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Stock Code: 9912

Associated Industries China, Inc.

Annual Report 2024



Printed on May 29, 2025

Taiwan Stock Exchange Market Observation Post System: <http://mops.twse.com.tw>

Company Website: <https://www.agneovo.com>

This translated document is prepared in accordance with the Chinese version and is for reference only. In the event of any inconsistency between the English version and the Chinese version, the Chinese version shall prevail.

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Title: General Manager

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Deputy Spokesperson:

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IV. CPA for the financial report in the most recent year:

Name of CPA: Au, Yiu- Kwan, CPA and Huang, Geng-Jia, CPA

Accounting firm name: KPMG Taiwan

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

VI. Company website:

<https://www.agneovo.com>

Associated Industries China, Inc.

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One. Letter to Shareholders

Dear Shareholders,

In 2024, the consolidated operating revenue of Associated Industries China, Inc. (known as “Associated Industries China, Inc.”) amounted to NT\$504,532 thousand, which decreased by 1% compared to NT\$510,587 thousand in the previous year. The sales volume increased by 5%, while the gross profit margin remained at 39%, the same as the previous year. The net operating loss in 2024 was NT\$62,342 thousand, an increase of NT\$22,233 thousand compared to the net operating loss of NT\$40,109 thousand in 2023. The after-tax net loss for 2024 was NT\$64,369 thousand, with an after-tax net loss attributable to owners of the parent company of NT\$51,645 thousand and an after-tax loss per share of NT\$0.98.

2024 Business Review and Loss Analysis

1. External Macroeconomic Challenges

- 1.1 The downturn in the global economy, geopolitical conflicts, inflationary pressures, and shrinking consumer spending have led to a decline in demand for IT hardware, including displays.
- 1.2 Intensified competition in the display industry: The U.S. geopolitical stance has triggered tariff wars, shifting display products toward the European market. Additionally, emerging competitors from Asia have entered the U.S. and European markets through both online and offline channels, resulting in an oversupply and price wars, further squeezing the revenue and profit margins of brands.

2. Internal Strategic Review

- 2.1 Delays in seamless product line iteration impacted stable revenue streams.
- 2.2 Challenges in product transformation: Internally, this includes the development of new product teams, mindset shifts among business teams, and training on product expertise. Externally, the new generation of AIO system products faces a longer market/channel development cycle.
- 2.3 Rising operating costs: Inflation and tariff wars have increased various operational expenses. The rapid growth of the semiconductor and AI industries has particularly impacted AG Neovo’s ability to recruit and retain talent. As a brand-driven company, AG Neovo values brand development and human capital as its most critical assets. With labor costs accounting for over 50% of total operating expenses, maintaining a competitive advantage in talent while leveraging digitalization, transformation, and AI-assisted process optimization to enhance operational efficiency will be key to the company’s long-term strategy.
- 2.4 Expanding supply chain depth and breadth: The three operational models require distinct supply chain structures. A structured approach to supplier development and database management is necessary to ensure timely responses to urgent project demands.
- 2.5 Digitalization of information systems and subsequent digital transformation are not only aimed at improving operational efficiency by aligning with market/customer-driven business planning but also at establishing AG Neovo’s decision-support system.

2025 Reform Plans and Growth Strategies

1. Execution and Efficiency Enhancement

- Focus on core business: Allocate resources to high-margin product lines and industries with strong growth potential.
- Optimize cost structure: Reduce product and operational costs through supply chain adjustments and process restructuring.

2. Technological Innovation and Market Expansion

- Accelerate new product launches and promotions: AI and AIO integrated solutions are expected to be the key drivers of revenue growth.
 - Expand into emerging markets: Collaborate with regional partners to enter the healthcare display markets in Southeast Asia, Japan, and the U.S.
3. Strengthening Risk Management
- Supply chain diversification: Establish a dual-supplier system to mitigate geopolitical risks.
 - Independent regional subsidiaries: Support the independent operation of the European subsidiary's logistics services to further disperse geopolitical risks.
 - Cash flow management: Maintain sufficient operating capital while carefully evaluating operating expenses and capital expenditures.

Looking ahead, AG Neovo remains committed to its vision of "Becoming a visual communication business platform that fully enhances the value of all stakeholders in the AG Neovo value chain." Guided by the brand's core principles—Users, Environment, and Products/Services—the company continues to implement strategic initiatives and action plans.

1. Professional Displays

AG Neovo displays focus on real-time security monitoring and information display applications in commercial environments, industrial manufacturing sites, healthcare institutions, and public transportation. These solutions align with the company's core product development philosophy of real-time information, precise presentation, and uninterrupted customer operations.

2. Solution

AG Neovo's solution segment emphasizes software development and technical services to meet the specific needs of customers in various application scenarios, showcasing the unique value of AG Neovo Solution:

- Develop or integrate tailored application software based on the needs of different user segments to enhance operational efficiency.
- Develop display health monitoring and diagnostic software to reduce display-related operational risks and implement an early-warning mechanism to ensure uninterrupted operations for users.
- In addition to in-house R&D, AG Neovo will strengthen collaborations with strategic partners to continuously optimize and promote "field solutions."

3. Healthcare

Taiwan Biophotonic Corporation (tBPC) plays a key role in the development of AG Neovo Healthcare. Through non-invasive wearable devices, real-time physiological monitoring is enabled, allowing healthcare professionals to analyze the correlation between health conditions and underlying diseases. This aligns with Taiwan's strategy for advancing preventive medicine. Within this ecosystem, tBPC aims to be the "enabler" for medical device manufacturers and healthcare brands by leveraging its two core technologies (bio-optical simulation and opto-mechanical integration) and three key soft strengths (algorithm development, patent portfolio, and clinical trials). Short- and medium-term initiatives:

- Collaborate with wearable device (brand or solution provider) partners to develop products and technologies, fostering long-term partnerships and expanding Taiwan's influence in the healthcare ecosystem while driving both technological advancements and revenue growth.
- Application focus: Through partnerships with medical and healthcare distribution channels, tBPC's first product, the home sleep monitoring solution, has been actively promoted in the Taiwan market. By continuously integrating nighttime sleep data collection and clinical classification, the company aims to establish itself as a leader in

sleep care solutions in the short term and accelerate the development of comprehensive health monitoring solutions in the medium term.

The year 2024 was filled with challenges. Despite our best efforts, we were unable to achieve our expected goals. As the company's management team, we take full responsibility for this year's losses. On behalf of all employees, we sincerely appreciate the long-term trust and support of our shareholders. Today, we not only address the root causes of our challenges and propose improvement strategies but also sincerely invite our shareholders to join us on the path to transformation. Throughout the company's operations, all employees remain steadfast in upholding the principles of corporate governance and demonstrating unwavering commitment to action. Once again, we extend our gratitude to our shareholders for their continued confidence and support. The AG Neovo management team and all employees will continue to strive forward, accelerating the development of AG Neovo's corporate culture, brand value, and core competitiveness to maximize profitability, protect shareholder interests, and fulfill our corporate social responsibility.

Finally, we extend our best wishes to all shareholders for good health, happiness, and success in all endeavors.

Chairman, Hua-Chung Pi

General Manager, Hsin-Yuan Chao

Two. Corporate Governance Report

I. Information on directors, the President, Vice Presidents, Assistant Vice President, and the heads of various departments and branches:

(I) Information on directors

May 29, 2025

Title	Nationality or place of registration	Name	Gender Age	Election/appointment date	Term of office	Date first elected or appointed	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are other managers, directors, or supervisors of the Company			Remark (Note 1)
							Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding			Title	Name	Relationship	
Chairman	R.O.C.	Hua-Chung Pi	Male 61-70 years old	2024/06/20	Three years	2004/02/10	3,451,541	6.31%	3,502,541	6.41%	0	0%	0	0%	National Chiao Tung University Executive Master of Business Administration	Chairman, AG Neovo Chairman, tBPC Supervisor, HuaSyn Biomedical Co., Ltd.	None	None	None	None
Director	R.O.C.	ShiueDing Investment Consultant Co., Ltd.	-	2024/06/20		2021/07/21	2,000	0.00%	2,000	0.00%	0	0%	0	0%	None	None	None	None	None	None
	R.O.C.	Representative: Yun Yu	Male 71 years old or above	2024/06/20	Three years	1998/06/29	819,137	1.50%	1,465,356	2.68%	77	0%	0	0%	National Cheng Kung University Department of Mechanical Engineering	Director of AG Neovo Director of Taiwan Biophotonic Corporation	None	None	None	None
Director	R.O.C.	ShiueDing Investment Consultant Co., Ltd.	-	2024/06/20		2021/07/21	2,000	0.00%	2,000	0.00%	0	0%	0	0%	None	None	None	None	None	None
	R.O.C.	Representative: Hsin-Yuan Chao	Female 51-60 years old	2024/06/20	Three years	2013/06/18	517,757	0.95%	1,022,757	1.87%	0	0%	2,000	0%	Texas Tech University Master of Accounting	Director/President, AG Neovo Director/President, tBPC Chairman, ShiueDing Investment Consultant Co., Ltd.	None	None	None	None
Director	R.O.C.	Hung-Chun Yu	Male 41-50 years old	2024/06/20	Three years	2018/06/13	0	0%	400,000	0.73%	0	0%	0	0%	The University of Queensland, Australia Business School	Director of AG Neovo General Manager of AG Neovo Technology B.V.	None	None	None	None
Independent Director	R.O.C.	Yang, Chyan	Male 71 years old or above	2024/06/20	Three years	2018/06/13	0	0%	0	0%	0	0%	0	0%	PhD in Computer Science, University of Washington	Independent Director of AG Neovo Independent Director of MARS Co., Ltd. Director, Chia Chang Co., Ltd. Independent Director of Heron Neutron Medical Co., Ltd.	None	None	None	None
Independent Director	R.O.C.	Sha-Wei Chang	Female 51-60 years old	2024/06/20	Three years	2018/06/13	0	0%	0	0%	0	0%	0	0%	National University of Taiwan Department of Accounting	Independent Director of AG Neovo CPA, Mingjia Accounting Firm	None	None	None	None
Independent Director	R.O.C.	Kuo-Hua Chen	Male 51-60 years old	2024/06/20	Three years	2021/07/21	0	0%	0	0%	0	0%	0	0%	Master of Laws (LL.M.), Boston University	Independent Director of AG Neovo Attorney-in-charge, C & A Law Firm Director, United Medical Foundation Director, Chia Nan University of Pharmacy and Science Independent Director, SunMax Biotechnology Co. Ltd. Independent Director of Hotel Royal Chilpen Group Supervisor, JuiYa Healthcare Co. Ltd. Director, Chia Yi Investment Co., Ltd.	None	None	None	None

Note 1: Where the Chairman and the President or person in an equivalent position (top-level manager) are the same person, spouses, or relatives within the first degree of kinship, the reason for, reasonableness, necessity thereof, and countermeasures shall be disclosed: N/A.

(II) Major shareholders of institutional shareholders

April 20, 2025

Names of institutional shareholders	Principal shareholders of institutional shareholders
Investment account of Tri-Tech Holding Inc in custody of CTBC Bank Co., Ltd.	INTERNET PLANNER LTD. (100%)
ShiueDing Investment Consultant Co., Ltd.	Hsin-Yuan Chao (100%)

(III) Disclosure of information on directors' professional qualifications and the independence of independent directors:

May 29, 2025

Criteria Name	Professional qualifications and experience	Independence (Note 1)	Number of other public companies where the individual serves as an independent director concurrently
Hua-Chung Pi	<ol style="list-style-type: none"> Chairman of AG Neovo Supervisor of Huasyn Biomedical Co., Ltd. Chairman of Taiwan Biophotonic Corporation Has experience in the computer and peripheral equipment industries. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(4), (5), (6), (7), (8), (9), (10), and (11)	0
Representative of ShiueDing Investment Consultant Co., Ltd.: Yun Yu	<ol style="list-style-type: none"> Director of AG Neovo Director of Taiwan Biophotonic Corporation Has experience in the computer and peripheral equipment industries. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(4), (5), (6), (7), (8), (9), (10), and (11)	0

Criteria Name	Professional qualifications and experience	Independence (Note 1)	Number of other public companies where the individual serves as an independent director concurrently
Representative of ShiueDing Investment Consultant Co., Ltd.: Hsin-Yuan Chao	<ol style="list-style-type: none"> 1. General Manager of AG Neovo 2. Director/President of tBPC 3. Chairman of ShiueDing Investment Consultant Co., Ltd. 4. Has experience in the computer and peripheral equipment industries. 5. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(4), (5), (6), (7), (8), (9), (10), and (11)	0
Hung-Chun Yu	<ol style="list-style-type: none"> 1. General Manager of AG Neovo Technology B.V. 2. Has experience in the computer and peripheral equipment industries. 3. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(3), (4), (5), (6), (7), (8), (9), (10), and (11)	0
Yang, Chyan	<ol style="list-style-type: none"> 1. Professor and Director, Institute of Business and Management, National Chiao Tung University 2. Is a college lecturer in business and has a professional business background and practical experience. 3. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(1), (2), (3), (4), (5), (6), (7), (8), (9), (10), and (11)	2
Sha-Wei Chang	<ol style="list-style-type: none"> 1. CPA, Mingjia Accounting Firm 2. Senior auditor, KPMG 3. Possess a CPA license, a professional accounting background, and practical experience. 4. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(1), (2), (3), (4), (5), (6), (7), (8), (9), (10), and (11)	0

Criteria Name	Professional qualifications and experience	Independence (Note 1)	Number of other public companies where the individual serves as an independent director concurrently
Kuo-Hua Chen	<ol style="list-style-type: none"> 1. Attorney-in-charge, C & A Law Firm 2. Partner of Chien Yeh Law Offices 3. Arbitrator of Chinese Arbitration Association, Taipei 4. Patent Attorney of R.O.C. 5. Possess an attorney license, a professional legal background, and practical experience. 6. Is not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	(1), (2), (3), (4), (5), (6), (7), (8), (9), (10), and (11)	2

Note 1: Any director under any of the circumstances below during the two years before being elected and during the term of office shall be disclosed in the table above:

- (1) Not an employee of the Company or its affiliate.
- (2) Not a director or a supervisor of the Company or its affiliates (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary, or a subsidiary under the same parent company according to the Act or local laws and regulations).
- (3) Not a director, spouse, minor child, or other natural person shareholders who hold more than 1% of the Company's total issued shares by nominee arrangement or with top ten ownership.
- (4) Not the manager listed in (1) or the spouse, relatives within the second degree of kinship, or direct blood relatives within the third degree of kinship of the person listed in (2) and (3).
- (5) Not a director, supervisor, or employee of an institutional shareholder who directly holds more than 5% of the Company's total issued shares, who are among the top five shareholders, or who designate its representative to serve as a director or supervisor of the Company according to Article 27, paragraph 1 or 2 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company according to the Act or local laws and regulations).
- (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company according to the Act or local laws and regulations).
- (7) Not a director (managing director), supervisor, or employee of another company or institution where the Chairman, the President, or person holding an equivalent position at the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company according to the Act or local laws and regulations).
- (8) Not a director (managing director), supervisor, manager, or shareholder holding 5% or more of the shares of a specific company or institution which has a financial or business relationship with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, and its subsidiary or a subsidiary under the same parent company according to the Act or local laws and regulations).
- (9) Not a professional individual who, or an owner, partner, director (managing director), supervisor, or officer of a sole proprietorship, partnership, company, or institution that provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof. provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations.

(10) Not a spouse or relative within any other director's second degree of kinship.

(11) Not the government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.

(IV) Board diversity and independence:

1. Board diversity

The Company has formulated the “Corporate Governance Best Practice Principles” to require that the composition of the Board of Directors shall be based on the diversity principle. The number of directors as the Company’s managers concurrently shall not exceed one-third of all directors. We have formulated an appropriate diversity policy based on its operation, operating model, and development needs, including but not limited to the two criteria below:

- I. Basic criteria and values: Gender, age, nationality, and culture. Particularly, female directors should account for one-third of all directors.
- II. Professional knowledge and skills: Professional backgrounds (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

We should focus on gender equality on the board, and board members should possess the knowledge, skills, and qualities needed to perform their duties. To achieve the Company’s ideal goals of corporate governance, the Board of Directors as a whole should possess the capabilities and skills below:

- I. Business judgment.
- II. Accounting and financial analysis.
- III. Business management.
- IV. Crisis management.
- V. Industry knowledge.
- VI. International market perspective.
- VII. Leadership.
- VIII. Decision-making.

