2016.3	10	180,000,000	1,800,000,000	146,202,613	1,462,026,130	Capital reduction by cancellation of treasury stock3,000,000	-	March 31, 2016 Jing Shou Shang Zhi No. 10501062470
2016.8	10	180,000,000	1,800,000,000	142,367,613	1,423,676,130	Capital reduction by cancellation of treasury stock3,835,000	-	August 17, 2016 Jing Shou Shang Zhi No. 10501202170

Share Type	Authorized Capital			Note
	Issued Shares (Note)	Un-issued Shares	Total	
Common stock	142,367,613	37,632,387	180,000,000	Listed shares

Note: The stock is a listed company stock.

Information on the general reporting system: Not Applicable.

(II) List of Major Shareholders

Name, amount and percentage of shareholding of the top ten shareholders with a shareholding ratio of 5% or more:

		March 28, 2025	Unit: Shares; %
Shareholder's Name	Shares	Shareholding (Shares)	Percentage (%)
Yung Hsiang Investment CO., LTD.		13,438,441	9.43%
Hsin Ho Investment CO., LTD.		11,904,492	8.36%
Hang Chia Investment CO., LTD.		6,349,437	4.45%
Kuei-Hsiu Sung		6,296,338	4.42%
Hefeng United Co., Ltd.		3,460,000	2.43%
Chang-Hai Chen		2,716,815	1.90%
Citibank Taiwan in custody for Polunin Emerging Markets Small Cap Fund, LLC		2,504,800	1.75%
Yung-Ming Sung		2,451,411	1.72%
Szu-Chia Chen		2,240,425	1.57%
Ying Chia Investment CO., LTD.		2,231,000	1.56%

(III) The Company's dividend policy and implementation status

1. The Company's dividend policy is as follows:

The Company is growing steadily and the majority of its earnings are generated from the reinvestment companies using the equity method. For the Company's sustainable operation and long-term development, the Company should set aside 10% of its annual net income as legal reserve, in addition to tax contributions and deficit recovery, except when the legal reserve has reached the amount of paid-in capital. In addition, the Company shall set aside or reverse the

special reserve in accordance with the law or the regulations of the competent authorities, and the remaining balance of the current year's earnings after deducting the above items shall be the total amount of distributable earnings for the current year. The Company gives priority to the distribution of the current year's distributable earnings, with any shortfall being allocated from undistributed earnings of prior years. The Board of Directors shall prepare a statement of earnings distribution and pay dividends in accordance with current and future development plans, taking into account the investment environment, capital requirements, domestic and international competition, as well as the interests of shareholders and the Company's capital structure. Unless otherwise resolved by the Board of Directors and the shareholders' meeting, the amount of surplus to be distributed to shareholders shall not be less than 30% of the distributable earnings for the year, and the amount of cash dividends shall not be less than 10% of the proposed profit for the year. The Board of Directors shall determine the amount of stock dividends to be distributed depending on the operating conditions and capital requirements of the year.

2. Distribution of Dividends Proposed in the Shareholders' Meeting is as follows:

On February 26, 2025, the Board of Directors resolved to distribute cash dividends to shareholders in the amount of NT\$284,735,226 (NT\$2 per share) and will submit a report to the 2025 annual shareholders' meeting.

3. Explanation for Expected Significant Changes: None.

(IV) Effect upon Business Performance and Earnings per Share of Any Stock Dividend Distribution Proposed or Adopted at the Most Recent Shareholders' Meeting: Not Applicable.

(V) Employee and Director Compensation:

1. The percentages or ranges with respect to employee and director compensation, as set forth in the company's "Articles of Incorporation":

If the Company makes a profit in a year, it shall first set aside not less than 1% of the profit for the year, no more than 15% of the profit for the year as compensation to employees, and less than 5% as compensation to directors. When there is a cumulative deficit, the Company shall reserve such an amount in advance for compensation. In the event that employee compensation is paid in stock or cash, it shall be paid to employees of the Company's subsidiaries who meet certain criteria. The Board of Directors is authorized to formulate these conditions.

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

The estimated compensation for employees and directors for the current period (2024) is based on prior years' allocations. If the estimates for the current period are different from those in the shareholders' meeting, they will be treated as changes in accounting estimates and adjusted in the year in which the shareholders' meeting resolves.

3. Distribution of Compensation of Employees, Directors, and Supervisors Approved in the Board of Directors Meeting:

- (1) The amount of employee and director compensation distributed in cash or stock. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed:

On February 26, 2025, the Board of Directors resolved to distribute employees remuneration in the amount of NT\$32,929,803 and directors remuneration in the amount of NT\$14,000,000 in cash.

If the above estimates of employee and director compensation differ from those approved in the shareholders' meeting, they will be treated as changes in accounting estimates and adjusted in the year in which the shareholders' meeting resolves.

- (2) The amount of any employee compensation distributed in stock, and the size of that amount as a percentage of the sum of the after-tax net income in the parent company only or individual financial statements for the current period and total employee compensation:
The Company did not allocate stock-based compensation to employees during the year, therefore, it is not applicable.

4. Information on Distribution of Compensation of Employees and Directors With an Indication of the Number of Distributed Shares, Monetary Amount, and Stock Price And, If There Is Any Discrepancy Between the Actual Distribution and the Recognized Employee and Director Compensation, Additionally the Discrepancy, Cause, and How It Is Treated:

On February 26, 2024, the Board of Directors resolved to distribute employees remuneration in the amount of NT\$33,310,548 and directors remuneration in the amount of NT\$14,000,000 in cash, which is not different from the expenses recognized in the 2023 financial statements.

- (VI) Share Repurchases: None.
- II. Corporate Bonds: None.
- III. Preferred Shares: None.
- IV. Global Depository Shares: None.
- V. Employee Stock Options:
 - (I) The Company's employee stock options that have not yet expired: None.
 - (II) Names, Acquisition, and Subscription Status of Managerial Officers Who Have Obtained Employee Stock Options And Top Ten Employees With Most Subscribable Shares Under the Employee Stock Options: up to the Date of Publication of the Annual Report: None.
- VI. New Restricted Employee Shares: None.
- VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.
- VIII. Implementation status of capital utilization plan:
 - (I) As of the quarter preceding the date of publication of the annual report, for each previous issuance or private placement of securities that has not yet been completed or has been completed within the last three years and the benefits of the plan have not yet been demonstrated: None.
 - (II) As of the quarter preceding the date of publication of the annual report, for each previous issuance or private placement of securities that has not yet been completed or has been completed within the last three years and the benefits of the plan have not yet been demonstrated: None.

Operational Highlights

I. Business Activities

(I) Business Scope

1. Principal Business Activities

CA04010 Surface Treatments

CC01030 Electrical Appliances and Audiovisual Electronic Products Manufacturing

CC01080 Electronics Components Manufacturing

CC01110 Computer and Peripheral Equipment Manufacturing

CD01030 Motor Vehicles and Parts Manufacturing

CQ01010 Mold and Die Manufacturing

ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval

2. Proportion of Business

Unit: NT\$ thousands

Item \ Year	2023		2024	
	Sales Revenue	Proportion (%)	Sales Revenue	Proportion (%)
BACK COVER	3,620,213	59.60	3,591,627	63.37
BEZEL	783,514	12.90	776,737	13.71
Internet communication	698,494	11.50	564,980	9.97
Other	972,247	16.00	733,995	12.95
Total	6,074,468	100.00	5,667,339	100.00

3. The Company's current products (services)

We mainly produce metal internal and external mechanical components for LCD TVs, notebooks, tablets, LCD monitors, car displays, industrial computers, Internet communications, etc., such as Bezel, Back Cover, Heat Sink, Inverter Cover, Shielding, Small Size Products (Lamp Cover, Ground Plate, Bracket), etc.

4. New products (services) to be developed

The Company is a professional metal stamping factory with precision mold design and manufacturing capabilities. We cooperate with panel manufacturers, backlight module manufacturers and system manufacturers to produce TV, NoteBook, Monitor, Tablet, vehicle and Internet communication products and other related components that meet the market size of TFT LCD. As the end consumer electronic products continue to develop towards the trend of lightness, thinness, integration of internal and external components and metal appearance, we will continue to enhance our precision stamping technology and maintain the cooperative relationship with our customers in order to provide them with high standard service quality. In addition, in order to protect the Company from the impact of a single industry and to extend its business footprint, the Company has already entered the medical, Internet communication, and server industries, and is taking orders from large international brand customers to gradually increase its revenue.