The implementation of the diversity policy is as follows:

All the Company’s directors have expertise in different fields, which are of great help to our development and operations. The current term of the Board of Directors consists of seven directors with a term of three years. At present, female directors account for 29% of all directors (one of whom is an independent director), which has reached the target set by the Company, while male directors account for 71%.

The selection of the Company’s board candidates is primarily based on professional competence and practical experience. Currently, there are only two female directors on the board, which falls short of the one-third threshold recommended by the Taiwan Stock Exchange. To enhance board diversity and gender balance, the Company will actively seek out qualified female professionals from various sectors to continue strengthening the diversity of the board’s composition.

No director is a spouse or relative within the second degree of kinship of another. One independent director with a term of 3-6 years, and two independent directors with a term of 6-9 years.

Management objectives	Achieved or not
Adequately diverse professional knowledge and skills and professional backgrounds	Achieved
Female directors account for 14% or more of all directors	Achieved
No more than two directors are spouses or relatives within the second degree of kinship of other directors.	Achieved
The term of independent directors is advised not to exceed three consecutive terms.	Achieved

Diversity of individual directors (basic criteria and values, professional backgrounds, as well as professional knowledge and skills):

Core diversity element Name of director	Basic criteria and values					Professional background	Professional knowledge and skills							
	Gender	Age	Nationality	Term of independent director	Serving as an employee concurrently		Business judgment	Accounting and finance	Business management	Crisis management	Industry knowledge	International market perspective	Leadership	Decision-making
Hua-Chung Pi	Male	61-70 years old	R.O.C.		V	Business administration	V		V	V	V	V	V	V
Yu Yun	Male	71 years old or above	R.O.C.			Mechanical engineering	V		V	V	V	V	V	V
Hsin-Yuan Chao	Female	51-60 years old	R.O.C.		V	Accounting and finance	V	V	V	V	V	V	V	V
Hung-Chun Yu	Male	41-50 years old	R.O.C.		V	Business studies	V		V	V	V	V	V	V
Yang Chien	Male	71 years old or above	R.O.C.	6-9 years		Computer science	V		V	V	V	V	V	V
Sha-Wei Chang	Female	51-60 years old	R.O.C.	6-9 years		Accounting and finance	V	V	V	V		V		V
Kuo-Hua Chen	Male	51-60 years old	R.O.C.	3-6 years		Law	V		V	V		V		V

2. Independence of the Board of Directors

The Company has a total of seven directors on the board, of whom three are independent directors (43%), and we checked their qualifications and statements they issued at the time of an election. No director is a spouse or relative within the second degree of kinship of any other director (as specified in Article 26-3, paragraphs 3 and 4 of the Securities and Exchange Act). Our directors are highly disciplined. They should recuse themselves from the discussion and voting on proposals on the agenda, in which their personal interest or the interest of the juridical persons they represent are involved and may cause damage to the Company's interest, at board of meetings. They may also not exercise their voting rights on behalf of other directors (please refer to director's recusal from proposals in the annual report).

(V) Information on directors, the President, Vice Presidents, Assistant Vice President, and the heads of various departments and branches

May 29, 2025

Title	Nationality	Name	Gender	Date elected	Shareholdings		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at other companies	Spouse or relative within second degree of kinship who are managers of the Company			Remark (Note 1)
					Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding						
President	R.O.C.	Hsin-Yuan Chao	Female	2021/07/21	1,022,757	1.87%	0	0%	2,000	0%	Master of Accounting, Texas Tech University	Director of Taiwan Biophotonic Corporation Chairman of ShiueDing Investment Consultant Co., Ltd.	None	None	None	None
Assistant Vice President	R.O.C.	Chu, Pao-Jung	Male	2017/05/16	150,102	0.27%	0	0%	0	0%	Department of Electronic Engineering, Vanung University	None	None	None	None	None
Assistant Vice President	R.O.C.	Lin, Han-Lin	Male	2017/05/16	249,102	0.46%	0	0%	0	0%	Department of Electronic Engineering, China University of Science and Technology	None	None	None	None	None
Assistant Vice President	R.O.C.	Shih, Ju-Ling	Female	2022/03/31	285,102	0.52%	18,000	0.03%	0	0%	Department of Business Management, National Taipei University of Technology	None	None	None	None	None
Assistant Vice President	R.O.C.	Chen Chia-Hsin	Male	2022/03/31	200,000	0.37%	0	0%	0	0%	Executive Master of Business Administration, National Chiao Tung University	None	None	None	None	None
Vice General Manager (Note 2) Chief Financial Officer Chief Accounting Officer Corporate Governance Officer	R.O.C.	Wan-Wei Lu	Female	2009/07/10	311,654	0.57%	0	0%	0	0%	Department of Accounting, Fu Jen Catholic University	Supervisor of Taiwan Biophotonic Corporation	None	None	None	None

Note 1: Where the Chairman and the President or person in an equivalent position (top-level manager) are the same person, spouses, or relatives within the first degree of kinship, the reason for, reasonableness, necessity thereof, and countermeasures shall be disclosed: N/A.

Note 2: On March 11, 2024, the Board of Directors approved the promotion of Wan-Wei Lu to Vice General Manager.

II. Remuneration paid to directors (including independent directors), supervisors, the President, and Vice Presidents in the most recent year
(I) Remuneration to general directors and independent directors (individuals' names and remuneration are disclosed)

December 31, 2024; Unit: NTD Thousand

Job title	Name	Remuneration to directors								Sum of A, B, C, and D and the sum as a % of the net income after tax (Note 10)		Remuneration received for serving as an employee concurrently								Sum of A, B, C, D, E, F, and G and the sum as a % of the net income after tax (Note 10)		Remuneration received from the invested companies other than the subsidiaries and the parent company (Note 11)		
		Remuneration (A) (Note 2)		Severance and pension (B)		Remuneration to directors (C) (Note 3)		Business allowance (D) (Note 4)		The Company	All companies in the financial statements (Note 7)	Remuneration, bonus, and allowance (E) (Note 5)		Severance and pension		Remuneration to employees (G) (Note 6)				The Company	All companies in the financial statements (Note 7)			
		The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)			The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	Cash amount	Stock amount	Cash amount	Stock amount					
Chairman	Hua-Chung Pi	0	0	0	0	0	0	40	40	40	40	3,696	3,696	0	0	0	0	0	0	3,736	3,736	-7.23%	-7.23%	None
Director	Representative of ShiuDing Investment Consultant Co., Ltd.: Yun Yu	120	120	0	0	0	0	32	32	152	152	0	0	0	0	0	0	0	0	152	152	-0.29%	-0.29%	None
Director	Representative of ShiuDing Investment Consultant Co., Ltd.: Hsin-Yuan Chao	0	0	0	0	0	0	40	40	40	40	3,042	3,042	144	144	0	0	0	0	3,226	3,226	-6.25%	-6.25%	None
Director	Hung-Chun Yu	0	0	0	0	0	0	40	40	40	40	0	8,786	0	478	0	0	0	0	40	9,304	-0.08%	-18.02%	None
Independent Director	Yang, Chyan	360	360	0	0	0	0	80	80	440	440	0	0	0	0	0	0	0	0	440	440	-0.85%	-0.85%	None
Independent Director	Kuo-Hua Chen	360	360	0	0	0	0	88	88	448	448	0	0	0	0	0	0	0	0	448	448	-0.87%	-0.87%	None
Independent Director	Sha-Wei Chang	360	360	0	0	0	0	88	88	448	448	0	0	0	0	0	0	0	0	448	448	-0.87%	-0.87%	None

1. Please specify the policy, system, standard, and structure of remuneration to directors, and the association between the amount of remuneration and the responsibilities and risks assumed, time spent, and other factors:
The Company's independent directors are all members of the Audit Committee and the Remuneration Committee. They are entitled to a fixed amount of director remuneration according to their level of participation in

the operation of the Company and the value of their contributions and with reference to the standards of the industry.

Independent directors are paid a fixed amount of business execution fee for each meeting, and they do not participate in the distribution of the Company's earnings.

The Company considers the global economy, international financial environment and changes in the industrial economy, and estimates the Company's future operational development, profitability, and operational risks, to review the remuneration system to independent directors in a timely manner.

2. Except as disclosed in the above table, the remuneration received by the Company's directors for providing services to all companies in the financial statements (such as serving as a consultant in a non-employee capacity) in the most recent year: None.

Remuneration range table

Ranges of remuneration paid to each director of the Company	Name of director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies in the financial statements (Note 9) I
Below NT\$1,000,000	Yu Yun; Pi Hua-Chung; Chao Hsin-Yuan; Yu Hung-Chun; Yang Chien; Chen Kuo-Hua; Chang Sha-Wei	Yu Yun; Pi Hua-Chung; Chao Hsin-Yuan; Yu Hung-Chun; Yang Chien; Chen Kuo-Hua; Chang Sha-Wei	Yu Yun; Yu Hung-Chun; Yang Chien; Chen Kuo-Hua; Chang Sha-Wei	Yu Yun; Yang Chien; Chen Kuo-Hua; Chang Sha-Wei
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	None	None	None	None
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	None	None	Hsin-Yuan Chao	Hsin-Yuan Chao
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	None	None	Hua-Chung Pi	Hua-Chung Pi
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	None	None	None	Hung-Chun Yu
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	None	None	None	None
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	None	None	None	None
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)	None	None	None	None
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)	None	None	None	None
NT\$100,000,000 or more	None	None	None	None
Total	7	7	7	7

Note 1: The names of directors shall be listed separately (the names of institutional shareholders and their representatives shall be listed separately), and general directors and independent directors shall be listed separately, with various payment amounts disclosed in an aggregate manner. If a director concurrently serving as the President or the Vice President shall be entered in this table or table (3-1), or tables (3-2-1) and (3-2-2) below.

Note 2: Refers to the directors' remuneration in the most recent year (including director salary, executive differential pay, severance pay, various bonuses, and incentives).

Note 3: Refers to the amount of directors' remuneration approved by the resolution of the Board of Directors in the most recent year.

Note 4: Refers to the relevant business execution expenses of the directors in the most recent year (including honoraria, special allowance, various allowances, dormitory rooms, and company cars). When houses, cars, and other means of transportation or exclusive personal expenses are provided, the nature and costs of the assets provided and the actual cost or fair market value of rents, fuels, and other payments shall be disclosed. In addition, when a chauffeur is provided, please indicate the relevant payments made by the Company to the chauffeur, but such payments are not included in the remuneration.

Note 5: Refers to the salary, executive differential pay, severance pay, various bonuses, incentives, honoraria, special allowance, various allowances, dormitory rooms, and company cars received by directors who serve as employees concurrently (including the President, Vice Presidents, other managers, and employees). When houses, cars, and other means of transportation or exclusive personal expenses are provided, the nature and costs of the assets provided and the actual cost or fair market value of rents, fuels, and other payments shall be disclosed. In addition, when a chauffeur is provided, please indicate the relevant payments made by the Company to the chauffeur, but such payments are not included in the remuneration. Salary and wages recognized in accordance with IFRS 2 "Share-based Payments", including employee stock warrants and restricted stock awards acquired and shares for capital increased subscribed for, shall also be included in the remuneration.

Note 6: Refers to directors who have received employee remuneration (including stock and cash) in the most recent year for serving as employees concurrently (including the President, Vice Presidents, other managers, and employees). The amount of employee remuneration approved by the Board of Directors in the most recent year shall be disclosed. If it is impossible to estimate the amount, the percentage adopted for the amount paid out last year shall be adopted to calculate the proposed amount for this year, while table 1-3 shall be filled out additionally.

Note 7: The total amount of remuneration paid to the directors of the Company by all companies (including the Company) in the consolidated financial statements shall be disclosed.

Note 8: The names of the directors shall be disclosed in the applicable ranges based on the total amount of remuneration paid by the Company to each director.

Note 9: The total amount of remuneration paid to each director of the Company by all companies (including the Company) in the consolidated financial statements shall be disclosed, with the name of each director disclosed in their applicable range.

Note 10: Net profit after tax refers to the net loss after tax Parent Company Only Financial Report for the most recent year.

Note 11: a. This column shall clearly indicate the amount of remuneration received by the directors of the Company from investees other than subsidiaries or from the parent company (if there is none, please fill in "None").

b. If a director of the Company receives remuneration from investees other than subsidiaries or from the parent company, the remuneration received by the director from investees other than subsidiaries or from the parent company shall be included in column I of the remuneration range table with said column renamed "Parent company and all investees".

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

*The content of remuneration disclosed in this table is different from the concept of income under the Income Tax Act, so this table is for disclosure purposes rather than for taxation purposes.

(II) Remuneration to the President manager and Vice Presidents (individuals' names and remuneration are disclosed)

December 31, 2024; unit: NTD thousand

Job title	Name	Salary (A) (Note 2)		Severance and pension (B)		Bonus and allowance (C) (Note 3)		Employee remuneration (D) (Note 4)				Sum of A, B, C, and D and the sum as a % of the net income after tax (Note 8)		Remuneration received from the invested companies other than the subsidiaries and the parent company (Note 9)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Hsin-Yuan Chao	3,042	3,042	144	144	0	0	0	0	0	0	3,186 -6.17%	3,186 -6.17%	None
Vice President	Wan-Wei Lu	1,773	1,773	144	144	0	0	0	0	0	0	1,917 -3.71%	1,917 -3.71%	None

*Those whose positions are equivalent to the President or the Vice President (such the president, chief executive officer, or director) shall be disclosed regardless of the title.

Remuneration range table

Ranges of remuneration to the President manager and Vice Presidents of the Company	Names of the President and Vice Presidents	
	The Company (Note 6)	All companies in the financial statements (Note 7) E
Below NT\$1,000,000	None	None
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	Wan-Wei Lu	Wan-Wei Lu
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	Hsin-Yuan Chao	Hsin-Yuan Chao
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	None	None
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	None	None

NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	None	None
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	None	None
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)	None	None
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)	None	None
NT\$100,000,000 or more	None	None
Total	2	2

Note 1: The names of the President and Vice Presidents shall be listed separately, with the amounts of various payments disclosed in an aggregate manner. If a director concurrently serving as the President or the Vice President shall be entered in this table and table (1-1) above, or tables (1-2-1) and (1-2-2).

Note 2: Refers to the President's and Vice Presidents' salary, executive differential pay, and severance pay.

Note 3: Refers to the President's and Vice Presidents' various bonuses, incentives, honoraria, special allowance, various allowances, dormitory rooms, company cars, and other remuneration in the most recent year. When houses, cars, and other means of transportation or exclusive personal expenses are provided, the nature and costs of the assets provided and the actual cost or fair market value of rents, fuels, and other payments shall be disclosed. In addition, when a chauffeur is provided, please indicate the relevant payments made by the Company to the chauffeur, but such payments are not included in the remuneration. Salary and wages recognized in accordance with IFRS 2 "Share-based Payments", including employee stock warrants and restricted stock awards acquired and shares for capital increased subscribed for, shall also be included in the remuneration.

Note 4: Refers to the amount of employee remuneration (including stock and cash) paid out by the Board of Directors to the President and Vice Presidents in the most recent year. If it is impossible to estimate the amount, the percentage adopted for the amount paid out last year shall be adopted to calculate the proposed amount for this year, while table 1-3 shall be filled out additionally.

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

Note 6: The names of the President and Vice Presidents shall be disclosed in the applicable ranges based on the total amount of remuneration paid by the Company to each President and Vice President.

Note 7: The total amount of remuneration paid to each President and Vice President of the Company by all companies (including the Company) in the consolidated financial statements shall be disclosed, with the name of each President and Vice President disclosed in their applicable range.

Note 8: Net income after tax refers to the net income after tax of the standalone or individual financial statement for the most recent year.

Note 9: a. This column shall clearly indicate the amount of remuneration received by the President and Vice Presidents of the Company from investees other than subsidiaries or from the parent company (if there is none, please fill in "None").

b. If the President or a Vice President of the Company receives remuneration from investees other than subsidiaries or from the parent company, the remuneration received by the President or the Vice President from investees other than subsidiaries or from the parent company shall be included in column E of the remuneration range table with said column renamed "Parent company and all investees".

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

*The content of remuneration disclosed in this table is different from the concept of income under the Income Tax Act, so this table is for disclosure purposes rather than for taxation purposes.

(III) The top 5 managers' remuneration (individuals' names and remuneration are disclosed) (Note 1)

December 31, 2024; unit: NTD thousand

Job title	Name	Salary (A) (Note 2)		Severance and pension (B)		Bonus and allowance (C) (Note 3)		Employee remuneration (D) (Note 4)				Sum of A, B, C, and D and the sum as a % of the net income after tax (Note 6)		Remuneration received from the invested companies other than the subsidiaries and the parent company (Note 7)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements (Note 5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
The Chairman who is concurrently serving as the Chief	Hua-Chung Pi	3,736	3,736	0	0	0	0	0	0	0	0	3,736 -7.23%	3,736 -7.23%	None
President	Hsin-Yuan Chao	3,082	3,082	144	144	0	0	0	0	0	0	3,226 -6.25%	3,226 -6.25%	None
Vice President	Wan-Wei Lu	1,773	1,773	144	144	0	0	0	0	0	0	1,917 -3.71%	1,917 -3.71%	None
Assistant Vice President	Lin, Han-Lin	1,586	1,586	121	121	0	0	0	0	0	0	1,707 -3.31%	1,707 -3.31%	None
Assistant Vice President	Shih, Ju-Ling	1,413	1,413	106	106	0	0	0	0	0	0	1,519 -2.94%	1,519 -2.94%	None

Note 1: The term "top five managers' remuneration" refers to the Company's managers. The criteria for the identification of managers shall be handled in accordance with the definition of "managers" specified in the letter by the Securities and Futures Commission, Ministry of Finance, Tai-Cai-Zheng-III No. 0920001301 dated March 27, 2003. The principle for determining the top five managers' remuneration is based on the salaries, severance and pension, bonuses, and special allowances received by the Company's managers from all companies in the consolidated financial report, as well as the sum of employee remuneration (that is, A +B+C+D) and their remuneration is sorted to have the top five managers' remuneration. If a director concurrently serves as said manager, this form and the above form (1-1) shall be filled out.

Note 2: Refer to the top five managers' salary, executive differential pay, and severance pay in the most recent year.

Note 3: Refers to the top five managers' various bonuses, incentives, honoraria, special allowance, various allowances, dormitory rooms, company cars, and other remuneration in the most recent year. When houses, cars, and other means of transportation or exclusive personal expenses are provided, the nature and costs of the assets provided and the actual cost or fair market value of rents, fuels, and other payments shall be disclosed. In addition, when a chauffeur is provided, please indicate the relevant payments made by the Company to the chauffeur, but such payments are not included in the remuneration. Salary and wages recognized in accordance with IFRS 2 "Share-based Payments", including employee stock warrants and restricted stock awards acquired and shares for capital increased subscribed for, shall also be included in the remuneration.

Note 4: Refers to the amount of employee remuneration (including stock and cash) paid out by the Board of Directors to the top five managers in the most recent year. If it is impossible to estimate the amount, the percentage adopted for the amount paid out last year shall be adopted to calculate the proposed amount for this year, while table 1-3 shall be filled out additionally.

Note 5: The total amount of remuneration paid to the Company's top five managers by all companies (including the Company) in the consolidated financial statements shall be disclosed.

Note 6: Net income after tax refers to the net income after tax of the standalone or individual financial statement for the most recent year.

Note 7: a. This column shall clearly indicate the amount of remuneration received by the Company's top five managers from investees other than subsidiaries or from the parent company (if there is none, please fill in

"None").

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

Note 8: Mr. Hua-Chung Pi took over as the Chief Operating Officer of the New Venture Center on July 21, 2021, and Mr. Yun Yu was dismissed.

*The content of remuneration disclosed in this table is different from the concept of income under the Income Tax Act, so this table is for disclosure purposes rather than for taxation purposes.

(IV) Name of the manager who receives employee remuneration and distribution: None.

(V) An analysis of the total remuneration paid to the Company's directors, supervisors, the President, and Vice Presidents as a percentage of the net income after tax in the standalone or individual financial report for the most recent two years, and a description of the remuneration policy, standard, and package, the procedure for determining the remuneration, and the association between business performance and future risks.

● The total remuneration paid to the Company's directors, supervisors, the President, and Vice Presidents by the Company and all companies in the consolidated financial statements amounted to NT\$16,221 thousand and NT\$17,754 thousand for 2023 and 2024, respectively, which accounted for -54% and -34% of the net income (loss) specified in the standalone financial reports, respectively.

● Remuneration policy, standard, and package, the procedure for determining the remuneration, and the association between business performance and future risks:

1. The policies, standards, and combinations of payment remuneration:

(1) The Company's director remuneration policy is implemented according to the Company's Articles of Incorporation, personnel management regulations, and Article 21 of the Company's Articles of Incorporation. The remuneration for directors to perform their duties is authorized by the board of directors according to their participation in the Company's operations, the value of their contributions, and the industry standards. If a director or director representative is an employee of the Group company and receives employee compensation, no additional payment shall be made. Article 19-1 of the Company's Articles of Incorporation stipulated that no more than 2% of the annual profit shall be allocated for directors' remuneration, and independent directors shall not participate in the surplus distribution. The Company regularly reviews the director performance evaluation and remuneration policies, systems, standards, and structures according to the Remuneration Committee's organizational regulations and the Rules of the Performance Evaluation of the Board of Directors. The goal is to enable the Remuneration Committee and the Board of Directors to properly evaluate the directors' remuneration.

(2) The remuneration of the Company's managers is based on the Company's Articles of Incorporation, the personnel management regulations, and according to Article 19-1 of the Company's Articles of Incorporation, which stipulated that the Company shall allocate no less than 10% of the employee's remuneration according to the profit status of the year. The remuneration to the Company's President and Vice Presidents shall be approved according to the salary and remuneration policy and giving reference to their contribution to the Company. The remuneration package includes base salary, executive differential pay, professional allowance, meal allowance, and transportation subsidy. The bonuses are paid out based on the achievement rate of the Company's overall operating performance and the individual performance evaluation results. The Company's remuneration adjustment is regularly revised based on the Company's annual operating results. Work performance appraisal and salary adjustment are implemented once every 6 months.

(3) The composition of the Company's remuneration, including cash remuneration, stock options, dividends, retirement benefits or severance payments, various allowances, and other substantial incentive measures, shall be determined according to the organizational regulations of the Remuneration Committee. The scope comply with the director and manager remuneration referred to in the annual report of the Company.

2. Remuneration establishment procedure:

(1) The remuneration of directors and managers is regularly evaluated according to the Company's Rules of the Performance Evaluation of the Board of Directors, the organizational regulations of the Remuneration Committee, and the Company's salary and compensation policy evaluation results applicable to managers and

employees. The managers' salaries are determined by considering Taiwan's human resource market, the peer industry of the same nature, and the Company's salary and welfare policies. After the chairman and the Board of Directors approve it, it is submitted to the Remuneration Committee for review and implementation. The Remuneration Committee and the Board of Directors adjust the directors' remuneration based on the Company's operating conditions and the value of the Directors' participation and contribution to the Company's operations. The Remuneration Committee shall consider the Board of Directors' overall performance, the Company's operating performance, the Company's future operations, and its risk appetite to prepare a distribution proposal to allocate the directors' remuneration. After the Board of Directors resolution and the shareholders meeting report, the distribution shall be made according to the degree of participation and contribution value by individual directors in the Company's operations.

- (2) In 2024, the self-evaluation results of the Board of Directors, directors, and members of each functional committee met the standards, and the Board of Directors' report was submitted.
- (3) Every year, the Remuneration Committee and the Board of Directors evaluate and review the performance appraisal and remuneration rationality of the Company's directors and managers. Consideration factors include individual performance, company operating performance, and future risks, which conform with the Company's risk appetite. The Remuneration Committee and the Board of Directors have approved the Remuneration Policy review for directors and managers in 2024.

3. Correlation between operating performance and future risks:

- (1) The main considerations for the Company's remuneration policy, payment standard, and system review are based on the Company's overall operating status, and the remuneration standard is approved based on the performance achievement rate and contribution. The goal is to improve the overall organizational team performance of the Board of Directors and management departments. We also refer to the industry salary standard to ensure the Company's management salary is competitive and can retain excellent management talents.
- (2) The performance goals of the Company's directors and managers are combined with "risk control" to ensure that potential risks within the scope of duties can be managed and prevented. The ratings are given based on actual performance outcomes linked to all relevant human resources and salary remuneration policies. The important decisions of the Company's management level are made after considering various risk factors on an equal basis. The performance of relevant decisions is reflected in the Company's profit status, and the management level's remuneration is related to the risk control performance.
- (3) The remuneration paid by the Company to the managers includes long-term rewards in the form of new shares with restricted employee rights, instead of payment in full based on the earnings of the current year. The actual value is related to the future stock price, that is, future operating risks are shared with the Company.

III. Implementation of corporate governance

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

The Board of Directors held five [A] meetings during the most recent year (2024), and directors' attendance is as follows:

Job title	Name	Attendance in person [B]	Attendance by proxy	Attendance (%) [B/A] (Note 2)	Remarks
Chairman	Hua-Chung Pi	5	0	100%	Re-elected on June 20, 2024 (should attend five meetings)
Corporate director Representative	Representative of ShiueDing Investment Consultant Co., Ltd.: Yu Yun	4	1	80%	Re-elected on June 20, 2024 (should attend five meetings)
Corporate director Representative	Representative of ShiueDing Investment Consultant Co., Ltd.: Hsin-Yuan Chao	5	0	100%	Re-elected on June 20, 2024 (should attend five meetings)
Director	Hung-Chun Yu	5	0	100%	Re-elected on June 20, 2024 (should attend five meetings)
Independent Director	Kuo-Hua Chen	5	0	100%	Re-elected on June 20, 2024 (should attend five meetings)
Independent Director	Yang, Chyan	4	1	80%	Re-elected on June 20, 2024 (should attend five meetings)
Independent Director	Sha-Wei Chang	5	0	100%	Re-elected on June 20, 2024 (should attend five meetings)

Additional information:

I. If the operations of the Board of Directors is under any of the circumstances below, the date of the board meeting, the session, the content of the proposal, all independent directors' opinions, and the Company's response to said opinions shall be specified:

(I) Matters under Article 14-3 of the Securities and Exchange Act:

Date of the board meeting (session)	Content of proposal	All independent directors' opinions and the Company's response to said opinions
1st meeting in 2024 March 11, 2024	Passed the 2023 director's remuneration and employee remuneration distribution proposal	Passed by all independent directors
	Approved the lifting of non-compete restrictions for the company's newly appointed directors.	Passed by all independent directors
	Passed the 1st and 2nd repurchase of shares for transfer to employees in 2019	Passed by all independent directors
	Passed the proposal for the next term of directors' remuneration	Passed by all independent directors
	Passed the proposal for changes in CPAs for the financial reports	Passed by all independent directors
	Passed the proposal regarding the application for conversion of the subscribed secured convertible corporate bonds issued by the subsidiary, Taiwan Biophotonic Corporation (Taiwan Biophotonic), in 2023	Passed by all independent directors
	Passed a proposal for the Company to increase investment in the subsidiary Taiwan Biophotonic.	Passed by all independent directors
	Passed the proposal for change in the fair value model for the subsequent evaluation of the investment property	Passed by all independent directors
	Passed the amendments to the "Audit Committee Charter"	Passed by all independent directors
	Passed the proposal to amend the "Rules of the Procedure for Board of Directors Meetings."	Passed by all independent directors
3rd meeting in 2024 June 20, 2024	Approved the chairman's appointment.	Passed by all independent directors
	Passed the appointment of the 6th Compensation and Remuneration Committee.	Passed by all independent directors
4th meeting in 2024 August 7, 2024	Passed the proposal for the Company's regular assessment of the independence and suitability of the CPAs appointed	Passed by all independent directors
	Approved the transfer of shares held by China Trust Commercial Bank (Trustee) in the subsidiary Taiwan Biophotonic Corporation under the trust account.	Passed by all independent directors
5th meeting in 2024 November 6, 2024	Passed the proposal for review of the 2024 CPA's audit fees	Passed by all independent directors
	Passed a proposal on the general principles of the Company's pre-approved non-assurance service policy.	Passed by all independent directors
	Passed the regular review of the Company's salary and remuneration policy	Passed by all independent directors
	Passed the revision of the company's internal control system.	Passed by all independent directors
	Approved the company's audit plan for the year 2025.	Passed by all independent directors
	Passed a proposal for the Company to increase investment in the subsidiary Taiwan Biophotonic.	Passed by all independent directors
1st meeting in 2025 March 11, 2025	Passed the 2024 director's remuneration and employee remuneration distribution proposal	Passed by all independent directors
	Passed the revision of the company's "Articles of Incorporation.	Passed by all independent directors
	Approved the assessment of the effectiveness of the internal control system and the issuance of the internal control system statement for the year 2024.	Passed by all independent directors
	Passed the revision of the company's "Employee Stock Ownership Association Charter" and "Employee Stock Ownership Trust Regulations."	Passed by all independent directors

	Passed the revision of the company's "Compensation and Remuneration Policy.	Passed by all independent directors
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(II) Except for the above matters, other matters resolved by the Board of Directors with objection or reservation made by any independent directors, with records or a written statement: None.

II. In the event of directors' recusal from proposals, the name of director, the content of proposal, the reasons for recusal, and the participation in voting shall be specified:

1. On March 11, 2024, during the board meeting to discuss the proposal regarding the Company's first and second share buybacks in 2019 for transfer to employees, as Directors Hsin-Yuan Chao and Hung-Chun Yu had an interest in this proposal, they recused themselves from voting on it.
2. On March 11, 2024, regarding the proposal to apply for conversion of the subscribed secured convertible corporate bonds issued by the subsidiary, Taiwan Biophotonic Corporation (Taiwan Biophotonic), in 2023 at the board meeting, as directors Hua-Chung Pi, Hsin-Yuan Chao, and Yun Yu were representatives of Taiwan Biophotonic and therefore were stakeholders, they themselves from voting on this proposal.
3. On March 11, 2024, regarding the proposal to increase investment in subsidiary Taiwan Biophotonic Corporation (Taiwan Biophotonic) at the board meeting, as directors Hua-Chung Pi, Hsin-Yuan Chao, and Yun Yu were representatives of Taiwan Biophotonic and therefore were stakeholders, they themselves from voting on this proposal.
4. On June 20, 2024, the board of directors discussed the appointment of the 6th Compensation Committee members. As independent directors Chien Yang and Kuo-Hua Chen, and non-independent director Sha-Wei Chang had an interest in this proposal, they recused themselves from voting on this proposal.
5. On August 7, 2024, the board of directors discussed the equity transfer of Taiwan Biophotonic Corporation (Taiwan Biophotonic) held by its shareholder, CTBC Bank Co., Ltd., in a designated trust property account. As directors Hua-Chung Pi, Hsin-Yuan Chao, and Yun Yu were corporate director representatives of Taiwan Biophotonic and thus had an interest in this proposal, they recused themselves from voting on this proposal.
6. On November 6, 2024, regarding the proposal to increase investment in subsidiary Taiwan Biophotonic Corporation (Taiwan Biophotonic) at the board meeting, as directors Hua-Chung Pi, Hsin-Yuan Chao, and Yun Yu were representatives of Taiwan Biophotonic and therefore were stakeholders, they themselves from voting on this proposal.