(II) Industry Overview

1. Current Status and Development

In recent years, the market size and applications of end electronic products have been increasing, such as 3C, Internet communication, medical, automotive, and other electronic products, etc. The manufacturing process also extends to a more precise and flexible direction. In this regard, manufacturers with the ability to develop and design molds or a higher degree of automation can achieve relative advantages in production costs, quality, and efficiency. In order to meet the market demand and increase the added value of electronic products in the face of the short life cycle of electronic products and the characteristics of rapid change, Chia Chang will continue to devote itself to the development and manufacturing of precision molds to meet market demands and enhance product value, and also offers a diverse range of manufacturing processes to provide customers with flexible options. Chia Chang is mainly manufactures metal stamping internal and external mechanical components, which are mainly applied in display products, automotive products, and networking communication products, etc.

(1) Notebook

According to research firm Digitimes, the recovery momentum of the laptop market has slowed in 2024. However, driven by the peak season in the second half of the year, shipments have increased, with total annual shipments reaching approximately 171 million units, representing a 3.5% year-over-year growth. The laptop market is expected to continue its recovery this year. However, global laptop shipments in 2025 are projected to remain below 180 million units. In particular, the impact of the Trump administration's tariff policies is gradually taking effect, introducing uncertainties in PC brand pricing strategies and consumer purchasing willingness. As a result, the market is not expected to reach 190 million units until 2026. By 2028, as the penetration rate of AI-powered laptops potentially approaches 90%, global laptop shipments are expected to surpass 200 million units once again.

(2) Tablet

Driven by factors such as the device replacement wave following purchases made during the pandemic, market demand has been stimulated. Research firm IDC estimates that global tablet shipments in 2024 will reach approximately 137.9 million units, marking a 7.2% year-over-year growth. In the long term, however, the growth momentum for tablets is expected to remain sluggish. It is forecasted that global tablet shipments will reach about 140.5 million units by 2028, with a compound annual growth rate of just 0.5% from 2024 to 2028.

(3) LCD monitor

According to a report by Topology Research Institute (TRI), due to the relatively low shipment base of LCD monitors in 2023, coupled with a gradual economic recovery, the demand for monitors has gradually increased. Additionally, the continued strong demand for gaming monitors has driven a significant rise in the overall market demand for LCD

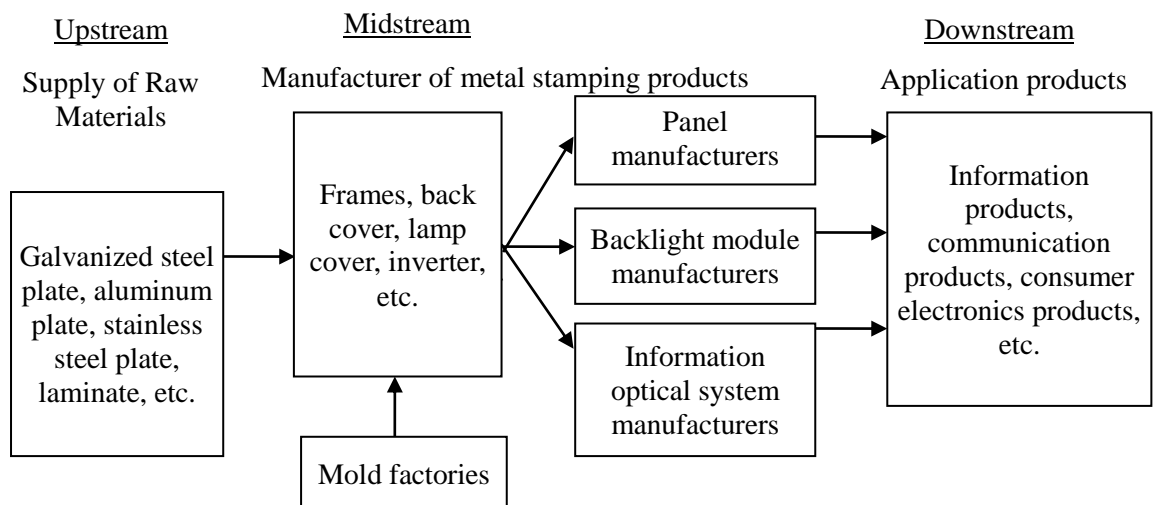
monitors in 2024 compared to 2023. Looking ahead to 2025, the normal PC replacement cycle of 4 to 5 years means that some PCs purchased during the pandemic may begin to be replaced in 2025. Additionally, with Windows 10 ending support in the fourth quarter of 2025, and the rise of AI PCs further driving demand, there is an opportunity to stimulate demand for high-end monitor replacements. This is expected to lead to a slight growth in monitor shipments in 2025, despite the high shipment base in 2024.

(4) In-vehicle Displays

According to Digitimes research, global shipments of automotive displays are expected to reach 225 million units in 2024, marking a 7.8% year-over-year growth, with shipments of center consoles accounting for approximately 111 million units, or about 49.5% of the total. Looking ahead over the next five years, the penetration rate of displays in the automotive market and the demand for automotive panels are expected to continue increasing. By 2029, global automotive display shipments are projected to reach 283 million units, with center console shipments accounting for about 134 million units, or 47.8% of the total.

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

The upstream of stamping products are mainly raw material suppliers, while the downstream covers almost all industries. For the Company, the main products are TFT LCD related stamping components. The upstream, midstream and downstream correlations are as follows:



3. Product Development Trends

The components produced by the Company have a wide range of applications, including in display products, automotive products, and networking communication products, etc.

The application range of OLED display technology has expanded from smartphones to tablets, laptops, and automotive displays. Due to large-scale procurement by Chinese laptop brands, TrendForce forecasts that the OLED laptop penetration rate will rise to 3% in 2024. Although the growth rate in 2025 is expected to be limited, the planned integration of OLED display technology into the MacBook series by Apple is anticipated to drive the OLED laptop penetration rate to exceed 5% by 2027. TrendForce also reports that, with rapid technological development, laptops with AI functionality are expected to gradually become a market

standard in the coming years. It is projected that the penetration rate of AI laptops will reach 21.7% in 2025 and rise to nearly 80% by 2029. Additionally, Digitimes reports that 16:10 laptop screens, which improve office efficiency, are being actively promoted by brand manufacturers. As a result, the penetration rate of 16:10 laptop screens is expected to increase rapidly, surpassing 16:9 to become the mainstream configuration for laptops.

According to a report by Digitimes, the shipment volume of OLED panels for tablet computers is expected to increase by 221% year-on-year in 2024.

According to market research firm TrendForce, the OLED monitor market will see new momentum in 2024, with the introduction of 31.5-inch OLED monitors. Panel manufacturers are enhancing product specifications and differentiation, while gaming brand companies are actively launching new models to capture market share. It is estimated that OLED monitor shipments will reach 1.44 million units in 2024, marking a year-on-year increase of 181%, with high growth expected to continue in the coming years. Additionally, global LCD gaming monitor panel shipments are expected to reach 32.42 million units in 2024, a 12% year-on-year increase. However, due to a lack of clear growth drivers and challenges in profitability for panel manufacturers in mainstream gaming monitor products, shipments are forecasted to reach approximately 34 million units in 2025, representing a more modest 5% year-on-year growth.

Due to the evident trend of increasing sizes for in-vehicle displays in central consoles and instrument panels, Digitimes predicts that shipments of automotive displays sized 9 inches (inclusive) and above will account for 40.7% of the overall automotive display market in 2024. Looking ahead to the next five years, as the penetration rate of smart cabins increases and mid-to low-end vehicle models also enhance panel sizes and technologies, it is estimated that the share of 9-inch (inclusive) and larger automotive display shipments will reach 54.3% of the total automotive display market by 2029. The compound annual growth rate (CAGR) from 2024 to 2029 is expected to be 10.7%.

4. Competition

In recent years, due to the escalating US-China trade tensions and rising geopolitical risks, major electronics companies and their associated supply chain manufacturers have been establishing production bases outside of China, including in regions such as Vietnam and Southeast Asia. This shift, driven by customer demand for production line relocations and supply chain restructuring, has become a prevailing market trend. In addition to its investments and operations in China, the Company also established a manufacturing facility in Vietnam to better serve its customers. By leveraging its rapid response capabilities and economies of scale, the Company maintains a competitive edge. Furthermore, in the display product segment, in response to the price competition from Mainland Chinese and industry competitors, the Company continues to focus on lean management and intelligent manufacturing to reduce production costs and enhance product quality, thereby improving its competitiveness.

(III) Technology and R&D Overview

Unit: NT\$ thousands; %

Item \ Year	2023	2024
R&D Expense	77,558	141,873
Sales Revenue	6,074,468	5,667,339
R&D Expense/Sales Revenue	1.28	2.50

In the last two years, the percentage of R&D expenses to sales revenue ranged from 1.28% to 2.50%, with changes mainly in the direction of automotive applications, Internet communication, server and in vehicle product R&D.