III. Information on the cycle, period, scope, method, and content of the Board of Directors' self-evaluation and the implementation of the evaluation:

As per Article 37 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Company has formulated the Rules of and Procedures for the Performance Evaluation of the Board of Directors, which was approved by the board meeting on November 6, 2019. We evaluate the performance of the Board of Directors, its functional committees, and individual directors regularly every year. Please refer to the Market Observation Post System (MOPS) or the Company's website for the Rules of the Performance Evaluation of the Board of Directors. The implementation of the 2024 board performance evaluation is as follows:

Cycle	Period	Scope	Method	Content
Once a year	2024/01/01~2024/12/31	Board of Directors	Board performance self-evaluation	1. Board performance evaluation: (1) Degree of involvement in the Company's operations. (2) Improvement to the quality of the Board of Directors' decision-making. (3) Composition and structure of the Board of Directors. (4) Election of directors and their continuing education. (5) Internal control.
		Individual board members	Board members' self-evaluation	2. Board members' performance evaluation: (1) Alignment with the Company's goals and mission. (2) Awareness of responsibilities as a director. (3) Degree of involvement in the Company's operations. (4) Management and communication of internal relations. (5) Directors' professional and continuing education. (6) Internal control.

		Audit Committee	Audit Committee's self-evaluation	3. Functional committees' performance evaluation: (1) Degree of involvement in the Company's operations. (2) Awareness of responsibilities as a functional committee member. (3) Improvement to the quality of the functional committee's decision-making. (4) Composition and selection of members of the functional committees. (5) Internal control.
		Remuneration Committee	Remuneration Committee's self-evaluation	(1) Degree of involvement in the Company's operations. (2) Awareness of responsibilities as a functional committee member. (3) Improvement to the quality of the functional committee's decision-making. (4) Composition and selection of members of the functional committees. (5) Internal control.

The 2024 board performance evaluation results have been reported to the Board of Directors on March 11, 2025.

As per the 2024 board performance evaluation results, the operations of the Board of Directors are in alignment with the Company's requirements. It can effectively facilitate the Company's sustainable development, fulfilling of our social responsibility, risk management, and long-term strategic development in alignment with the spirit of corporate governance. There were 42 evaluation indicators in the board performance evaluation, and the board reached the standards for all indicators, and the total score of the board performance evaluation was 93 points, exceeding the standard.

Performance evaluation scores are as follows:

- A. The board performance self-evaluation score was 46 points (out of 50 points).
- B. The board members' performance self-evaluation average score was 47 points (out of 50 points).

The Audit Committee's performance evaluation indicators are divided into five dimensions: A. Degree of involvement in the Company's operations; B. Awareness of responsibilities as an Audit Committee member; C. Improvement to the quality of the Audit Committee's decision-making; D. Composition and selection of members of the Audit Committee. E. Internal control. There are 21 evaluation indicators, and the Audit Committee's performance evaluation results at this time have all met the standards.

The Remuneration Committee's performance evaluation indicators are divided into five dimensions: A. Degree of involvement in the Company's operations; B. Awareness of responsibilities as a Remuneration Committee member; C. Improvement to the quality of the Remuneration Committee's decision-making; D. Composition and selection of members of the Remuneration Committee. E. Internal control. There are 18 evaluation indicators, and the Remuneration Committee's performance evaluation results at this time have all met the standards.

IV. The objectives of reinforcement of the competency of the Board of Directors (such as establishing an audit committee or improving information transparency) in the current year and the most recent year and evaluation of the implementation:

1. We elected three independent directors to form the Audit Committee on June 13, 2018. Please refer to (II) The operations of the Audit Committee in this chapter.
2. Active establishment of stakeholder engagement: The Company has a spokesperson and an acting spokesperson, through which stakeholders can communicate with us. We accept shareholder proposals as per the timeline of the annual shareholders' meeting. Shareholders with the right to make proposals may submit applications to the Company during the acceptance period, and we convene the Board of Directors to review such proposals in accordance with relevant regulations.
3. Improvement to the Board of Directors' operational efficiency and decision-making skills:
 - A. The Company has formulated the "Rules of the Procedure for Board of Directors Meetings" to reinforce the competency of the Board of Directors and facilitate the positive development of the board's

participation in the decision-making process.

- B. The Company has formulated the “Rules Governing the Scope of Powers of Independent Directors” to reinforce the control mechanism of the Board of Directors.
 - C. The Company has formulated the “Rules of the Performance Evaluation of the Board of Directors” to implement corporate governance and enhance the functions and operational efficiency of the Company’s Board of Directors.
4. Enhanced professional knowledge: The Company motivates relevant members on the board to participate in various professional courses to continue to acquire new knowledge, thereby maintaining their professional advantages and abilities and raises their awareness of applicable laws to ensure compliance.

Note 1: If a director is a juridical person, the name of the institutional shareholder and its representative shall be disclosed.

Note 2: (1) If a director resigns before the end of the year, the date of resignation shall be indicated in the remarks column, and the attendance (%) shall be calculated with the number of board meetings attended by the director divided by the number of board meetings held during their term of office.

(2) Before the end of the year, if there is an election of directors, the new and old directors and supervisors shall be entered, and the old, new, or re-elected status and the election date of each director shall be indicated in the remarks column. The attendance (%) shall be calculated with the number of board meetings attended by a director divided by the number of board meetings held during their term of office.

(II) The operations of the Audit Committee:

The Audit Committee held four [A] meetings during the most recent year (2024), and independent directors' attendance is as follows:

Job title	Name	Attendance in person [B]	Attendance by proxy	Attendance (%) [B/A] (Note1, Note 2)	Remarks
Independent Director	Chang, Sha-Wei	4	0	100%	Convener/Reelection
Independent Director	Yang, Chyan	4	0	100%	Reelection
Independent Director	Chen, Kuo-Hua	4	0	100%	Reelection

The Audit Committee's tasks include:

- Reviewed financial reports.
- Established or amended the internal control system.
- Assessed the effectiveness of the internal control system.
- Formulated or amended the Procedures for Asset Acquisition and Disposal, the Procedures for Derivatives Trading, the Procedures for Loans to Others, and the Procedures for Endorsments/Guarantees to Others.
- Reviewed matters involving directors' interest.
- Reviewed major asset transactions or derivatives trading.
- Reviewed major loans to others or endorsements/guarantees to others.
- Reviewed the offering, issuance, or private placement of equity securities.
- Reviewed the appointment, dismissal, or remuneration of CPAs.
- Reviewed annual financial reports.

The 2024 financial statements have been ratified by the Audit Committee, approved by the Board of Directors by resolution, and audited by Au, Yiu- Kwan and Huang, Geng-Jia, CPAs of KPMG Taiwan, to which they have issued an independent auditor's report. In addition, the Board of Directors submitted the 2024 business report and a statement of deficit compensation, which the Audit Committee reviewed without any inconsistency discovered.

- Assessed the effectiveness of the internal control system.

The Audit Committee evaluated the policies and procedures for the Company's internal control system and reviewed regular reports from the Audit Department, CPAs, and our management team. The Audit Committee is convinced that the Company's internal control system is effective, and that we have adopted necessary control mechanisms to monitor the system.

Additional information:

- I. If the operations of the Audit Committee fall under any of the circumstances below, the date of the Audit Committee meeting, the session, the content of the proposal, any objection, reservation, or major suggestion made by independent directors, the results of resolutions by the Audit Committee, and the Company's response to the committee's opinions shall be specified.
 - (I) The matters under Article 14-5 of the Securities and Exchange Act.

Date of the Audit Committee meeting (session)	Content of proposal	Objection, reservation, or major suggestion made by independent directors	All Audit Committee members' opinions and the Company's response to said opinions
1st meeting in 2024 March 11, 2024	Passed the proposal to remove the non-compete clause for new directors	None	Passed by all Audit Committee members
	Passed the 1st and 2nd repurchase of shares for transfer to employees in 2019	None	Passed by all Audit Committee members
	Passed the proposal for changes in CPAs for the financial reports	None	Passed by all Audit Committee members
	Passed the proposal regarding the application for conversion of the subscribed secured convertible corporate bonds issued by the subsidiary, Taiwan Biophotonic Corporation (Taiwan Biophotonic), in 2023	None	Passed by all Audit Committee members
	Passed a proposal for the Company to increase investment in the subsidiary Taiwan Biophotonic.	None	Passed by all Audit Committee members
	Passed the proposal for change in the fair value model for the subsequent evaluation of the investment property	None	Passed by all Audit Committee members
	Passed the Company's 2023 "internal control system effectiveness assessment" and "statement of the internal control system" proposal	None	Passed by all Audit Committee members
3rd meeting in 2024 August 7, 2024	Passed the proposal for the Company's regular assessment of the independence and suitability of the CPAs appointed	None	Passed by all Audit Committee members
	Approved the transfer of shares held by China Trust Commercial Bank (Trustee) in the subsidiary Taiwan Biophotonic Corporation under the trust account.	None	Passed by all Audit Committee members
4th meeting in 2024 November 6, 2024	Passed the proposal for review of the 2024 CPA's audit fees	None	Passed by all Audit Committee members
	Passed a proposal on the general principles of the Company's pre-approved non-assurance service policy.	None	Passed by all Audit Committee members
	Passed the regular review of the Company's salary and remuneration policy	None	Passed by all Audit Committee members
	Passed the revision of the company's internal control system.	None	Passed by all Audit Committee members
	Approved the company's audit plan for the year 2025.	None	Passed by all Audit Committee members
1st meeting in 2025 March 11, 2025	Passed a proposal for the Company to increase investment in the subsidiary Taiwan Biophotonic.	None	Passed by all Audit Committee members
	Passed the revision of the company's "Articles of Incorporation."	None	Passed by all Audit Committee members
	Approved the assessment of the effectiveness of the internal control system and the issuance of the internal control system statement for the year 2024.	None	Passed by all Audit Committee members

(II) Except for the above matters, matters that have not been approved by the Audit Committee but have been approved by more than two-thirds of all directors: None.

II. Independent directors' recusal from proposals, in which their personal interest is involved: None.

III. Communication between independent directors and the chief internal auditor/CPAs (including material financial and business matters communicated and communication methods and results).

(I) Communication between independent directors and the chief internal auditor:

1. Independent directors review monthly internal audit operations and quarterly audit the follow-up reports.
2. The chief internal auditor attended each Audit Committee meeting and board meeting in a non-voting capacity, put forth audit reports, communicated the implementation and effectiveness of the audit business with independent directors, as well as responded to independent directors' questions.
3. The communication between the Audit committee and the chief internal auditor is effective.

Date	Major issues	Communication results
March 11, 2024	Audit reports for October through December 2023 and for January through February 2024 2023 Internal Control System Statement	No comment
May 8, 2024	Audit report for March 2024	No comment
August 7, 2024	Audit report for April through June 2024	No comment
November 6, 2024	Audit report for July through September 2024 2025 audit plan	No comment

March 11, 2025	Audit reports for October through December 2024 and for January through February 2025 2024 Internal Control System Statement	No comment
May 7, 2025	Audit report for March 2025	No comment

(II) Communication between independent directors and CPAs:

CPAs reported the independent directors separately on the Company's financial position, the financial position and operations of our subsidiaries at home and abroad, and the internal control audits at least once a year and compiled the key audit matters, whether there were any major adjustments to the accounting entries, or whether the amendments to laws and regulations affect the accounting and communicated such issues thoroughly with the Audit Committee in writing or face to face. A meeting might be held at any time in the event of a major unusual incident.

Date	Major issues	Communication results
March 11, 2024	Independence, reviewer's responsibility for reviewing financial statements, type of review conclusion, review scope, review findings the competent authority's recent inspection of the major internal control deficiencies of the TPEX listed and emerging stock companies and reminders, the firm's quality management system and communication on case resources, summary of recent updates to TWSA, important accounting standards or letters of interpretation, updates of securities and taxation laws and regulations. The CPAs explained the questions raised and communicated and made decisions with the participants.	No comment
November 6, 2024	Independence, responsibilities of the reviewers for interim financial reports, types of review conclusions issued, scope of review, review findings, IFRS sustainability disclosure standards implementation plan, annual audit plan, key accounting standards or interpretations, updates on securities regulations and tax laws. The CPAs explained the questions raised and communicated and made decisions with the participants.	No comment
March 11, 2025	Ethics and Independence, Responsibilities of Auditors in Auditing Financial Statements, Communication of the Firm's Quality Control System, Types of Audit Opinions Issued, Scope of Audit, Audit Findings, Key Accounting Standards or Interpretations, Updates on Securities Regulations and Tax Laws, and Other Matters. The CPAs explained the questions raised and communicated and made decisions with the participants.	No comment

Note 1: If an independent director resigns before the end of the year, the date of resignation shall be indicated in the remarks column, and the attendance (%) shall be calculated with the number of board meetings attended by the director divided by the number of Audit Committee meetings held during their term of office.

Note 2: Before the end of the year, if there is an election of independent directors, the new and old directors and supervisors shall be entered, and the old, new, or re-elected status and the election date of each independent director shall be indicated in the remarks column. The attendance (%) shall be calculated with the number of board meetings attended by a director divided by the number of Audit Committee meetings held during their term of office.

(III) The operations of corporate governance and the deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.

Item	Operations		Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor	
	Yes	No		Brief description
I. Has the company formulated and disclosed the Corporate Governance Best Practice Principles in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company has formulated the “Corporate Governance Best Practice Principles” and proceeds accordingly. Regarding the disclosure of the “Corporate Governance Best Practice Principles”, we have adopted the methods below: 1. Internally: We have disclosed the “Corporate Governance Best Practice Principles” on the intranet for all employees to follow. 2. Externally: We have set up an “Investors section” and disclosed the information on the Company's finance and corporate governance on the official website, while setting up a “Corporate Governance section”, for us to disclose the “Corporate Governance Best Practice Principles” and other relevant organizational charters on the website as a reference for shareholders and stakeholders. We have personnel dedicated to maintaining and updating such information in real-time. The company website: www.agneovo.com	No major difference
II. The Company's shareholding structure and shareholders' equity				
(I) Has the company formulated internal operating procedures for handling shareholders' suggestions or questions or disputes and litigation with them and complied with the procedures?	V		(I) We have a spokesperson and an acting spokesperson in place to express our opinions to the public on behalf of the Company and instruct the shareholder service agency to assist in handling disputes.	No major difference
(II) Does the company have a list of the major shareholders with ultimate control over the company and a list of the ultimate controllers of the major shareholders?	V		(II) The Company has personnel dedicated to keeping abreast of directors, managers, and major shareholders holding more than 5% of our shares, and we file a report on major shareholders' shareholdings regularly, while the “Registrar Agency Department, Capital Securities Corporation”, assists in handling relevant matters so that we effectively keep abreast of the list of major shareholders.	No major difference
(III) Has the company established and implemented a risk control and a firewall mechanisms between itself and affiliates?	V		(III) We have formulated such mechanisms in the Company's internal control system, and our auditors monitor the implementation regularly.	No major difference

Item	Operations		Brief description	Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
(IV) Has the company formulated internal regulations to prohibit insiders from using information undisclosed in the market to buy and sell securities?	√		(IV) The Company has formulated the “Procedures for Handling Material Inside Information” to prohibit insiders from using unpublished information on the market to trade securities, while raising insiders’ awareness at least once a year.	No major difference
<p>III. Composition and responsibilities of the Board of Directors</p> <p>(I) Has the board of directors formulated a diversity policy and specific management objectives and implemented them accordingly?</p>	√		<p>(I) We have formulated the “Corporate Governance Best Practice Principles” and adopted a board diversity policy for the board structure. We also consider basic criteria (gender, age, nationality, and culture), diversity of professional backgrounds, skills, and industry experience based on the Company’s operations, business model, and development needs. Board members as a whole should possess the knowledge, skills, and qualities needed to perform their duties. To achieve the Company’s ideal goals of corporate governance, the Board of Directors as a whole should possess the capabilities and skills below: I. Business judgment. II. Accounting and financial analysis. III. Business management. IV. Crisis management. V. Industry knowledge. VI. International market perspective. VII. Leadership. VIII. Decision-making; we have adopted a board diversity policy based on the Company’s operations, business model, and development needs.</p> <p>(II) We have disclosed our Corporate Governance Best Practice Principles on the company website.</p> <p>(III) The implementation for the management objectives of board diversity is as follows: Management objectives: Board members should have adequately diverse professional knowledge and skills and professional backgrounds; female directors account for 14% or more of all directors; no more than two directors are spouses or relatives within the second degree of kinship of other directors; the term of independent directors is advised not to exceed three consecutive terms. Implementation status: All the Company’s directors have expertise in different fields, which greatly helps our development and operations. The Company’s Board of Directors is currently composed of 7 directors with a term of 3 years.</p>	No major difference