The Company has been working with LCD panel customers to develop heat dissipation devices for LED backlight modules, which are installed inside the metal back panels of LCD devices, and with LED system customers to develop aluminum alloy exterior parts to provide more appearance and functionality to increase market competitiveness. In addition to successfully producing metal stamping components for TFT LCD, Notebook, Monitor, and TV of various standard sizes, we have developed the frame assembly structure of LCD panels to strengthen the frame structure and improve the flatness and quality of the joints and developed the metal back panel structure for LCD devices to make the metal back panel lightweight.

We are equipped with mold development equipment to meet customers' needs for mass and rapid mold opening, and have developed quick mold setting and unmolding devices to improve the efficiency of mold changing operations. In the manufacturing process, we have introduced automatic stamping equipment and simplified stamping process to improve production efficiency and cost competitiveness.

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

1. Short Term Business Plan

- (1) Continuously optimize customer structure and strengthen customer penetration rate
Adjust the proportion of Mainland based, Japanese based and Korean based customers, continue to optimize the share of existing customers, develop new customers and new product markets, and increase gross margins.
- (2) Strengthen the quality of customer service and increase the value of being needed
Provide fast and high quality technical services to increase differentiation and competitive threshold to ensure competitive advantage.
- (3) Jointly develop products with customers to create win-win results and increase market entry barriers
Provide customers with solutions that maximize added value through joint development.
- (4) Continuously refine our thin sheet process technology, supplemented by the introduction of high precision production equipment, to meet customer expectations

2. Long Term Business Plan

- (1) Seek new product applications to diversify operational risks

Develop other applications in the metal stamping industry to reduce the concentration of the industry so as to control the risk management of the operation, such as medical, Internet communication industry, etc.

- (2) Develop integrated products to increase the added value of products and achieve a win-win situation with customers.

Invest in and develop the areas with higher added value in the industrial value chain to increase the added value of products and provide customers with one stop services.

- (3) Strengthen personnel training, enhance automation process, and establish corporate culture

Continue to cultivate professional and technical personnel to meet the Company's future management goals; cultivate organizational members' recognition of the corporate culture in order to establish an organizational culture with common values and achieve a common vision of sustainable management in response to the continuous growth of the Company in the future. In addition, in order to cope with the shortage of manpower due to the season, we will not only cultivate employees with various work skills, but also expand the introduction of automated processes to reduce the reliance on manpower. In addition, in order to cope with the shortage of manpower due to the season, we will not only cultivate employees with various work skills, but also expand the introduction of automated processes to reduce the reliance on manpower.

II. Analysis of the Market as well as Production and Marketing Situation

(I) Market Analysis

1. Sales Regions of Main Products

Unit: NT\$ thousands; %

Sales Regions	2023		2024	
	Amount	%	Amount	%
Mainland China	4,491,364	73.94	4,291,515	75.72
Taiwan	1,582,883	26.06	1,324,251	23.37
Other	221	0.00	51,573	0.91
Total	6,074,468	100.00	5,667,339	100.00

2. Market share

The Company is a manufacturer of metal stamping components for display products, automotive products, network communication products, etc. It possesses integrated capabilities in mold design and manufacturing, metal stamping, various surface treatment processes, and assembly. The products manufactured by the Company have a wide range of applications. Since the material, specification and unit price of metal stamping parts vary depending on the end product they are used in, it is not easy to compile information on the market share of each manufacturer. In addition, with over 40 years of experience in mold development, design, and manufacturing, the Company has secured a leading position in the industry in terms of company size, production technology, ability to receive orders, and quality of goods delivered.

3. Future Market Supply, Demand, and Growth Potential

The Company manufactured mechanical components have a broad range of applications, including display products, automotive products, network communication products, etc. As end products continue to evolve towards differentiation, lightweight design, and other trends, stamping technology is also continually being refined. Additionally, with changes in design structures, mold technology and manufacturing processes must be adjusted accordingly, which tests the stamping manufacturer's ability to adapt.

In terms of display products, shipments of laptops, tablets, and monitors are expected to see modest growth driven by replacement demand. The rise of smart cabins is expected to continue driving an increase in shipments of automotive displays. After more than a year of inventory digestion, network communication market is anticipated to experience a new wave of growth opportunities.

As a professional manufacturer of metal stamping parts, we provide customers with services from product design, mold development and manufacturing, stamping, processing, assembly, etc. In addition to a certain scale of domestic and overseas production capacity, we have also installed automated machinery and equipment to improve production efficiency, with considerable economies of scale in response to future market changes.

4. Competitive Niches

(1) Economy of scale to enter barriers and meet customer needs

The optoelectronics industry is a highly capital intensive and technology intensive industry, with rapid product changes and stringent requirements for quality and delivery in the industry supply chain efficiency. The Company has accumulated long-term experience and technology in the field of optoelectronic stamping and has already established an economy of scale model in mold design and manufacturing capacity. The Company is relatively sound financially, which creates a certain degree of entry barrier for new entrants and existing small-scale operators.

(2) Precision integration technology of mold to provide diversified services

The Company has a competitive advantage in mold development in terms of precision and speed, especially in assisting customers in the early stage of product design and providing advice on product design improvement during subsequent mold trials, which shortens the time for customer certification and subsequent mass production, so that customers do not have to look for additional mold vendors and think about alternative production capacity.

(3) Provide integrated design and manufacturing service for internal and external mechanisms of stamping parts and components

The Company has the ability to provide integrated design and manufacturing services for internal and external mechanisms of stamping parts and components, providing customers with one stop integration services for the manufacture of functional internal mechanical components and external surface metal parts, helping customers to reduce supply chain costs and add value.

- (4) Complete supply chain deployment to provide customers with flexibility in product production

Mainland China is one of the world's most important supply chains and one of the world's largest manufacturing plants. Taiwan, Japan, and Korea's major optoelectronics and information technology companies have established operations in Mainland China. The Company has established production base in the Yangtze River Delta in eastern China through indirect investment to serve the global manufacturers nearby. Additionally, under the influence of global geopolitical factors, the importance of the supply chain in the Vietnam region is increasingly significant. The Company's factory in Vietnam is currently under construction, and it is expected to be completed in 2025, providing a more comprehensive supply chain solution for global customers.

- (5) Dedicated to the development of automated equipment to provide production flexibility and quick response capability

Through our accumulated experience in optoelectronics production, we are committed to developing and designing automated production equipment and enhancing process automation through customized robots, which not only provide production flexibility and quick response capability, but also allow vertical integration to improve production efficiency and product quality.

- (6) Dedicated to the industry and high professionalism of the management team

The Company has strict requirements on product quality and technical standards, and we are constantly developing new products, which gives us a competitive advantage in the optoelectronic metal stamping industry. The current management team is dedicated to the industry and is experienced in changes in the industry environment, product development trends, production and manufacturing, and marketing operations. We have great confidence in our overall competitiveness and sustainable management.

5. Favorable and Unfavorable Factors of Development Prospects and Countermeasures

(1) Favorable factors

A. Expanding penetration of the LCD market application market

The LCD application market has expanded from information electronics to home appliances and automotive applications, with a wide range of downstream applications. The increasing range of applications and the continuous upgrade of product technologies have led to the expansion of new applications, such as smart seats for automobiles. In addition to the stable production of our existing optoelectronic products, we are benefiting from the continuous development trend of new application markets, with solid growth of our operating outlook.

B. Quality and delivery well recognized by customers

Our main customers are major optoelectronic panel manufacturers in Taiwan, China and Korea, as well as backlight module manufacturers with global capability. We have been cultivating the optoelectronic metal stamping market for many years and have accumulated an excellent quality image and reputation in the industry. We

have built up a good reputation among our customers, which is conducive to developing customers and gaining business.

- C. Production capacity and economy of scale of mold design and development to meet customers' production needs

The Company has a complete cross strait optical and metal stamping distribution, with production sites in major optical and information supply chain clusters in China. With our flexibility in mold development and manufacturing technology, we have a competitive advantage over our competitors and can provide more differentiated and high value added products, thus raising the barrier of entry for our competitors.

(2) Unfavorable Factors and Countermeasures

- A. Large fluctuations in raw material prices that affect parts costs

Countermeasures:

- (A) Through suppliers, we collect information on market dynamics and continue to develop new available materials. In addition, we reduce the impact of short term (about one quarter) procurement cost increases by pre-ordering important raw materials.
- (B) Continue to improve our process technology and strengthen our mold making capability to enhance our competitiveness. We promote cost cutting projects to strictly control our management and sales expenses.
- (C) We collect information on exchange rate changes in a timely manner to effectively reduce the impact of exchange rate changes on revenue and profitability.

- B. Short product lifecycle and increased enterprise management risk

Countermeasures:

The life cycle is getting shorter and shorter due to rapid advancement of information and optoelectronic related products. The order cycle of customers is also getting shorter. The Company adopts order production and strictly controls the raw materials with special specifications to actively reduce inventory and minimize the loss of product stagnation.

- C. Continued compression of product prices and margins

Countermeasures:

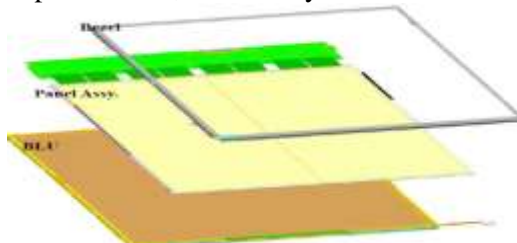
As the panel metal stamping suppliers have many competitors, with the trend of large size and low price of LCDs, when the panel makers face the pressure of price reduction, it will further compress the price and gross margin of the component suppliers. This causes suppliers to compete by cutting prices.

The Company will continue to produce high value-added stamping components and actively upgrade its production technology to increase the proportion of production of high margin products, and continue to improve process technology and automation in order to reduce costs.

(II) Functions and Manufacturing Processes for Main Products

1. Important Functions of Main Products

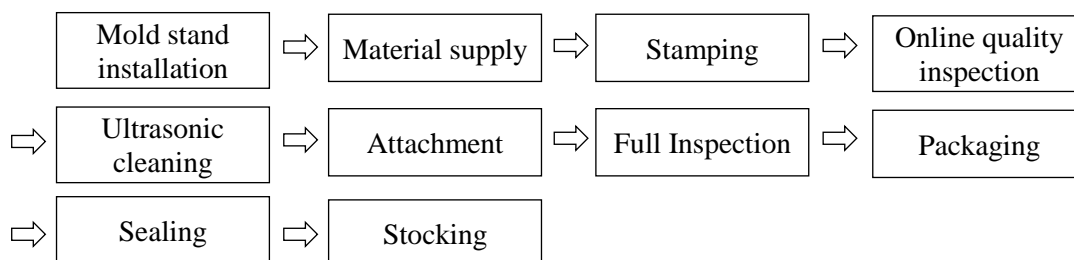
Our main products are TFT LCD frames (Bezel) and back covers. The design of TFT LCD module is based on the goal of thinness and lightness, so the selection of shape and material is quite limited, as shown in the following figure: The main structure of TFT LCD module is composed of three major parts: Bezel, Panel Assy and BLU.



The structure of the backlight module mainly consists of light source, light guide plate, prism sheet, diffusion sheet, reflective film, and back cover. Among them, the back cover serves as the main supporting structure of the entire backlight module, while also acting as a barrier against electromagnetic interference. It facilitates heat dissipation and ensures temperature uniformity, preventing local overheating. Therefore, the material used not only needs to meet the aforementioned characteristics but also provide sufficient mechanical strength and be able to withstand complex processing shapes. The structure of the backlight module is based on the plastic frame as the main body, together with some Optic Film, light guide and lamp assembly (Lamp Assy including lamp shade, lamp shielding), so the whole module is actually the frame combined with the plastic frame to wrap all the parts. The Bezel is stronger than the plastic frame with simpler design. Therefore, the design of Bezel and Back Cover becomes an important part of the overall structure of TFT LCD.

2. Manufacturing Process

We are a professional manufacturer of metal stamping products. Our main business items are Bezel, Back Cover, Lamp Cover, Inverter for TFT LCD, etc. The production methods and processes are as follows:



3. Supply of Major Raw Materials

Major Raw Materials	Suppliers	Supply
Galvanizing	Yung Kuang Hwa, Nantong	Good
Galvanizing zinc aluminum	Lonfon	Good
Aluminum plate	Renme, Harvard, Guan Fong	Good
Stainless steel plate	WELL HARVEST	Good
Paste materials	WAIH CHYI, WAIH JING	Good

4. Major Suppliers or Clients Who Have Accounted for at Least 10% of the Total Purchases (Sales) in Any of the Last Two Years, Their Purchases (Sales) Amount and Proportion, and Reasons for Increase or Decrease.

(1) Major Suppliers Who Have Accounted for at Least 10% of the Total Purchase in Any of the Last Two Years:

Unit: NT\$ thousands

Item	2023				2024			
	Company Name	Amount	Proportion to Annual Net Purchases (%)	Relationship with Issuer	Company Name	Amount	Proportion to Annual Net Purchases (%)	Relationship with Issuer
1	Others	2,916,868	100.00	-	Other	2,887,572	100.00	-
	Purchase Net Amount	2,916,868	100.00		Purchase Net Amount	2,887,572	100.00	

(2) Reasons for the change in the number of major suppliers:

In 2024, the Company's net purchases decreased due to changes in industry patterns, product mix adjustments, order reductions, and supply chain adjustments due to customer mix adjustments.

(3) Major Clients Who Have Accounted for at Least 10% of the Total Sales in Any of the Last Two Years, Their Sales Amount and Proportion, and Reasons for Increase or Decrease

Unit: NT\$ thousands

Item	2023				2024			
	Company Name	Amount	Proportion to Annual Net Sales (%)	Relationship with Issuer	Company Name	Amount	Proportion to Annual Net Sales (%)	Relationship with Issuer
1	Company A	1,260,511	20.75	None	Company A	1,210,474	21.36	None
2	Company B	906,913	14.93	None	Company B	935,972	16.52	None
3	Company C	630,195	10.37	None	Company C	553,899	9.77	None
4	Others	3,276,849	53.95	-	Other	2,966,994	52.35	-
	Net Sales	6,074,468	100.00		Net Sales	5,667,339	100.00	

(4) Reasons for the change in the major sales:

In 2024, the Company's revenue decreased due to changes in industry patterns and supply chain adjustments.

(III) Number of Employees, Average Length of Service, Average Age and Education Distribution Ratio for the Two Most Recent Fiscal Years and Up to the Date of Publication of the Annual Report

Year		2023	2024	March, 31 2025
Number of Employees	Direct	165	157	156
	Indirect	143	155	147
	Total	308	312	303
Average		40.2	41.6	41.8
Average Years of Service (year)		8.38	9.11	9.32
Education (%)	Ph.D.	-	-	-
	Master's	7%	6%	6%
	University	36%	39%	38%
	Senior High school	36%	37%	39%
	Below Senior High School	21%	18%	17%

(IV) Disbursements for Environmental Protection

The total amount of losses (including compensation) and penalties suffered as a result of environmental pollution in the most recent year and up to the date of publication of the annual report, together with a description of future countermeasures (including improvement measures) and possible expenses (including the estimated amount of losses, penalties, and compensation that may occur if countermeasures are not taken, and if they cannot be reasonably estimated, the fact that they cannot be reasonably estimated): None.

(V) Labor Relations

1. Employee Benefit Plans, Continuing Education, Training, and Retirement Systems and the Status of Their Implementation, and the Status of Labor management Agreements and Measures for Safeguarding Employees' Rights and Interests

(1) Employee Welfare and implementation

- A. Employees are entitled to labor insurance, National Health Insurance and group insurance from the day of arrival.
- B. In addition to the basic monthly salary, we also offer holiday bonuses for Labor Day, Mid-Autumn Festival, and Dragon Boat Festival, along with gifts. According to the Company's overall annual operation, team, and individual performance, we design the incentive plan according to the flexibility of duties and share the profit surplus with employees to attract and retain talent.
- C. The Company has an employee cafeteria, which provides free lunch and dinner for employees.
- D. The Company has appointed a professional medical team to take care of the health of our employees through various health promotion activities to create a comprehensive physical, mental and spiritual health.
- E. We have established the "Employee Welfare Committee" with the purpose of taking care of workers' lives, promoting physical and mental health, and maintaining harmony between employers and employees. We continue to promote employee welfare business, such as: various festivals, occasional fun competitions, free annual health check-ups, uniforms, safety shoes, employee travel, year-end party, senior staff awards, scholarships for employees' children, contracted vendors, wedding and

funeral leaves, maternity gifts and hospitalization, breastfeeding rooms, free parking for automobiles, and dormitories for remote employees.

(2) Employee Continuing Education and Training

From the beginning of the employment of our employees, we provide training for new employees to explain our corporate policy, which includes corporate social responsibility philosophy and related policies, as well as statutory environmental safety and health courses, Company development direction, management guidelines and related regulations, in order to accelerate the integration of new employees into the organizational culture. We also provide training for the professional skills and knowledge required by different job categories, and provide management related knowledge and skills for each job based on the common functions of colleagues, with physical courses and online courses for diversified learning. In addition, we also encourage employees to participate in external professional training institutions, industry forums, and seminars to enhance their professional abilities, improve the organization's external competitiveness, and achieve the goals assigned by the organization.