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			Female directors account for 29% of all directors (one of whom is an independent director), which has reached the target set by the Company, while male directors account for 71%. No director is a spouse or relative within the second degree of kinship of another. One independent director with a tenure of 3-6 years, and two independent directors with a tenure of 6-9 years. (Please refer to (IV) Board diversity and independence under I. Information on directors, supervisors, the President, Vice Presidents, Assistant Vice President, and the heads of various departments and branches in Chapter Two of this annual report.	
(II) Has the company voluntarily established other functional committees in addition to the remuneration and the audit committees established in accordance with the law?		v	(II) We have established the “Remuneration Committee” and the “Audit Committee” and formulated the “Remuneration Committee Charter” and the “Audit Committee Charter”, and term of office of such committees’ members is the same as that of the Board of Directors. We also have the Welfare Committee in place and will evaluate the need for establishing other functional committees in the future.	No major difference
(III) Has the company formulated Rules of the Performance Evaluation of the Board of Directors and evaluation methods, conducted performance evaluations annually and regularly, reported the results of performance evaluations to the board of directors, and adopted such results as a reference for deciding the remuneration of and nominating candidates for individual directors?	v		(III) The Company’s Board of Directors adopted the amendments to the “Rules of the Performance Evaluation of the Board of Directors” on November 6, 2019. It provided that the Board of Directors must conduct at least one performance evaluation for the Board of Directors, individual director members, and functional committees every year. Please visit the MOPS or the Company's website for details. The implementation during 2024 is as follows: 1. The Remuneration Committee determined and regularly reviewed the board performance evaluation indicators based on the Company's operations. The Company regularly evaluates board performance every year, and the evaluation results shall be completed before the end of February of the following year and shall be reviewed by the Board of Directors for improvements. The Board of Directors may also adopt individual directors’ performance evaluation results as a reference for an election or nomination of candidates for directors. 2. The 2024 performance evaluation results were	No major difference

Item	Operations		Brief description	Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
			<p>submitted to the latest Board of Directors meeting on March 11, 2025. (Please refer to Chapter Two, III. Implementation of Corporate Governance; (I) Information on the Operations of the Board of Directors-Additional Information; III. Information on the cycle, period, scope, method, and content of the Board of Directors' self-evaluation and the implementation of the evaluation).</p> <p>3. The board performance for 2024 was evaluated based on the overall performance, and directors' remuneration was determined as per Article 21 of the Articles of Incorporation.</p>	
(IV) Does the company regularly assess the independence of the CPAs?	√		<p>(IV) Our company conducts an internal assessment at least once a year in accordance with Article 47 of the CPA Act and Bulletin No. 10 of the Code of Professional Ethics for CPAs. This assessment evaluates the independence and suitability of the certifying CPA, examining whether they serve as a director, shareholder, or employee of our company to ensure they are not stakeholders. In addition to requiring the CPA to provide the "CPA Independence and Suitability Assessment Form," the "Independence Statement," and "Audit Quality Indicators (AQIs)," we also evaluate them based on the CPA Independence and Suitability Evaluation Standards (Note 1) and the thirteen indicators under the five dimensions of AQIs (Note 2).</p> <p>It is confirmed that the certifying CPA has no financial interests or joint investments with the company other than certification and tax-related fees, and that the CPA's family members do not violate independence requirements. The CPA meets our company's independence and suitability evaluation standards, qualifying them to serve as our certifying CPA. This procedure also applies in the event of internal rotation within the CPA firm. As of the most recent certification process, there have been no instances of not changing the CPA for seven years. The latest annual assessment results were reviewed and approved by the Audit Committee on August 7, 2024, and subsequently approved by the Board of Directors on August 7, 2024,</p>	No major difference

Item	Operations		Brief description	Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
			regarding the assessment of the certifying CPA's independence and suitability.	
IV. Has the company has appointed an appropriate number of competent corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance affairs (including but not limited to providing directors and supervisors with the materials required for performance of their duties, assisting directors and supervisors with compliance, handling matters related to board meetings and the shareholders' meetings, and preparing minutes of board meetings and shareholders' meetings)?	V		<p>To protect shareholders' rights and interest and reinforce the Board of Directors' powers, we approved the appointment of the Chief Financial Officer to serve as the Corporate Governance Officer concurrently by the resolution of the Board of Directors on November 6, 2019. The officer has more than three years of experience in charge of financial affairs and shareholder service at a publicly listed company and has received professional training as required by law.</p> <p>The Chief Corporate Governance Officer is responsible for convening the Board of Directors and Shareholders' Meetings and arranging the meeting procedures, preparing the meeting minutes and disclosing information, providing the directors with the information required for the execution of duties, assisting the directors in complying with the laws and regulations, assisting the directors in taking office and continuing education, and reporting to the Board of Directors on their progress. The Chief Corporate Governance Office also oversees whether the review results of independent directors' qualifications are in compliance with relevant laws and regulations at the time of nomination, election, and during the term of office, and handles matters related to directors' change and other matters stipulated in the Articles of Incorporation or contracts of the company .</p> <p>The tasks carried out during 2024 are as follows: 1. Handled matters related to the convening of the Board of Directors and shareholders' meetings in accordance with the law. 2. Took, sent, and disclosed minutes of the board meetings and shareholders' meetings during the year in accordance with the law. 3. Reviewed if the resolutions by the Board of</p>	No major difference

Item	Operations		Brief description	Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor																
	Yes	No																		
			<p>Directors should be disclosed in the form of material information.</p> <p>4. Provided directors with information on training, corporate governance, and laws to assist them in complying with laws and regulations. Matters related to directors' continuing education (their continuing education courses taken have been disclosed on the MOPS).</p> <p>5. Reviewed whether the Company met the requirements of the corporate governance evaluation indicators.</p> <p>6. Arranged for the chief internal auditor and CPAs to communicate with the independent directors at the Audit Committee meetings.</p> <p>7. Completed the registration of changes in business in accordance with the law and properly managed the registration to ensure the validity of the business registration documents.</p> <p>8. Legality review of independent director qualifications: Report to the Board of Directors on whether the independent directors meet the relevant legal and regulatory requirements at the time of nomination, appointment, and throughout their tenure.</p> <p>9. Handle matters related to changes in directors.</p> <p>Corporate Governance Officer's training</p> <table border="1"> <thead> <tr> <th>Date of training</th> <th>Training institution</th> <th>Course title</th> <th>Training Hours</th> </tr> </thead> <tbody> <tr> <td>2024/9/4</td> <td>Securities and Futures Institute</td> <td>Emerging Risk Management for Enterprises: Insights from Ransomware, Trade Secret Protection, and Ethical Business Practices</td> <td>3</td> </tr> <tr> <td>2024/9/13</td> <td>Securities and Futures Institute</td> <td>Corporate Financial Awareness – Behavioral Finance and Corporate Decision-Making</td> <td>3</td> </tr> <tr> <td>2024/9/30</td> <td>Accounting Research and Development</td> <td>Analysis of New Regulations on "Annual Reports, Sustainability Information, and</td> <td>6</td> </tr> </tbody> </table>	Date of training	Training institution	Course title	Training Hours	2024/9/4	Securities and Futures Institute	Emerging Risk Management for Enterprises: Insights from Ransomware, Trade Secret Protection, and Ethical Business Practices	3	2024/9/13	Securities and Futures Institute	Corporate Financial Awareness – Behavioral Finance and Corporate Decision-Making	3	2024/9/30	Accounting Research and Development	Analysis of New Regulations on "Annual Reports, Sustainability Information, and	6	
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Item	Operations				Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description		
				Foundation Financial Report Preparation" and Practical Internal Control Management	
V. Has the company has established communication channels with stakeholders (including but not limited to shareholders, employees, clients, and suppliers) and set up a section dedicated to stakeholders on the company's website to properly respond to stakeholders' major CSR issues of concern?	V		We have a spokesperson and an acting spokesperson in place to express our opinions to the public on behalf of the Company and instruct the shareholder service agency to assist in handling disputes. We have set up a section dedicated to stakeholders (including but not limited to shareholders, employees, customers and suppliers) on the company website and designated personnel to respond to stakeholders' issues of concern.		No major difference
VI. Does the company appoint a professional stock affairs agency to handle the affairs related to shareholders' meetings?	V		We have appointed the professional shareholder service institution, "Registrar Agency Department, Capital Securities Corporation", to handle matters related to shareholders' meetings and shareholder service.		No major difference
VII. Information disclosures					
(I) Has the company set up a website to disclose information on financial business and corporate governance?	V		(I) We have set up an Investors section on the official website and disclosed the information on the Company's finance and corporate governance, and investors may visit the MOPS to check the relevant information disclosed.		No major difference
(II) Does the company adopt other methods to disclose information (such as setting up an English website, designating personnel to collect and disclose company information, implementing a spokesperson system, or placing the proceeding of investor conferences on the company website)?	V		(II) The Company has set up a website in both English and Chinese and designated personnel to collect and disclose information, while implementing a spokesperson system, with the spokesperson and the acting spokesperson responsible for communicating with the public; the process of the investor conferences is also placed on the company website.		No major difference
(III) Does the company announce and submit an annual financial report to the competent authority within two months after the end of each fiscal year and announce and submit the financial reports for the first, second, and third quarters and the operations of each month to the competent authority before a specified deadline?		V	(III) The company complies with the regulations of Article 36 of the Securities and Exchange Act to disclose financial reports and monthly operating conditions.		We did not disclose the annual financial report before the end of February of

Item	Operations		Brief description	Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor the following year.
	Yes	No		
VIII. Does the Company have other important information that facilitates the understanding of the operations of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders' rights, directors' and supervisors' continuing education, the implementation of risk management policies and risk measurement standards, the implementation of client policies, and the company's purchase of directors and supervisors liability insurance)?	V		<p>(I) Employee rights and interest and care: We continue to offer on-the-job training to employees to hone their professional abilities. The Employee Welfare Committee organizes employee travel activities and subsidizes employee club activities every year and has established positive relations on the basis of mutual trust with employees.</p> <p>(II) Investor relations: We have set up a contact point for investor relations on the company website to respond to investors' questions.</p> <p>(III) Supplier relations: We have maintained a long-term and stable partnership with our suppliers.</p> <p>(IV) Stakeholders' rights: Stakeholders may communicate with and make suggestions to the Company to safeguard their legitimate rights and interest.</p> <p>(V) Directors' continuing education: We notify directors of professional courses related to their duties from time to time in accordance with the Directions for the Implementation of "Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" and disclose their training situation on the MOPS. (For the continuing education of the directors, please refer to (VIII) Other important information that may facilitate the understanding of the operation of corporate governance may be disclosed together under III. Implementation of corporate governance in Chapter Two.)</p> <p>(VI) Implementation of risk management policies and risk assessment standards: The relevant management units are responsible for managing various operational risks of the Company as per the their business, and the Audit Department reviews the existing or potential risks of each operation and formulates and implements a risk-oriented annual audit plan accordingly.</p>	No major difference

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			(VII) Implementation of customer policy: In addition to the spokesperson system, we have maintained stable and harmonious relations with customers to create profits. (VIII) The company's purchase of directors and supervisors liability insurance: We purchase directors and managers liability insurance every year and report on the insured amount, coverage, and contribution rate to the Board of Directors and disclose them on the MOPS.	

IX. Please specify any improvements made as per the results of the corporate governance evaluation announced by the Corporate Governance Center, Taiwan Stock Exchange Corporation, in the most recent year and put forth prioritized measures to improve those that have not yet improved.

The ranking range in the 11th Corporate Governance Evaluation (for 2024): 66%~80%

The improvements to the indicators that the Company failed to obtain scores are specified below:

No.	Evaluation indicator	Improvement made
1.3	Do more than half of the directors and the convener of the Audit Committee attend the shareholders' meeting in person? Is the list of attendees disclosed in the meeting minutes?	The Company has reminded all directors and the convener of the Audit Committee to attend the shareholders' meeting in person.
3.20	Is the company invited (voluntarily) to hold at least two investor conferences with links to the complete video and audio records of the at least two meetings disclosed? Is there an interval of at least three months between the first and the last investor conferences?	The Company plans to convene two investor conference.

Note: Either "Yes" or "No" checked, the operation shall be specified in the brief description column.

Note 1:

The evaluation based on Article 47 of the CPA Act and Bulletin No. 10 of the Code of Professional Ethics for CPAs regarding "integrity, impartiality, objectivity, and independence" is as follows:

Item	Evaluation result	Meets independence or not
1. As of the most recent certification process, there have been no instances of not changing the CPA for seven years.	Yes	Yes
2. There are no significant financial interests with the client.	Yes	Yes
3. Avoid any inappropriate relationships with the client.	Yes	Yes
4. The CPA should ensure that their assistants adhere to principles of honesty, impartiality, and independence.	Yes	Yes
5. The CPA is prohibited from auditing and certifying the financial statements of an organization they served within the past two years.	Yes	Yes
6. The CPA's name cannot be used by others.	Yes	Yes
7. Do not hold shares in the company or its related enterprises.	Yes	Yes
8. No financial borrowing or lending with the company or its related enterprises.	Yes	Yes
9. No shared investments or shared interests with the company or related enterprises.	Yes	Yes
10. Not concurrently employed in regular positions with the company or related enterprises, and not receiving fixed salaries.	Yes	Yes
11. Not involved in managerial functions related to decision-making for the company or related enterprises.	Yes	Yes
12. Not engaged in any other business activities that could compromise their independence.	Yes	Yes
13. There is no relationship of spouse, direct blood relatives, direct relatives by marriage, or second-degree relatives with management personnel of the company.	Yes	Yes
14. No commissions received related to the business.	Yes	Yes
15. As of now, there have been no penalties or incidents compromising independence principles.	Yes	Yes

Note 2: Competency evaluation of the CPA's Audit Quality Indicators (AQIs) Competency Evaluation

Professionalism	Quality Control	Independence	Supervision	Innovative Capability
1. Audit experience 2. Training hour 3. Turnover rate 4. Professional support	1. Accountant workload 2. Audit commitment 3. Review (EQCR) 4. Quality support capability	1. Non-audit service fee 2. Customer familiarity	1. Deficiency and punishment of external audit 2. Issuance letter of improvement from competent authority.	1. Innovative plan or initiative

(IV) If the company has established a remuneration committee, the composition, responsibilities, and operations of the committee shall be disclosed:

1. Information on members of the Remuneration Committee

Title	Criteria Name	Professional qualifications and experience	Independence	Number of other public companies where the individual serves as a member of the remuneration committee concurrently	Remarks
Independent Director	Kuo-Hua Chen	Note 1	Note 1	2	Convener/ Reelection
Independent Director	Sha-Wei Chang	Note 1	Note 1	0	Reelection
Independent Director	Yang, Chyan	Note 1	Note 1	2	Reelection

Note 1: Please refer to (III) Disclosure of information on directors' professional qualifications and the independence of independent directors under I. Information on directors, supervisors, the President, Vice Presidents, Assistant Vice President, and the heads of various departments and branches, Two. Corporate Governance Report of this annual report for the details of independent directors' professional qualifications and experience and independence.

2. Responsibilities of the Remuneration Committee's self-evaluation

With the duty of care as a good manager, the committee should faithfully perform the tasks below and submit its suggestions to the Board of Directors for discussion:

- (1) Formulate and regularly review the policies, systems, standards, and structures for directors' and managers' performance evaluation and remuneration.
- (2) Regularly evaluate and determine directors' and managers' remuneration.

3. The operations of the Remuneration Committee

- (1) There are three members of the Remuneration Committee of the Company.
- (2) The term of office of the current term of committee members: From June 20, 2024 through June 19, 2027.