The statistics for the implementation of the company's training courses in the 2024 are as follows: a total training duration of 5,839 hours, with a total of 2,131 participants.

(3) Retirement System and Implementation Status

The Company's retirement system is based on the provisions of the Labor Standards Act of R.O.C. Since July 1, 2005, the Company has cooperated with the government to implement the new labor retirement system. According to the Labor Pension Act, for those who choose the new system, the Company shall contribute no less than 6% of the workers' monthly wages to the workers' pension account, and shall handle retirement related matters in accordance with the provisions of the Pension Act.

(4) Labor management coordination

The Company has always attached great importance to labor relations. In compliance with labor related laws and regulations, we hold regular labor management meetings and monthly mobilization meetings. The Company also conducts annual employee awareness surveys and sets up employee suggestion boxes to understand employees' concerns, and transmits important information and policies to each other through two way communication to establish a friendly environment for joint participation and full communication between employers and employees.

(5) Employee Rights Protection Measures

The Company has a comprehensive document management, which sets out various management rules and regulations, specifying employee rights and obligations and welfare items, and regularly reviews and revises the welfare contents. In addition, the work rules and regulations are revised in a timely manner in accordance with laws and regulations promulgated by the government to protect the rights and interests of all employees.

2. Any losses incurred as a result of labor disputes (including violations of labor laws identified by labor inspections, which should specify the date of the penalty, penalty reference number, the specific legal provisions violated, the nature of the violation, and the details of the penalty)

in the most recent fiscal year and up to the publication date of the annual report, and an estimate of possible expenses that could be incurred currently and in the future and countermeasures being or to be taken shall be disclosed. If a reasonable estimate cannot be made, an explanation shall be provided: None.

(VI) Information Security Management:

1. Describe the information security risk management framework, information security policies, specific management plans, and resources devoted to information security management.
 - (1) To enhance information security management, we have established the Chia Chang Information Security Management Committee, which consists of the Information Security Education Group, the Information Security Risk Group, the Information Security Investigation Group, the Information Security Procedures Group, and the supervisors of each unit. The Chia Chang Information Security Management Committee is responsible for reviewing the information security management strategy and development direction of Chia Chang, monitoring the operation of Chia Chang's information security management, and holding regular information security management review meetings.
 - (2) The information security strategy of Chia Chang is to enhance information security protection capabilities through personnel management, organizational management, system management, and technology management. The Chia Chang Information Security Committee implements Chia Chang's information security governance by promoting processes such as education and regulation, supervision and management, regular audits, and abnormalities handling.
 - (3) The objectives of information security management are to ensure the legal access to the Company's information assets, provide complete and uninterrupted information system operation in the event of a possible external intrusion, and reduce the damage and loss that may be caused by an incident by making prompt and necessary responses to restore normal operation in the shortest possible time. The Information Security Committee regularly evaluates the impact of man-made and natural disasters on the Company's information assets and formulates disaster contingency plans for critical information assets and business-critical operations to ensure the continued operation of the Company's business.
 - (4) In view of the emerging threats to information security, such as malware, DDoS attacks, ransomware, social engineering attacks, information theft and other information security threats, the Information Security Committee continues to pay attention to the changing trends in the information environment, draws up information security contingency plans with reference to external expert opinions or technical journals, and regularly conducts information security incident response drills every year to strengthen the information security awareness of company employees and enhance the company's information security response capability.
2. Any losses incurred as a result of major information security incidents in the most recent fiscal year and up to the publication date of the annual report, and any possible impact and response measures. If a reasonable estimate cannot be made, an explanation shall be provided
The Company did not have any significant information security incidents that affected the

Company's operations in the most recent fiscal year and up to the publication date of the annual report.

(VII) Important Contracts:

Type of Contract	Counterparty	Period	Major Contents	Restrictions
Borrowing contract	First Bank, E.SUN Commercial Bank, The Shanghai Commercial & Savings Bank, CTBC Bank, Industrial and Commercial Bank of China, China Construction Bank	2024/5-2031/11	Working capital loans and endorsement of guarantees for subsidiaries	None

Review and Analysis of the Company's Financial Position and Financial Performance, and Listing of Risks

I. Financial Position:

Unit: NT\$ thousands; %

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	6,761,246	6,850,293	(89,047)	(1.30)
Property, plant and equipment	3,514,515	2,789,591	724,924	25.99
Intangible assets	3,618	4,071	(453)	(11.13)
Other assets	1,554,570	949,183	605,387	63.78
Total assets	11,833,949	10,593,138	1,240,811	11.71
Current liabilities	1,963,580	1,854,387	109,193	5.89
Total liabilities	2,697,508	2,060,909	636,599	30.89
Capital stock	1,423,676	1,423,676	-	-
Capital surplus	2,820,346	2,820,797	(451)	(0.02)
Retained earnings	5,064,256	4,797,769	266,487	5.55
Other equity interest	(176,910)	(515,121)	338,211	(65.66)
Non-controlling interest	5,073	5,108	(35)	(0.69)
Total equity	9,136,441	8,532,229	604,212	7.08

The main reasons and impacts of major changes in assets, liabilities and equity (with changes by at least 10% with an amount reaching NT\$10 million), the main reasons for such changes, their effects and future plans:

1. The increase in property, plant, and equipment is primarily due to an increase in construction in progress compared to the previous year.
2. The increase in other assets and total assets was mainly due to the increase in prepayment for equipment compared to last year.
3. The increase in total liabilities was mainly due to the rise in other payables and other non-current liabilities compared to last year.
4. The increase in other equity was mainly due to the change in foreign currency exchange rate and the difference in translation of foreign currency statements, which had no significant impact on the Company's future financial position.

II. Financial Performance

Unit: NT\$ thousands; %

Item \ Year	2024	2023	Increase (Decrease) Amount	Change (%)
Sales revenue	5,667,339	6,074,468	(407,129)	(6.70)
Gross Profit	1,319,600	1,476,435	(156,835)	(10.62)
Operating profit or loss	504,592	739,159	(234,567)	(31.73)
Non-operating income and expenses	245,608	191,144	54,464	28.49
Net Profit Before Tax	750,200	930,303	(180,103)	(19.36)
Net income from continuing operations	592,447	612,787	(20,340)	(3.32)
Loss from discontinued operations	-	-	-	-
Profit or loss	592,447	612,787	(20,340)	(3.32)
Other comprehensive income (Net income after tax)	338,211	(80,037)	418,248	(522.57)
Total comprehensive income	930,658	532,750	397,908	74.69
Net income attributable to shareholders of the parent	593,933	615,032	(21,099)	(3.43)
Net income attributable to non-controlling interests	(1,486)	(2,245)	759	(33.81)
Comprehensive income attributable to shareholders of the parent	932,144	534,995	397,149	74.23
Comprehensive income attributable to non-controlling interest	(1,486)	(2,245)	759	(33.81)
Earnings per Share	4.17	4.32	(0.15)	(3.47)
<p>For changes of 10% or more in the prior and subsequent periods and absolute changes amounting to NT\$10 million, the analysis is as follows:</p> <p>In 2024, due to the impact of the market environment and economic conditions, as well as changes in the industry structure, coupled with customers' product portfolio adjustments, the financial performance for this year decreased compared to 2023. The Company will continue to strengthen mold research and development technology, optimize process capabilities, and focus on value-added products.</p>				

III. Cash Flow

(I) Analysis of cash flow changes for the most recent year (2024):

Unit: NT\$ thousands

Unit: NT\$ thousands							
Cash balance, beginning of year (1)	Annual net cash flows from operating activities (2)	Annual net cash flows from investing activities (3)	Annual net cash flows from financing activities (4)	Effect of exchange rate changes on cash and cash equivalents (5)	Cash surplus (deficit) amount (1)+(2)+(3)+(4)+(5)	Estimated remedial measures for cash deficit	
						Investment plan	Financial Plan
2,672,669	601,944	(1,881,552)	121,496	154,985	1,669,542	NA	NA
Description on analysis:							
(I) Analysis of cash flow changes for the year:							
Operating activities:		The net cash inflow from operating activities was mainly due to the net operating profit for the year.					
Investing activities:		The net cash outflow from investing activities primarily resulted from the increase in other financial assets and the increase in the acquisition of property, plant, and equipment during the current year.					
Financing Activities:		The net cash inflow from financing activities is primarily due to the increase in other non-current liabilities during the current year.					
(II) Estimated remedial measures for cash deficit and liquidity analysis:							
Cash at the end of 2024 was approximately NT\$1.670 billion, and there was no cash shortage.							
(III) Cash Flow Analysis for the Coming Year:							
Cash flow is expected to be good in the future and there will be no cash shortage.							
Cash balance, beginning of year (1)	Annual net cash flows from operating activities (2)	Annual net cash flows from investing activities (3)	Annual net cash flows from financing activities (4)	Cash surplus (deficit) amount (1)+(2)+(3)+(4)	Estimated remedial measures for cash deficit		
					Investment plan	Financial Plan	
1,669,542	674,210	(189,653)	(427,103)	1,726,996	NA	NA	

IV. Effect Upon Financial Operations of Any Major Capital Expenditures During the Most Recent Fiscal Year:

The amount of capital expenditure for new equipment in 2024 was NT\$480 million, accounting for approximately 8.47% of net sales, which has no significant impact on the Company's financial operations.

V. Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for Coming Year:

(I) Reinvestment Policy of the Company:

The Company's reinvestment policy is to align with the Company's business development strategy and operational needs. In the future, the Company will continue to focus on the development needs of the industry and long-term strategic investments, and adjust the scale of the Group's operations in line with the global supply chain layout of customers. We will continue to carefully evaluate our investment plans

and consider disposing of our investment as and when appropriate. We will continue to carefully evaluate our investment plans and consider disposing of our investment as and when appropriate.

(II) Main reasons for profit or loss:

In recent years, the Group's investment policy has been to make timely disposal of non-core investments in strategic targets that are complementary to the markets in which the Group expects to develop. The main reasons for the profitability of the investment in recent years are the economy of scale of production and operation of the reinvestment business, the implementation of the management system and the market recognition of the products. The Company will continue to counsel and integrate new and loss-making subsidiaries in order to accelerate the reduction of losses in some subsidiaries so as to achieve profitability targets and maximize the combined effect of M&A as soon as possible.

(III) Improvement plan and investment plan for the coming year: None.

VI. Risk Analysis and Assessment for the Most Recent Fiscal Year and as of the Date of Publication of the Annual Report:

(I) Risk factors

1. Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures

(1) Interest rate change:

The interest rate risk of the Company and its subsidiaries mainly arises from floating rate debt borrowed for operating and investment activities, which may cause fluctuations in cash flows due to changes in market interest rates. The interest rate risk of the Company and its subsidiaries mainly arises from floating rate debt borrowed for operating and investment activities, which may cause fluctuations in cash flows due to changes in market interest rates. In order to reduce interest rate risk and increase the uncertainty of financing costs, the Company evaluates and closely monitors the impact of price changes on the Company from time to time. The Company and its subsidiaries will, depending on market conditions, enter into hedging transactions for financial instruments to reduce the impact of interest rate fluctuations at appropriate times.

Net interest income and expenses accounted for 1.52% and 1.48% of the Company's revenue in 2023 and 2024, and approximately 15.04% and 14.14% of the Company's net income after tax.

In terms of assets, the Company and its subsidiaries are conservative and prudent in capital allocation, mainly depositing in bank deposits and highly liquid capital protected financial products to protect the principal and maintain liquidity.

(2) Exchange rate change:

Effect of exchange rate changes on the Company's revenue and profitability

Unit: NT\$ thousands; %

Year/Item	2023	2024
Net foreign exchange gain or loss	37,270	82,899
Sales Revenue	6,074,468	5,667,339
Net foreign exchange gain or loss/ sales revenue (%)	0.61	1.46
Operating Profit	739,159	504,592
Net foreign exchange gain or loss/ operating profit (%)	5.04	16.43

The Company and its subsidiaries are exposed to foreign currency risk primarily from foreign currency denominated cash and cash equivalents, accounts receivable, loans and accounts payable. Therefore, fluctuations in international exchange rates may affect foreign currency denominated operating revenues, operating costs and even profitability. In order to avoid the adverse effect of exchange rate changes on the operating results of the Company and its subsidiaries, the Company and its subsidiaries enter into forward exchange contracts with financial institutions to hedge the exchange rate risk of foreign currencies for the Company's foreign currency denominated assets and liabilities, in order to reduce the impact of exchange rate risk on the profit or loss of the Company and its subsidiaries.

The exchange gain for the year was NT\$82,899 thousand. We will continue to hedge the foreign currency risk in the future. The ratio of foreign exchange gain to sales revenue for the last two years were 0.61% and 1.46%, respectively, and the ratio of foreign exchange gain to operating income for the last two years were 5.04% and 16.43%.

As for the deployment of foreign exchange funds, through recurring foreign sales and import transactions, foreign currency debts and liabilities are offset to achieve a natural hedge effect to reduce foreign exchange risk. In the future, the main strategy for foreign currency risk control will continue to be the natural hedge of foreign currency positions, and the positions of foreign currency assets and liabilities will be adjusted in a timely manner to reduce the risk of exchange rate fluctuations. The Company maintains close relationships with financial institutions, The Company maintains close relationships with financial institutions, continuously observes exchange rate fluctuations, and flexibly adjusts foreign currency positions in the spot market; when necessary in the forward market, the Company undertakes foreign exchange hedging instruments in accordance with changes in foreign exchange revenues and expenses and the foreign exchange market to reduce exchange rate risk.

(3) Inflation:

In recent years, the overall economic environment has shown a slight inflationary trend due to the uncertainty of global economic conditions and rising prices. As of the date of publication of the annual report, the Company has not been materially affected by inflation.

The Company also pays attention to the fluctuation of raw material market prices, maintains good interaction with suppliers and customers, adjusts raw material inventories appropriately, sets purchase quantities in advance and changes purchase pricing currencies to weaker currencies to reduce the impact of price increases.

2. The Company's Policy Regarding High-Risk Investments, Highly Leveraged Investments, Loans to Other Parties, Endorsements, Guarantees, and Derivatives Transactions; The Main Reasons for the Profits/Losses Generated Thereby; And Response Measures to Be Taken in the Future:

- (1) The Company and its subsidiaries do not engage in high risk, high leverage investment activities and conduct capital allocation and hedging activities based on conservative and prudent principles.
- (2) The Company's lending of funds to others is mainly based on the capital financing needs of each reinvestment company to enhance its flexibility in the use of working capital, and is carried out in accordance with the Company's "Procedures for Lending Funds to Others" with limited risk.
- (3) As of the date of publication of the annual report, the Company and its subsidiaries provide endorsement and guarantee only to affiliates of the Company or its subsidiaries.
- (4) The Company engages in derivative transactions mainly for the purpose of hedging the risks arising from changes in exchange rates of foreign currency assets or liabilities and in accordance with the Company's "Procedures for the Acquisition or Disposal of Assets", and the risk is limited.

3. Research and Development Work to Be Carried Out in the Future, and Further Expenditures Expected for Research and Development Work:

Research and development plan	Estimated completion schedule
Integrated process development for complete products	Early 2026
Semiconductor product process development	End of 2026
Process development for vehicle-related products	Early 2028
Netcom man-machine equipment development	End of 2025

The Company's R&D plans are based on industry trends and are carried out in a highly integrated and cost effective manner. R&D expenses amounted to NT\$141,873 thousand and NT\$77,558 thousand for 2024 and 2023, respectively, accounting for 2.50% and 1.28% of revenue for each year. Due to the continuous evolution of the technology, we still need to invest in R&D to develop new products that meet the specifications of next generation automotive applications, Internet communication, servers and in vehicle products. The above R&D expenses for future R&D plans represents approximately 1.85% of the total revenue budget for 2025.

4. Effects of and Response to Changes in Policies and Regulations at Home and Abroad Relating to Corporate Finance and Sales:

As of the date of publication this annual report, there have been no significant adverse effects on the company's financial operations resulting from any policy or legal changes. As of the date of publication of the annual report, there were no policy and legal changes that had a material adverse

effect on the Company's financial operations. The Company's operating team will pay close attention to important domestic and international policy and legal changes in order to take appropriate measures and reduce the impact in a timely manner.

5. Effects of and Response to Changes in Technology (including ICT security risk) and the Industry Relating to Corporate Finance and Sales

The TFT LCD industry is faced with the continuous development of new technologies and new products, coupled with the accelerated replacement of mainstream products in the market. The Company's management team keeps an eye on the changes in technology and product demand in the industry, captures the market trend, and evaluates the impact on the Company's operations. The Company also strengthens the management of network security and establishes comprehensive network and computer related information security measures to reduce operational risks, such as computer-related information security measures to reduce operational risks, such as strengthening firewalls and anti-virus and anti-hacking tools, introducing complete backup solutions to ensure data security, and strengthening employees' awareness of information security through regular information security education training. As of the date of publication of the annual report, there were no changes in technology or industry changes that had a material impact on the Company's financial operations.