The Remuneration Committee held two [A] meetings during the most recent year (2024), and committee members' attendance is as follows:

Job title	Name	Actual attendance [B]	Attendance by proxy	Attendance (%) [B/A]	Remarks
Convener	Kuo-Hua Chen	2	0	100%	
Member	Sha-Wei Chang	2	0	100%	
Member	Yang, Chyan	2	0	100%	

Additional information:

- I. If the Board of Directors did not adopt or amend the Remuneration Committee's suggestions, the date of the board meeting, the session, the content of the proposal, the results of the resolutions by the Board of Directors, and the Company's response to said opinions shall be specified (if the remuneration approved by the Board of Directors is better than the Remuneration Committee's suggestions, the difference and the reasons therefor shall be specified): None.
- II. For proposals resolved by the Remuneration Committee, if any members expressed objection or reservation with a record or written statement, the date of the Remuneration Committee meeting, the session, the content of the proposal, all members' opinions, and the response to the members' opinions shall be specified: None.
- III. Discussions and resolutions by the Remuneration Committee in the most recent year and up to the publication date of this annual report, and the Company's response to the members' opinions:

Date of the Remuneration Committee meeting (session)	Content of proposal	All Remuneration Committee members' opinions and the Company's response to said opinions
March 11, 2024 6th meeting of the 5th term	<ol style="list-style-type: none"> 1. Passed the 2023 director's remuneration and employee remuneration distribution proposal 2. Approved the amendments to the Company's "Implementation Rules of the Regulations Governing the Repurchase of Shares for Transfer to Employees" 3. Passed the 1st and 2nd repurchase of shares for transfer to managers in 2019 	<p>Passed by all Remuneration Committee members Submitted to the Board of Directors and approved by all directors present</p>
November 6, 2024 1st meeting of the 6th term	<ol style="list-style-type: none"> 1. Passed the regular review of the Company's salary and remuneration policy 	<p>Passed by all Remuneration Committee members Submitted to the Board of Directors and approved by all directors present</p>
March 11, 2025 2nd meeting of the 6th term	<ol style="list-style-type: none"> 1. Passed the 2024 director's remuneration and employee remuneration distribution proposal 2. Passed the revision of the company's "Employee Stock Ownership Association Charter" and "Employee Stock Ownership Trust Regulations." 3. Passed the revision of the company's "Compensation and Remuneration Policy" 4. Passed the proposal to adjust the compensation of the company's managerial officers. 	<p>Passed by all Remuneration Committee members Submitted to the Board of Directors and approved by all directors present</p>

(V) The promotion of sustainable development and the deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons

Item	Operations		Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	
I. Has the company established a governance structure to promote sustainable development and set up a dedicated (concurrent) unit to promote sustainable development, governed by the senior management as authorized by the board of directors, which supervises the implementation?	V		<p>(I). On November 11, 2015, the Company's Board of Directors authorized and approved the formulation of the "Code of Practice for Sustainable Development" (formerly: Code of Practice for Corporate Social Responsibility). The president's office is a part-time unit to promote sustainable development. The department's senior manager is responsible for the proposal and implementation of sustainable development policies and promotion plans and reports the operation and implementation status to the Board of Directors annually.</p> <p>(II) The latest reporting to the Board of Directors was on November 6, 2024, and the matter reported is as follows: Since AG Neovo Healthcare (biomedical division) was established, it has been committed to promoting mobile oral health care. In addition to setting up mobile dental diagnosis and treatment equipment, it actively participates in free clinics launched by academic institutions and non-governmental medical organizations. We uphold the belief of the right to health and fulfill our corporate social responsibilities by promoting mobile medical care for a long time, with the aim of gradually filling the gap of medical resources in remote areas and vulnerable groups. To practically support the free clinic activities, our employees brought the portable dental treatment device, PDE-181, to strongly support the free clinic team of the dentists in the front line.</p>

Item	Operations		Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	
			<p>Period: 2024/01/01~2024/01/05</p> <p>Location: A total of 10 service locations throughout Taiwan, serving 218 cases.</p> <p>Organizer: Chinese Christian Relief Association</p> <p>Service recipient: Families in distress and disadvantaged families</p> <p>Purpose: Oral health education services, teeth cleanings, and health consultation.</p> <p>Services: The Company's biomedicine department sent 5 people to participate. They brought two portable dental treatment devices (PDE-181) to assist the free clinic team of dentists for front-line applications, enabling love to spread across Taiwan.</p> <p>(III) The Company's Board of Directors regularly reviews the reports of the management team every year and provides supervision and suggestions on implementing the report contents.</p>

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
II. Does the company conduct risk assessments of environmental, social, and corporate governance issues related to company operations as per the principle of materiality? Has the company formulated relevant risk management policies or strategies?	V		<p>This disclosure information covers the Company's sustainable development performance on its main bases from January 2024 to December 2024. The risk assessment boundary is mainly based on the Taiwan headquarters.</p> <p>The Company conducts risk assessment on important issues according to the principle of materiality for sustainable development. Reduce the various risks faced by the Company's operations to an acceptable and controllable range through activities such as identification, assessment, control, supervision, and communication of potential risks to provide a reference for formulating business strategies and reasonably ensure the achievement of the Company's strategic goals. On November 4, 2020, the Board of Directors approved the establishment of the "Risk Management Policy," which was subsequently revised to the "Risk Management Policy and Procedures" on November 9, 2023. The relevant risk management policies or strategies are as follows:</p> <p>Major issues I: Environmental Risk assessment: impact and management Risk management strategies:</p> <p>As a citizen on the earth, the Company has recognized the importance of environmental sustainability, so we have also established an employee portal, along with salary management, attendance management, announcements, and performance evaluation functions. We have also digitalized the internal sign-off process to reduce paper consumption.</p> <p>As the Company is not a manufacturing company and does not manufacture products, we do not consume a large amount of raw materials and water resources, and the energy consumption is mainly from the power consumption of office computers and equipment in the data center. Thus, we put an emphasis on conservation of electricity and purchase of energy-efficient equipment in our daily operations.</p>	No major difference

Item	Operations		Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	
			<p>Major issues 2: Social</p> <p>Risk assessment: Occupational safety</p> <p>Risk management strategies:</p> <p>Fire drills are held every year and the Occupational Safety and Health Act is advocated on the Company's internal bulletin board to enhance emergency response and self-safety management capabilities among the employees.</p> <p>The Company has held 2 occupational and workplace safety seminars in 2024, with a total duration of 19 hours and a total of 38 participants (93% of the total number of employees).</p> <p>Establish occupational safety and health personnel and first-aid personnel according to laws.</p> <p>Risk assessment: Product safety</p> <p>Risk management strategies:</p> <ol style="list-style-type: none"> 1. The products sold by the Company to clients are in compliance with applicable regulations and international standards, including CE, CCC, the EU REACH regulation, the RoHS Directive, and WEEE. 2. The Company has purchased product liability insurance to transfer commodity liability risks, reduce property losses, and improve product safety. <p>Risk assessment: Labor-management relations</p> <p>Risk management strategies:</p> <p>The Company has planned and implemented various systems and benefits in accordance with applicable laws and regulations and in alignment with our business philosophy of sharing profits with employees, while providing smooth grievance channels to facilitate labor-management harmony and offering complete employee training as well as development and appropriate incentive programs to enhance their competitiveness.</p>

Item	Operations		Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	
			<p>Major issues 3: Corporate governance Risk assessment: Socioeconomic and legal compliance Risk management strategies:</p> <ol style="list-style-type: none"> 1. The Company has established an ethical management implementation team, and the General Manager's Office is responsible for implementing ethical management. We regularly report on the implementation of ethical management for the prior year to the Board of Directors and assist the Board of Directors in auditing and evaluating whether the preventive measures for the implementation of ethical management are effective. The Company has formulated the Ethical Corporate Management Best Practice Principles, ethical code of conduct, the Codes of Ethical Conduct, the Employee Code of Conduct, and an internal control system. We assess the internal control operations in cooperation with the internal audit, provide channels for reporting violations of professional ethics, and implement anti-corruption measures. 2. The products and services developed by the Company are in accordance with the applicable laws and regulations on intellectual property rights, and we apply to obtain licenses or authorizations. <p>Risk assessment: Strengthen the Directors' Functions Risk management strategies:</p> <ol style="list-style-type: none"> 1. Provided directors with information on training, corporate governance, and laws to assist them in complying with laws and regulations. 2. Purchase liability insurance for directors to protect them from lawsuits or claims.

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			<p>Risk assessment: Communication with stakeholder</p> <p>Risk management strategies: Establish various communication channels, to actively communicate and reduce confrontation or misunderstanding. The spokesperson is in charge of responding to investor mailboxes that have been established.</p>	
<p>III. Environmental issues</p> <p>(I) Has the company set up an appropriate environmental management system as per its industrial characteristics?</p> <p>(II) Is the company committed to improving energy efficiency and adopting recycled materials with low environmental impact?</p> <p>(III) Has the company assessed its current and future potential risks and opportunities of climate change and taken countermeasures against climate-related issues?</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(I) All our suppliers have obtained ISO14001 environmental management system certification to honor their commitment to environmental policies.</p> <p>(II) We have adopted measures, such as recycling of printer paper. The design and manufacturing process for products facilitates the disassembly and recycling of electronic devices. Product designs aim to make it easier to reuse and recycle products except for environmental and safety factors. The current average product recycling rate is 90%; the average reuse/recycling rate is 82%, both of which are much higher than EU standards.</p> <p>(III) The company assesses the potential risks and opportunities that climate change may pose to its operations and incorporates them into its risk management framework for identification and response. Regarding issues such as extreme weather, carbon regulations, and energy supply, each department regularly conducts risk and opportunity assessments. Moving forward, relevant evaluation methods and indicators will be introduced to gradually establish a climate risk management mechanism that spans operations, products, and the supply chain, serving as a key foundation for future sustainability strategies.</p>	<p>No major difference</p> <p>No major difference</p> <p>No major difference</p>

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(IV) Has the company counted the greenhouse gas emissions, water consumption, and total weight of waste over the past two years and formulated policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction, or other waste management?		V	(IV) The Company is not a manufacturing company and does not engage in the assembly and production of products; however, we continue to implement various energy conservation and carbon reduction strategies inside the organization. The details are as follows: <ol style="list-style-type: none"> 1. Promote resource recycling and reduce waste from single-use products. 2. Appointment of a professional cleaning company to regularly disinfect the offices and clean air-conditioners to maintain a clean environment. 3. The company is located in the Nangang Software Park, where data such as waste volume and water consumption over the past two years are managed and monitored by the Park's Management Committee. The building has also been recognized with the Taipei City Energy Efficiency Label for Commercial Buildings. 4. In 2024, the company established new guidelines for greenhouse gas (GHG) inventory and conducted GHG emissions accounting for AG Neovo in accordance with the ISO 14064-1 standard, covering Scope 1 and Scope 2 emissions. The total GHG emissions were 72.2 metric tons of CO₂e in 2023 and 65.4 metric tons of CO₂e in 2024. Future GHG inventories will be carried out in accordance with the planned schedule. 	No major difference

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
<p>IV. Social issues</p> <p>(I) Does the company formulate relevant management policies and procedures in accordance with applicable laws and the International Bill of Human Rights?</p>	V		<p>(I) The Company abides by the applicable labor laws and international human rights conventions and put emphasis on gender equality, protection of the right to work, and prohibition of employment discrimination, and safeguards the human dignity and employees' basic human rights.</p> <p>We strive to ensure the equality and fairness of employment, employment conditions, remuneration, benefits, training, evaluation, and promotion opportunities and have established appropriate management approaches and procedures, such as the "employee work rules", to provide competitive salaries, bonuses, and employee remuneration, and a benefits system. We also purchase group insurance for employees and implement a leave and attendance system and a performance management system while contributing to the labor pension accounts as per law.</p> <p>In the year 2024, a total of 38 individuals received human rights policy-related education and training, with a total duration of 19 hours. In the future, we will continue to focus on human rights protection issues, promote relevant education and training, and enhance awareness of human rights protection to reduce the likelihood of related risks occurring</p>	No major difference

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(II) Has the company formulated and implemented reasonable employee benefit measures (including remuneration, leave, and other benefits) and reflected business performance or achievements in employee remuneration appropriately?	V		<p>(II) We have formulated a reasonable salary and remuneration policy and an employee performance evaluation system to share the Company's operating profits with employees based on their performance, so that their salaries will grow with the Company's operations.</p> <p>As per Article 19-1 of the Articles of Incorporation, the Company shall allocate not less than 10% of the year's profit for employee remuneration.</p> <p>The Company's remuneration is determined based on each employee's personal abilities and contribution to the Company, and their remuneration is linked to business performance through performance evaluation.</p> <p>We have also established an Employee Welfare Committee to handle various matters related to benefits.</p> <p>The goal is to ensure workplace diversification and equality, realize equal pay for men and women and equal promotion opportunities, and maintain over 20% of female executive positions. In 2024, the average proportion of female employees was 59%, and the average proportion of female managers reached 43%.</p>	No major difference

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(III) Does the company provide employees with a safe and healthy work environment and offer safety and health education to employees regularly?	V		<p>(III) In order to prevent occupational disasters and maintain a safe and healthy work environment for employees, the Company regularly provides employees with medical and health assistance, publicizes the Occupational Safety and Health Act on the internal bulletin board , and implements work safety and health education for employees.</p> <p>The Company has held 2 occupational and workplace safety seminars in 2024, with a total duration of 19 hours and a total of 38 participants (86% of the total number of employees).</p> <p>Establish occupational safety and health personnel and first-aid personnel according to laws.</p> <p>We purchase labor insurance, health insurance, and group insurance for employees.</p> <p>We regularly organize employee health checkups to maintain employees' health.</p> <p>In 2024, there were 0 occupational accidents and 0 employee injuries (accounting for 0% of the total number of employees at the end of 2024). We also held regular education, training, and publicity to maintain a zero occupational accident environment.</p> <p>In 2024, there were no fire incidents and no casualties (0% of the total employee count). Regular education and training sessions were conducted, including a fire evacuation drill on October 4, 2024. The total duration of the drill was 28 hours, with 28 participants. The training covered topics such as AG Neovo's evacuation route map, fire evacuation drills, professional explanations and operations by the Nangang Fire Brigade, and the company's self-defense fire organization and task overview.</p>	No major difference

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(IV) Has the company established an effective career development training program for employees?	V		(IV) The Company provides relevant internal and external professional education and training to enhance employees' skill sets. We also encourage them to evaluate their own interests, skills, values, and goals and regularly communicate with managers about their personal career plans to set out or adjust their future career paths.	No major difference
(V) Does the company comply with applicable laws and international standards regarding issues, such as customer health and safety, customer privacy, as well as marketing and labelling of products and services? Has it formulated relevant policies and complaint procedures to protect consumers' or customers' rights and interests?	V		(V) The products sold by the Company to clients are in compliance with applicable regulations and international standards, including CE, CCC, the EU REACH regulation, the RoHS Directive, and WEEE. To protect consumers' rights and interest, we provide a variety of services and information and personal customer services through complete and standardized customer complaint processing procedures, while the responsible unit formulates the processing standards and timelines and regularly monitors the implementation effectiveness, thereby improving our products and strengthening our services process. During marketing, we clearly label the contents of each product or service on the website, thereby keeping users informed and protecting their rights and interest. We protect customers' (consumers') rights and interests in accordance with the GDPR, our country's personal data protection law, and our privacy policy. We have a Stakeholders section on the Company's official website as a customer (consumer) complaint channel.	No major difference
(VI) Has the company formulated a supplier management policy, required suppliers to follow applicable regulations on issues, such as environmental protection, occupational safety and health, or labor rights? The implementation thereof?	V		(VI) The Company designs products in the spirit of respecting the earth and regards suppliers as our long-term partners to jointly establish a sustainable value chain. To ensure the best quality of our products and continuous optimization of the process, we review suppliers'	