6. The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures:

It is the Company's responsibility to comply with laws and regulations, to value the rights of employees and shareholders, and to fulfill its corporate social responsibility. In case of crisis events and potential external risks, if there is any concern about the impact on the Company's operations or corporate image, the Company will immediately activate the crisis management mechanism, and the relevant personnel will understand the status of the event and conduct risk assessment of the various impacts as soon as possible and take necessary measures. The Company's crisis communication plan also adheres to the principle of open communication to ensure that employees, customers, authorities, the investing public, the news media and relevant stakeholders are kept informed of the latest situation in a timely manner. As of the date of publication of the annual report, no corporate crisis has occurred as a result of changes in corporate image.

7. Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans:

The Company and its subsidiaries have no M&A plan in the most recent year and as of the publication date of the annual report. However, if there is any M&A plan in the future, we will follow the relevant regulations and adopt a prudent assessment attitude to consider whether it can bring concrete comprehensive effect to the Company, so as to protect the interests of the Company and shareholders' rights.

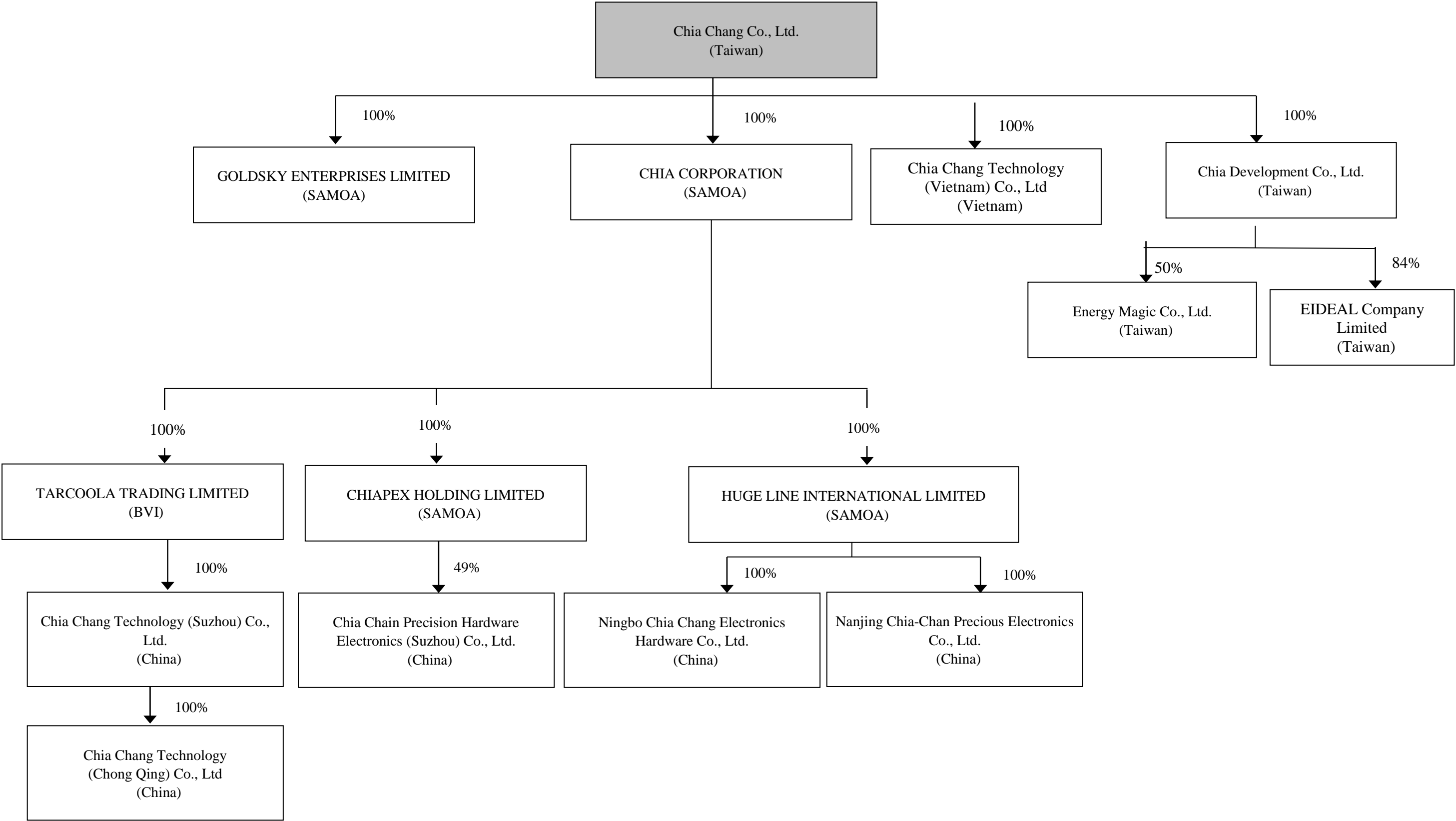
8. Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans
At present, the Company and its subsidiaries' main planning focus is to fully utilize the existing production capacity to maximize the economy of scale, so there is no significant need for plant expansion in the near future.
9. Risks Associated With Any Consolidation of Sales or Purchasing Operations, and Mitigation Measures Being or to Be Taken:
 - (1) Purchase:
The Company's main purchases are scattered in domestic and foreign manufacturers. In addition to establishing good relationships with existing suppliers, we have more than two sources of supply for each raw material, and there is no risk of concentration of supply.
 - (2) Sales:
The Company's top 10 customers accounted for 77.95% and 75.08% of net sales revenue in 2023 and 2024, respectively, which is a relatively concentrated percentage. It was mainly because the panel optoelectronics industry is a highly capitalized industry with a tendency for the big players to stay big, which is in line with the characteristics of the industry in which we operate.
10. Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors or Shareholders with Shareholdings of over 10%:
There has been no substantial transfer or replacement of equity by directors or major shareholders holding more than 10% of the shares up to the publication date of the annual report.
11. . Effects of, Risks Relating to and Response to the Changes in Management Rights:
There have been no changes in management rights in the most recent fiscal year and during the current fiscal year up to the publication date of the annual report.
12. Disclosure of issues in dispute, the monetary amount of claims, filing date, counterparties, and status of any litigation or other legal proceedings up to the publication date of the annual report where the Company and/or any of its directors, President, de facto person in charge, shareholders with 10% or more share ownership, or affiliated companies are involved in pending litigation, legal proceedings or administrative proceedings, or a final judgment or ruling which may have a material adverse effect on the shareholders' equity or price of securities: None.
13. Other Important Risks and Mitigation Measures:
Labor safety and health: We have established "Environmental Safety and Health Management Regulations" for wastewater, drinking water, waste gas, waste materials, chemicals, noise, resources, overhead cranes, forklifts, lifting equipment, and production equipment to implement environmental protection waste reduction, reduction, pollution prevention, and zero industrial safety hazards.

VII. Other Important Matters: None.

I. Information on the Company Affiliates

(I) Affiliate Company Structure

December 31, 2024



(II) Name, date of establishment, address, paid in capital and main business items of each affiliated company

December 31, 2024

Unit: NT\$ thousands or \$ thousands in foreign currency

Name of Affiliate	Date of Incorporation	Address	Paid-in capital	Main business or production items
Chia Chang Co., Ltd.	1985/09	No. 45, Ln. 205, Sec. 2, Nanshan Rd., Luzhu Dist., Taoyuan City	NTD 1,423,676	Production and sales of information and optoelectronic metal stamping parts
CHIA CORPORATION	2006/08	Intershore Suite, Le Sanalele Complex, Apia, Samoa	USD 40,000	Investment holdings
GOLDSKY ENTERPRISES LIMITED	2006/08	Intershore Suite, Le Sanalele Complex, Apia, Samoa	USD 15	International trading
Chia Development Co., Ltd.	2008/03	No. 45, Ln. 205, Sec. 2, Nanshan Rd., Luzhu Dist., Taoyuan City	NTD 197,843	New business development and investment
TARCOOLA TRADING LIMITED	1997/04	Intershore Suite, Le Sanalele Complex, Apia, Samoa	USD 37,100	Investment holdings
Chia Chang Technology (Vietnam) Company Limited	2023/12	Lot CN04, Thai Ha Industrial Park – Phase 1, Bac Ly Commune, Ly Nhan District, Ha Nam Province, Vietnam	USD 6,000	Production and sales of information and optoelectronic metal stamping parts
HUGE LINE INTERNATIONAL LIMITED	2005/12	Intershore Suite, Le Sanalele Complex, Apia, Samoa	USD 16,601	Investment holdings
CHIAPEX HOLDING LIMITED	2007/09	Intershore Suite, Le Sanalele Complex, Apia, Samoa	USD 3,460	Investment holdings
Energy Magic Co., Ltd.	2011/04	No. 45, Ln. 205, Sec. 2, Nanshan Rd., Luzhu Dist., Taoyuan City	NTD 30,000	Electronic component manufacturing
EIDEAL Company Limited	2022/07	No. 45, Ln. 205, Sec. 2, Nanshan Rd., Luzhu Dist., Taoyuan City	NTD 25,000	Electronic component manufacturing
Chia Chang Technology (Suzhou) Co., Ltd.	2001/11	No.1, Dongjin Road, Wuzhong Economic Development Zone, Suzhou, Jiangsu Province	RMB 493,511	Production and sales of information and optoelectronic metal stamping parts
Ningbo Chia Chang Electronics Hardware Co., Ltd.	2006/02	No.35, Yanshanhe North Road, Daguan Town, Beilun District, Ningbo City, Zhejiang Province	RMB 68,786	Production and sales of information and optoelectronic metal stamping parts
Nanjing Chia-Chan Precious Electronics Co., Ltd.	2011/01	No.5 Hengtai Road, Xingang Development Zone, Nanjing, Jiangsu Province	RMB 70,975	Production and sales of information and optoelectronic metal stamping parts
Chia Chang Technology (Chong Qing) Co., Ltd	2017/07	No. 449, Malingan Road, Chenggong Industrial Park, Hechuan District, Chong Qing	RMB 30,000	Production and sales of information and optoelectronic metal stamping parts
Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd.	2004/11	2A, Wing Chun Industrial Square, Pan Yang Industrial Park, Huang Dai Town, Xiangcheng District, Suzhou, Jiangsu Province	RMB 35,196	Production and sales of information and optoelectronic metal stamping parts

(III) Information on the same shareholders who are presumed to be in a controlling and subordinate relationship: None.

(IV) Industry covered by the business of the overall affiliate:

Bezel, Back Cover, Inverter, Shielding, Small Size Products (L amp Cover, Gnd Plate, Bracket) for LCD TV, Notebook, LCD Monitor, Computer Peripherals, Car Displays, Mobile Phone, Industrial PC, Internet Communication, Server, Medical, etc. and Investment Holding.

(V) The names of the directors, supervisors and President of each related company and their shareholdings or capital contributions to the Company:

Name of Affiliate	Title	Name or Representative	December 31, 2024	
			Shareholding (Shares)	Shareholding (%)
CHIA CORPORATION	Investors	Chia Chang Co., Ltd.	40,000,000	100
	Director	Kuei-Hsiu Sung	-	-
GOLDSKY ENTERPRISES LIMITED	Investors	Chia Chang Co., Ltd.	15,000	100
	Director	Tz-Shiuan Chen	-	-
Chia Development Co., Ltd.	Investors	Chia Chang Co., Ltd.	19,784,344	100
	Director	Kuei-Hsiu Sung	-	-
Chia Chang Technology (Vietnam) Company Limited	Investors	Chia Chang Co., Ltd.	-	100
	Director	Kuei-Hsiu Sung	-	-
Zen Material Technology Inc.	Investors	Chia Chang Co., Ltd.	1,334,188	46.01
	Director	Chih-Chiang Cheng	1,121,998	38.69
	Supervisor	Ying-Hui Wu	-	-
TARCOOLA TRADING LIMITED	Investors	CHIA CORPORATION	37,100,000	100
	Director	Chang-Hai Chen	-	-
HUGE LINE INTERNATIONAL LIMITED	Investors	CHIA CORPORATION	16,601,000	100
	Director	Kuei-Hsiu Sung	-	-
CHIAPEX HOLDING LIMITED	Investors	CHIA CORPORATION	3,460,000	100
	Director	Chang-Hai Chen	-	-
Energy Magic Co., Ltd.	Investors	Chia Development Co., Ltd.	1,500,000	50
	Director	Chang-Hai Chen, Li-Chuan Cheng, Tai-Ho Yang	-	-
	Supervisor	Cheng-Ying Liao	-	-
EIDEAL Company Limited	Investors	Chia Development Co., Ltd.	2,100,000	84
	Director	Tz-Shiuan Chen, Li-Chuan Cheng, Hsiao-Ming Chen	-	-
	Supervisor	Yung-Ming Sung	-	-
Chia Chang Technology (Suzhou) Co., Ltd.	Investors	TARCOOLA TRADING LIMITED	-	100
	Director	Chang-Hai Chen, Kuei-Hsiu Sung, Huoo-Hsin Chen	-	-
	Supervisor	Mei-Cheng Peng	-	-
Ningbo Chia Chang Electronics Hardware Co., Ltd.	Investors	HUGE LINE INTERNATIONAL LIMITED	-	100
	Director	Kuei-Hsiu Sung, Li-Chuan Cheng, Tz-Shiuan Chen	-	-
	Supervisor	Yung-Ming Sung	-	-
Nanjing Chia-Chan Precious Electronics Co., Ltd.	Investors	HUGE LINE INTERNATIONAL LIMITED	-	100
	Director	Chang-Hai Chen, Kuei-Hsiu Sung, Tz-Shiuan Chen	-	-
	Supervisor	Yung-Ming Sung	-	-
Chia Chang Technology (Chong Qing) Co., Ltd	Investors	Chia Chang Technology (Suzhou) Co., Ltd.	-	100
	Director	Kuei-Hsiu Sung, Huoo-Hsin Chen, Mo-Hua Su	-	-
	Supervisor	Tz-Shiuan Chen	-	-
Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd.	Investors	CHIAPEX HOLDING LIMITED	Note 1	49
	Director	Chih-Hsien Shen, Chin-Hua Ho, Tz-Shiuan Chen	-	-
	Supervisor	Li-Chuan Cheng	-	-

Note 1: The Company and its subsidiary disposed of 51% equity interest in Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd. held by CHIAPEX HOLDING LIMITED to a non-related party in January 2018.

(VI) Overview of Operations of Affiliates

December 31, 2024

Unit: NT\$ thousands

Company Name	Capital	Total assets	Total liabilities	Net worth	Sales revenue	Income from operations	Profit or loss (after tax)	Earnings per share (NT\$)
Chia Chang Co., Ltd.	1,423,676	9,795,141	663,773	9,131,368	1,349,516	227,643	593,933	4.17
CHIA CORPORATION		6,624,318	-	6,624,318	-	37,910	368,544	9.21
GOLDSKY ENTERPRISES LIMITED	33,008	685,554	13,539	672,013	-	(25,262)	6,284	418.94
Chia Development Co., Ltd.	197,843	333,708	200	333,508	-	(274)	40,515	2.05
Chia Chang Technology (Vietnam) Company Limited	109,606	325,672	140,252	185,421	51,573	(416)	(896)	(Note)
TARCOOLA TRADING LIMITED	1,279,872	4,171,190	-	4,171,190	-	(80)	177,188	4.78
HUGE LINE INTERNATIONAL LIMITED	374,138	1,476,094	-	1,476,094	-	-	136,170	8.20
CHIAPEX HOLDING LIMITED	115,593	199	-	199	-	-	-	-
Energy Magic Co., Ltd.	30,000	6,475	190	6,285	-	(1,109)	(1,018)	(0.34)
EIDEAL Company Limited	25,000	13,153	1,088	12,064	2,161	(5,246)	(5,217)	(1.99)
Chia Chang Technology (Suzhou) Co., Ltd.	2,250,805	5,801,446	1,632,296	4,169,150	2,639,415	187,989	177,230	(Note)
Ningbo Chia Chang Electronics Hardware Co., Ltd.	313,719	1,264,501	282,796	981,703	1,191,377	104,775	112,689	(Note)
Nanjing Chia-Chan Precious Electronics Co., Ltd.	323,703	624,845	131,933	492,913	551,104	20,853	23,443	(Note)
Chia Chang Technology (Chong Qing) Co., Ltd.	136,824	124,414	97,787	26,626	178,304	(42,317)	(37,644)	(Note)
Chia Chain Precision Hardware Electronics (Suzhou) Co., Ltd.	160,522	57,241	196,456	(139,215)	117,208	(34,950)	(38,248)	(Note)

Note: The Company is a limited liability company and is therefore not applicable.

(VII) Consolidated Financial Statement of Affiliates: Not Applicable.

(VIII) Relationship Report: Not Applicable.

II. Private Placement of Securities During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report: None.

III. Other Supplementary Information: None.

IV. Situations Listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act Which Might Materially Affect Shareholders' Equity or the Price of the Company's Securities Occurring during the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report: None.