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
			<p>capabilities based on six evaluation indicators through a supplier selection evaluation process namely customer support, R&D management, sourcing skills, production management, financial position, and price advantages. In the case of any unusual situation, we also provide guidance timely to assist them in implementing improvement plans.</p> <p>Implementation: We require suppliers to comply with applicable laws and regulations as specified in the contracts signed. Based on “collaboration and a win-win outcome”, both parties should establish a mutually supportive and mutually beneficial business partnership. We encourage suppliers to jointly establish and fulfill “corporate social responsibility” and put into practice the business philosophy of “sustainable development”. If a supplier is in breach of the contract or has a negative impact on the society or the environment, we will promptly request it to put forth an improvement plan; if it cannot improve the issue or it will cause a significant negative impact on society, we will terminate or cancel the contract.</p> <p>In 2024, the company also established a Sustainable Supplier Management Policy, requiring suppliers to sign a Sustainability Commitment Letter to jointly promote sustainable development, uphold corporate governance, protect fundamental human rights, and fulfill social and environmental responsibilities. Suppliers are also required to complete an annual ESG Self-Assessment Questionnaire to evaluate their implementation in areas such as labor practices, health and safety, social and human rights, environmental and energy management, ethical conduct, and regulatory compliance.</p>	

Item	Operations			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor															
	Yes	No	Brief description																
V. Has the company referred to the internationally accepted reporting standards or guidelines to prepare reports, such as ESG reports that discloses the company's non-financial information? Has a third-party verification entity provided assurance or assurance opinion for said report?		V	The company has not yet compiled a sustainability report. It will be prepared and submitted in accordance with regulations in the year 2025.	We have not yet prepared such a report.															
<p>VI. If the Company has the sustainable development best practice principles formulated according to the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,"</p> <p>Please describe the differences between its operation and the principles.</p> <p>We have formulated the "Sustainable Development Best Practice Principles" and we adhere to the spirit of sustainable development in daily operations.</p>																			
<p>VII. Other important information that facilitates the understanding of the promotion of sustainable development:</p> <p>1. Environmental protection: In response to the RoHS Directive, we require suppliers to comply with the RoHS Directive starting from May 1, 2006. The Company's parts are in compliance with the RoHS Directive, we apply the concept of energy efficiency in daily operations to save water and electricity, thereby reducing the impact on the environment.</p> <p>2. Community engagement, social contribution, social service, and social charity:</p> <p>The Company's community engagement primarily focuses on the vicinity of its operational base—the Nangang Software Park and surrounding neighborhoods—with an emphasis on promoting local economic and social development and community care. However, for public welfare programs with special needs, the Company evaluates the actual situation and extends its service scope islandwide when appropriate, aiming to create broader social impact. In line with this principle, the Company actively participates in the "1919 Mobile Clinic" initiative. This program serves remote townships and indigenous communities across Taiwan, as well as disadvantaged families, families in emergency situations, and seniors aged 55 and above, regardless of gender. It is dedicated to improving community health and well-being and fostering social inclusion.</p> <p>Since this initiative primarily targets underserved areas with limited medical resources, restricting participation to the Company's operational location would not adequately address the healthcare needs of rural populations. Therefore, after careful assessment, the Company decided to overcome geographical limitations and expand its care outreach to counties and cities across Taiwan. To date, the Company has provided free clinic services at 10 service points across the island, assisting 218 individuals, ensuring that its Corporate Social Responsibility (CSR) and Environmental, Social, and Governance (ESG) efforts achieve maximum impact.</p> <p>Looking ahead, the Company will continue to assess community needs and adjust its service scope as necessary, ensuring that its philanthropic initiatives effectively respond to the real needs of various regions and further enhance its positive impact on society.</p>																			
<table border="1"> <thead> <tr> <th>Date</th> <th>Location</th> <th>Organizer</th> <th>Service recipient</th> <th>Details of service</th> </tr> </thead> <tbody> <tr> <td>2022/12/24~2023/01/07</td> <td>A total of 29 service locations throughout Taiwan</td> <td>Chinese Christian Relief Association</td> <td>Tribes in remote villages and towns in Taiwan, disadvantaged families, families in need, elderly people over 55 years old, and no gender restrictions.</td> <td>Oral health education and publicity (gum strengthening exercises for the mouth), teeth cleaning, and oral health care.</td> </tr> <tr> <td>December 23, 25 - 26, 30 - 31, 2023 and January 1 - 5, 2024 (10 days)</td> <td>A total of 20 service locations throughout Taiwan</td> <td>Chinese Christian Relief Association</td> <td>Tribes in remote villages and towns in Taiwan, disadvantaged families, families in need, elderly people over 55 years old, and no gender restrictions.</td> <td>Oral health education and publicity (gum strengthening exercises for the mouth), teeth cleaning, and oral health care.</td> </tr> </tbody> </table>					Date	Location	Organizer	Service recipient	Details of service	2022/12/24~2023/01/07	A total of 29 service locations throughout Taiwan	Chinese Christian Relief Association	Tribes in remote villages and towns in Taiwan, disadvantaged families, families in need, elderly people over 55 years old, and no gender restrictions.	Oral health education and publicity (gum strengthening exercises for the mouth), teeth cleaning, and oral health care.	December 23, 25 - 26, 30 - 31, 2023 and January 1 - 5, 2024 (10 days)	A total of 20 service locations throughout Taiwan	Chinese Christian Relief Association	Tribes in remote villages and towns in Taiwan, disadvantaged families, families in need, elderly people over 55 years old, and no gender restrictions.	Oral health education and publicity (gum strengthening exercises for the mouth), teeth cleaning, and oral health care.
Date	Location	Organizer	Service recipient	Details of service															
2022/12/24~2023/01/07	A total of 29 service locations throughout Taiwan	Chinese Christian Relief Association	Tribes in remote villages and towns in Taiwan, disadvantaged families, families in need, elderly people over 55 years old, and no gender restrictions.	Oral health education and publicity (gum strengthening exercises for the mouth), teeth cleaning, and oral health care.															
December 23, 25 - 26, 30 - 31, 2023 and January 1 - 5, 2024 (10 days)	A total of 20 service locations throughout Taiwan	Chinese Christian Relief Association	Tribes in remote villages and towns in Taiwan, disadvantaged families, families in need, elderly people over 55 years old, and no gender restrictions.	Oral health education and publicity (gum strengthening exercises for the mouth), teeth cleaning, and oral health care.															

Item	Operations		Brief description	Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No		
   <p>3. To protect consumers rights' and interest: 3.1 The Company has set up a service line (02-26558080 ext. 307) to serve consumers. 3.2 We purchase product liability insurance for our products. 3.3 To enable investors to access information in a timely manner, we release material information, hold material information press conference, as well as disclose information on revenue and financial reports on the Company's website in accordance with laws and regulations, so that investors can understand the situation of our corporate governance in different methods and communicate with the Company by email or phone at any time.</p> <p>4. Human rights: We disclose information on the “respect for labor rights” and have the “Stakeholders section” on the Company's official website.</p> <p>5. Safety and health: To maintain employees' safety in the work environment, we purchase public liability insurance in cooperation with the office building's policy, hold fire exercises, and have first aid kits in the office.</p> <p>6. Other sustainable development activities: In addition to various disclosures on the company website, we have launched a CEO column, to share the Company's business philosophy and brand development experience with investors, creditors, and other stakeholders, and serve as a reference for businesses who intend to develop their own brands to facilitate corporate sustainable development.</p>				

Note 1: If "Yes" is checked for Operations, please specify the important policies, strategies, and measures adopted and the implementation situation; if "No" is checked, please specify the circumstances and reasons for the differences as well as plans to adopt relevant policies, strategies, and measures in the future in the column of “Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.”

Note 2: The principle of materiality refers to those who have a significant impact on the Company's investors and other stakeholders in respect of environmental, social, and corporate governance issues.

Note 3: Please refer to the examples of best practice principles on the website of the Corporate Governance Center of the Taiwan Stock Exchange for disclosure methods.

Climate-related implementation status

1 Implementation of Climate-Related Information

Item	Implementation status
<p>1. Describe the supervision and governance of climate-related risks and opportunities by the board of directors and management.</p>	<p>The Board of Directors serves as the highest supervisory body for the company’s climate governance, responsible for formulating climate risk management strategies and policies to address the challenges and opportunities of climate change. The management team is tasked with implementing, evaluating, and executing specific climate-related actions, and regularly reports progress and outcomes to the Board of Directors.</p>
<p>2. Describe how identified climate risks and opportunities affect the business, strategy, and finances of the enterprise (short-term, medium-term, long-term).</p>	<p>The company has completed Scope 1 and Scope 2 greenhouse gas (GHG) inventories for the past two years. In the short term, it aims to continue conducting organization-level GHG inventories and initiate carbon footprint assessments for selected products. The mid-term goal is to promote low-carbon products and collaborate with the supply chain to develop green technologies that reduce the overall carbon footprint of products. The long-term objective is to achieve net-zero emissions by 2050, while continuously enhancing R&D efforts to respond to future climate-related regulations and changing market demands, thereby ensuring the sustained development and competitiveness of the company’s products.</p>
<p>3. Describe the financial impact of extreme weather events and transformational actions.</p>	<p>Extreme weather events (such as typhoons, floods, and extreme heat) may damage operational sites, supply chains, and inventory, leading to increased insurance costs and repair expenditures. Such disruptions in the supply chain could result in production delays and negatively affect the company’s operational performance.</p> <p>On the transition front, the company is responding to environmental regulations and growing market demand for low-carbon products. While short-term impacts may include increased costs due to technological upgrades and product innovation, these efforts are expected to reduce risks and enhance competitiveness over the long term. Therefore, the company is currently assessing the potential financial impacts of both physical climate risks and transition actions, and is formulating response strategies to ensure resilience and financial stability throughout the transition process.</p>
<p>4. Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.</p>	<p>The company plans to incorporate climate change risk management into its overall risk management framework, enabling a systematic assessment and response process. This includes identifying potential impacts, implementing relevant mitigation measures, and conducting ongoing evaluations and stakeholder communication. Preventive actions and improvement plans will be reported to the corporate governance level</p>

Item	Implementation status
	to ensure effective oversight and execution.
5. If conducting a scenario analysis to assess resilience to climate change risks, the context, parameters, assumptions, analysis factors, and key financial impacts should be explained.	The Company does not currently use scenario analysis to assess resilience to climate change risks.
6. If there is a transformation plan to manage climate-related risks, specify the content of the plan and the indicators and goals used to identify and manage physical risks and transformation risks.	The Company does not currently have a transformation plan for managing climate-related risks.
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be explained.	The Company does not currently use internal carbon pricing
8. If there are climate-related goals set, explain the activities covered, scope of greenhouse gas emissions, planning timeline, progress achieved each year, etc. If carbon offsets or renewable energy certificates (RECs) are used to meet these goals, explain the sources and quantities of carbon offsets exchanged or the number of RECs obtained.	The company has not yet established related targets.
9. Greenhouse gas inventory and assurance situation, reduction goals, strategies, and specific action plans (filled in separately in 1-1 and 1-2).	The company has completed greenhouse gas (GHG) inventories for the parent company for the years 2022 to 2024. Going forward, relevant actions will be carried out in accordance with the timeline outlined in the “Sustainability Roadmap for TWSE/TPEX Listed Companies” issued by the Financial Supervisory Commission. GHG inventories for subsidiaries will be completed progressively by 2027, with third-party verification to be conducted in 2028 and 2029.

1-1 Greenhouse Gas inventory and assurance in the last 2 years

1-1-1 Greenhouse Gas Inventory Information

Describe the recent two years' emissions of greenhouse gases (in metric tons CO₂e), intensity (in metric tons CO₂e per million dollars), and the scope of data coverage.

In 2023, the company's Scope 1 and Scope 2 greenhouse gas (GHG) emissions totaled 72.2403 tCO₂e, with an emission intensity of 0.141. In 2024, emissions were reduced to 65.4077 tCO₂e, with an improved emission intensity of 0.130.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance in the last 2 years up to the date of publication of the annual report, including the scope of assurance, institutions of assurance, criteria of assurance, and opinions of assurance.

The company's greenhouse gas emissions have not yet been verified by a third party.

1-2 Reduction Targets, Strategies and Concrete Action Plans

Describe the greenhouse gas reduction base year and data, reduction goals, strategies, and concrete action plans and achievement status of the reduction goals.

The Company has not yet set greenhouse gas reduction targets and strategies.
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(VI) The Company's implementation of ethical management and any deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons therefor:

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
I. Formulation of ethical management policies and plans				
(I) Has the company formulated an ethical management policy approved by the board of directors and disclosed the policy and practice of ethical management in its regulations and public documents? Are the board of directors and the senior management committed to actively implementing the policy?	V		(I) The Company has formulated the “Ethical Corporate Management Best Practice Principles” and the “Codes of Ethical Conduct”, which has been approved by the Board of Directors, to specify the policy of ethical management, prevent unethical conduct, and honor the Board of Directors and senior management’s commitment to actively implement the ethical management policy. The Company's “work rules” clearly stipulate that if the Company's employees “who wheel and deal and conceal the fact that they deceive people to obtain illegitimate benefits” or “whose negligence results in damage to the Company”, which have been proven to be true with specific evidence, they will be severely punished. The Company's “business philosophy” is integrity, professionalism, and sharing.	No major difference
(II) Has the company established an assessment mechanism for the risk of unethical conduct to regularly analyze and evaluate the business activities with high risk of unethical conduct within the business scope and formulated a prevention plan accordingly, at least covering the prevention measures for the acts under each subparagraph under Article 7, paragraph 2 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	V		(II) To ensure the implementation of ethical management, the Company has established an effective accounting system and an internal control system, and internal auditors will regularly check the compliance with said systems. We explicitly and strictly prohibit bribery.	No major difference

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Brief description	
(III) Has the company clearly specified operating procedures, guidelines for conduct, and a violation punishment and complaint system in the unethical conduct prevention plan and duly implemented them? Does the company regularly review and revise said plan?	V		(III) We offer education and training to employees and raise their awareness from time to time, so that they can fully understand the Company's determination to operate business in good faith and our ethical management policies, prevention plans, and regulations. The Company's "Code of Conduct and Ethics" specifies the standard conduct that the our personnel should demonstrate and regulates relevant operating procedures and a reward and punishment system to prevent any violation and ensure ethical conduct in the operations.	No major difference
II. Implementation of ethical management				
(I) Does the company evaluate each counterparty's records for ethics? Has the company specified the terms of ethical conduct in each contract signed with each counterparty?	V		(I) In the procurement contract signed between the Company and each supplier, there is a term that "the supplier shall guarantee that no direct, indirect, or any other improper method is adopted explicitly or implicitly, and transactions with related parties are prohibited" to obtain the most reasonable quote and the best quality and service.	No major difference
(II) Has the company established a dedicated (concurrent) unit under the board of directors to conduct ethical corporate management, regularly (at least once a year) report to the board of directors on its ethical management policies and prevention plans for unethical conduct, and supervise the implementation?	V		(II) The General Manager's Office is the unit dedicated to corporate ethical management. It supervises all departments to implement corporate ethical management as per their duties and business scope, and the Audit Department reports any unusual incident to the Board of Directors. The latest report to the Board of Directors was on November 6, 2024. The reporting situation is as follows: The Company has designated the General Manager's Office as the unit in charge and has formulated and disclosed the "Ethical Corporate Management Best Practice Principles" and the "Codes of Ethical Conduct" in the human resources management system and on the company website for all employees to refer to.	No major difference

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
(III) Has the company formulated policies to prevent conflicts of interest, provided appropriate methods for stating one's conflicts of interest, and implemented them appropriately?	V		(III) The Company's "work rules" clearly stipulate that if any employees "who wheel and deal and conceal the fact that they deceive people to obtain illegitimate benefits" or "whose negligence results in damage to the Company", which have been proven to be true with specific evidence, they will be severely punished.	No major difference
(IV) Has the company has established an effective accounting system and an internal control system for the implementation of ethical management and assigned the internal audit unit to formulate relevant audit plans based on the assessment results of the risk of unethical conduct and audit the compliance with the unethical conduct prevention plan accordingly or commissioned a CPA to perform such audits?	V		(IV) To ensure the implementation of ethical management, the Company has established an effective accounting system and an internal control system, and internal auditors will regularly check the compliance with said systems.	No major difference
(V) Does the company regularly hold internal and external education and training on ethical management?	V		(V) The company has established an "Integrity Code of Conduct" operating procedure, wherein management periodically advocates and fosters a unified belief among all employees during company meetings or educational training sessions. This is in accordance with relevant laws and regulations to ensure honest and ethical business practices. In the year 2024, the educational training course theme was "Integrity Operation Education and Training – Explanation of Integrity Operation Guidelines and Case Analysis," with a total of 12 participants (accounting for 27% of the total staff at the Taipei headquarters), with a total duration of 8.5 hours. We raise directors', managers', and employees' awareness of applicable laws and regulations by email at least once per year.	No major difference

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor
	Yes	No	Brief description	
<p>III. Implementation of the Company's whistleblowing system</p> <p>(I) Has the company formulated a specific whistleblowing and reward system, established a convenient whistleblowing method, and assigned appropriate personnel to handle the party accused?</p>	V		(I) The Company has established the "Illegal Conduct or and Violation Professional Ethics or Violation of Integrity Report Response Regulations". We have appointed a unit responsible for accepting reports in the case of any violations of relevant regulations on ethical management and formulated reporting channels and response procedures. The responsible unit will jointly review each report and impose punishment measures in accordance with the Company's human resources regulations if the report is proven to be true.	No major difference
<p>(II) Has the company formulated standard operating procedures for investigation of reported cases, the follow-up measures to be taken after the investigation is completed, and a confidentiality mechanism?</p>	V		(II) When we discover or receive a report of unethical conduct of our personnel, if the violation of applicable laws and regulations or the Company's ethical management policy and regulations is proven to be true, we will immediately request the perpetrator to stop the unethical conduct and handle it appropriately. We, if necessary, will seek damages through legal procedures to safeguard the Company's reputation and rights. All personnel involved in this process should honor an obligation to keep the entire process confidential in accordance with the operating procedures.	No major difference
<p>(III) Does the company take measures to protect whistleblowers from being mistreated due to their whistleblowing behavior?</p>	V		(III) We are responsible for protecting and keeping whistleblowers' identity confidential and ensure that they will not be improperly treated due to the whistleblowing.	No major difference
<p>IV. Enhanced information disclosure</p> <p>Has the company disclosed the content of its Ethical Corporate Management Best Practice Principles and the effectiveness of the implementation of the principles on its website and the MOPS?</p>	V		We have disclosed the contents of the Ethical Corporate Management Best Practice Principles on the company website and the MOPS and the implementation situation in the annual reports and the CSR reports.	No major difference
<p>V. If the company has formulated its own Ethical Corporate Management Best Practice Principles as per the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", please specify the difference between its operation and the principles: The Company has formulated the Corporate Governance Best Practice Principles and implemented it in accordance with the content of the principles: Without any major difference.</p>				

Item	Operations			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor
	Yes	No	Brief description	
<p>VI. Other important information that facilitates the understanding of the company's ethical management (e.g., reviewing and amending the company's Ethical Corporate Management Best Practice Principles):</p> <ol style="list-style-type: none"> 1. We operate the business in an ethical manner and take “integrity” as the top priority of our corporate culture. We require all members of the Company to uphold the spirit of integrity and honesty during daily operations. We strive to make business operations transparent and be responsible to our shareholders. In addition, we have purchased fidelity insurance for our employees to reduce the risk of jeopardizing our shareholders’ rights and interests. 2. We comply with the Company Act, the Securities and Exchange Act, the regulations on listing on Taiwan Stock Exchange and Taipei Exchange, or other laws and regulations on business conduct, as the basis for implementing ethical management. 3. The Company's “Rules of the Procedure for Board of Directors Meetings” has specified a mechanism for directors to recuse themselves from discussion and voting on proposals in board meetings, in which their person interest is involved and may jeopardize the Company’s interest. while they may state their opinions and answer questions and shall not exercise their voting rights on behalf of other directors. 4. We have formulated the “Procedures for Handling Material Inside Information”, which clearly requires directors, managers, and employees not to disclose material internal information they learn about to others and not to ask others or collect information from persons who are aware of the Company’s material internal information, while personnel shall not disclose to others any undisclosed internal material information they learn about not during performing duties in the Company. 				

(VII) Other important information that may facilitate the understanding of the operation of corporate governance may be disclosed together:

1. The Company’s important information is disclosed on the MOPS in accordance with competent authorities’ regulations.

2. Directors' Continuing Education Record

Job title	Name	Date elected	Date of training	Organizer	Course title	Hours of training
Chairman	Hua-Chung Pi	2024/06/20	2024/01/19	Taiwan Corporate Governance Association	Design of Senior Manager Remuneration and ESG Performance Systems	3
			2024/09/20	Securities and Futures Institute	2024 Insider Trading Prevention Advocacy Meeting	3
Director	Representative of ShiueDing Investment Consultant Co., Ltd.: Yun Yu	2024/06/20	2024/04/19	Taiwan Corporate Governance Association	Director Responsibilities in Ownership Disputes—Focus on Safeguarding Shareholder Rights	3
			2024/09/24	Taiwan Corporate Governance Association	Applications of AI, Legal Issues, and Auditing	3
Director	Representative of ShiueDing Investment Consultant Co., Ltd.: Hsin-Yuan Chao	2024/06/20	2024/04/10	Taiwan Institute of Directors	Navigating the Journey of Corporate Wisdom: Guiding Forward through Corporate Governance	3
			2024/09/30	Taiwan Institute of Directors	Intelligence Leading the Way: Shaping a New Paradigm for AI Governance	3
Director	Hung-Chun Yu	2024/06/20	2024/01/12	Taiwan Corporate Governance Association	Corporate Carbon Management Mindset after the Adoption of the Climate Change Response Act	3
			2024/01/19	Taiwan Corporate Governance Association	Designing Executive Compensation and ESG Performance System	3
			2025/01/09	Taiwan Corporate Governance Association	Everything is Connected, Everything is Hackable — IoT Security Starts with You and Me!	3
			2025/01/17	Taiwan Corporate Governance Association	Current Global Economic and Financial Situation	3
Independent Director	Yang, Chyan	2024/06/20	2024/02/02	Securities and Futures Institute	Carbon Credit Trading Mechanisms and Carbon Management Applications	3
			2024/04/17	Securities and Futures Institute	Economic Conditions and Market Opportunities in New Southbound Countries	3
Independent Director	Sha-Wei Chang	2024/06/20	2024/11/22	Taiwan Corporate Governance Association	An Overview of Carbon and Energy Management from the Perspective of Sustainable Environment in Listed Companies	3
			2024/12/24	Taiwan Corporate Governance Association	The Infinite Business Opportunities of the Net-Zero Pathway: Analyzing Strategic Directions from an Industry Perspective	3
Independent Director	Kuo-Hua Chen	2024/06/20	2024/09/20	Securities and Futures Institute	2024 Insider Trading Prevention Advocacy Meeting	3
			2024/12/10	Taiwan Corporate Governance Association	Defensive and Offensive Strategies in Hostile Mergers and Acquisitions and Related Corporate Governance Issues	3

3. Training on corporate governance in which managers participated:

Job title	Manager	Course	Date of training	Training Hours
President	Hsin-Yuan Chao	Accounting Research and Development Foundation Navigating the Journey of Corporate Wisdom: Guiding Forward through Corporate Governance	2024/04/10	6
		Taiwan Corporate Governance Association Intelligence Leading the Way: Shaping a New Paradigm for AI Governance	2024/09/30	
Chief Financial Officer Chief Accounting Officer	Wan-Wei Lu	Accounting Research and Development Foundation Continuing Training Course for Accounting Officers from Publicly Listed Securities Firms and Stock Exchanges	2024/10/17 2024/10/18	12
Corporate Governance Officer	Wan-Wei Lu	Securities and Futures Institute Board Members, Supervisors, and Corporate Governance Executives Series: Emerging Risk Management for Enterprises through the Lens of Ransomware, Trade Secret Protection, and Ethical Business Practices	2024/09/04	12
		Securities and Futures Institute Board Members, Supervisors, and Corporate Governance Executives Series: Corporate Financial Awareness – Behavioral Finance and Corporate Decision-Making	2024/09/13	
		Accounting Research and Development Foundation Recent Analysis of Regulations on 'Annual Reports/Sustainability Information/Financial Reporting' and Practical Internal Control Management	2024/09/30	
Chief auditor	Yi-Hsiu Lin	The Institute of Internal Auditors Analysis of Sustainable Disclosure Policies and Key Discussions on Internal Control and Auditing	2024/09/13	12
		The Institute of Internal Auditors How to Adjust Internal Control Systems to Comply with New ESG Regulations	2024/10/14	

(VIII) Implementation of the internal control system

1. The "Internal Control System Statements" has been disclosed on the Market Observation Post System.

Please visit the Market Observation Post System > Single company

> Corporate Governance > Company regulations/ Internal Control > Internal Control System Statements Announcement section for inquiries.

Website: <https://mopsov.twse.com.tw/nas/cont06/c9912113011140312.pdf>

2. For those who appointed a CPA to review the internal control system, the CPA's review report shall be disclosed: None.

(IX) Important resolutions by the shareholders' meeting and the Board of Directors in the most recent year and up to the publication date of the annual report:

1. Important resolutions by the 2024 general shareholders' meeting

Date of shareholders' meeting	Important resolutions and implementation
2024/06/20	<ol style="list-style-type: none">1. Ratified the 2023 business report and financial statements2. Ratified the 2023 deficit compensation proposal3. An election of all directors List of the candidates elected: Directors Pi Hua-Chung, Yu Hung-Chun, Yu Yun, representative of ShiueDing Investment Consultant Co., Ltd., Chao Hsin-Yuan, representative of ShiueDing Investment Consultant Co., Ltd.; independent directors Chen Kuo-Hua, Yang Chien, and Chang Sha-Wei4. Proposal to remove the non-compete clause for new directors Implementation: It was implemented immediately after the resolution was adopted by the shareholders' meeting.

2. The resolutions adopted by the 2024 shareholders meeting have been implemented thoroughly.

3. Important resolutions adopted by the Board of Directors during 2024 and up to the publication date of this annual report.

Date of board meeting	Proposal
2024/03/11	<ol style="list-style-type: none">1. Passed the 2023 Business Report and financial statements2. Passed the 2023 director's remuneration and employee remuneration distribution proposal3. Passed the 2023 deficit compensation proposal4. Passed an election of all directors5. Passed the proposal for matters related to the convening of the 2023 general shareholders meeting6. Passed the nomination for and resolution on the list of director candidates7. Passed the proposal to remove the non-compete clause for new directors8. Passed the amendments to the "Regulations for the Implementation of the Share Repurchase and Transfer to Employees Method"9. Passed the Matters Related to the First and Second Share Repurchase and Transfer to Employees in the Year 201910. Passed the Proposal for the First and Second Share Repurchase and Transfer to Employees of the Company in the Year 201911. Passed the proposal for the next term of directors' remuneration12. Passed the Proposal for the Promotion and Salary Adjustment of the Company's Managers13. Passed the Proposal for the Change of Certified Public Accountant for Financial Report Auditing14. Passed the proposal for the conversion application of the secured convertible bonds issued in 2023 by the subsidiary Taiwan Biophotonic Corporation, subscribed by the Company.15. Passed a proposal for the Company to increase investment in the subsidiary Taiwan Biophotonic.16. Passed the Proposal to Adopt the Fair Value Model for the Subsequent Measurement of the Company's Investment Properties.17. Passed the amendments to the "Audit Committee Charter"18. Passed the amendments to the "Rules of Procedure for Board of Directors Meetings"19. Passed the proposal to apply to financial institutions for the renewal of financing facilities20. Passed the Company's 2023 "internal control system effectiveness assessment" and "statement of the internal control system"
2024/05/08	<ol style="list-style-type: none">1. Passed the 1st quarter financial statements for 20242. Passed the establishment of the criterion for restricting the redemption and cancellation of new shares

	granted to employees. 3. Passed the company's proposal to apply for the renewal of financing facilities from financial institutions.
2024/06/20	1. Elected Mr. Pi Hua-Chung as the Chairman of the Board. 2. Passed the proposal to appoint members to the 6th Compensation Committee
2024/08/07	1. Passed the 2nd quarter financial statements for 2024 2. Passed the proposal for the Company's regular assessment of the independence and suitability of the CPAs appointed 3. Passed the proposal for the transfer of Taiwan Biophotonic shares held under the trust property account of shareholder CTBC Bank Co., Ltd., acting as trustee of the Company's subsidiary, Taiwan Biophotonic.
2024/11/06	1. Passed the 3rd quarter financial statements for 2024. 2. Passed the proposal for the Company's 2025 business plan. 3. Passed the proposal for the audit fee of the Company's certified public accountants for 2024. 4. Passed the amendments to the general principles of the Company's pre-approval policy for non-assurance services provided by the CPA firm. 5. Passed the regular review of the Company's compensation policy. 6. Passed the amendments to the Company's "Internal Control System." 7. Passed the Company's 2025 audit plan. 8. Passed the proposal for the Company to increase investment in the subsidiary Taiwan Biophotonic Corporation.
2025/03/11	1. Passed the 2024 Business Report and financial statements. 2. Passed the 2024 director's remuneration and employee remuneration distribution proposal. 3. Passed the 2024 deficit compensation proposal. 4. Passed the amendments to the Company's "Articles of Incorporation." 5. Passed the proposal for matters related to the convening of the 2025 general shareholders meeting. 6. Passed the proposal to apply to financial institutions for the renewal of financing facilities. 7. Passed the Company's 2024 "internal control system effectiveness assessment" and "statement of the internal control system." 8. Passed the amendments to the Company's "Articles of Association for the Employees' Stock Ownership Association" and "Employee Stock Ownership Trust Savings Regulations." 9. Passed the amendments to the Company's "Compensation Policy." 10. Passed the proposal for the adjustment of the Company's managerial remuneration.
2025/05/07	1. Passed the 1st quarter financial statements for 2025 2. Passed the establishment of the criterion for restricting the redemption and cancellation of new shares granted to employees.

(X) During the most recent year and up to the date publication of this annual report, if the directors or supervisors had different opinions on important resolutions approved by the Board of Directors with records or written statements, the main content of the opinions:
None.

IV. Information on the Company's audit fees

(I) CPAs' audit fees

Unit: NTD thousand

Name of accounting firm	CPA's name	Audit period	Audit fees	Non-audit fees	Total	Remarks
KPMG	Au, Yiu-Kwan	2024/01/01~2024/12/31	3,580	520	4,100	Non-audit fees: Tax certification services, salary review for non-managers
	Huang, Gen-Jia	2024/01/01~2024/12/31				

(II) If the CPA firm is replaced and the audit fees paid during the year the replacement occurs are less than those paid in the prior year, the amount for the decrease in the audit fees and the reason thereof shall be disclosed: N/A.

(III) When the audit fees paid for the current year are lower than those paid for the prior year by 10% or more, the amount and percentage of the decrease and thereof shall be disclosed: N/A.

V. Replacement of CPAs

(I) Information on former CPAs:

Date of Change	Passed by the board of directors on March 11, 2024.		
Reasons and Explanation of Changes	Due to internal adjustments at KPMG Taiwan, our original visa accountants were Accountants Au, Yiu Kwan and Kuo, Kuan Ying. Starting from the first quarter of 113, the visa accountants have been adjusted and changed to Accountants Au, Yiu Kwan and Huang, Geng Jia.		
State Whether the Appointment is Terminated or Rejected by the Consignor or CPAs	Counterparty	Certified Public Accountant	Consignor
	Situation	None	None
	Appointment terminated automatically	None	None
The Opinions Other than Unmodified Opinion Issued in the Last Two Years and the Reasons for the Said Opinions	Appointment rejected (discontinued)	None	None
	None		
Is There Any Disagreement in Opinion with the Issuer	Yes		Accounting principle or practice
			Disclosure of financial statements
			Auditing scope or procedures
			Others
	None	✓	
Explanation: None			
Supplementary Disclosure	None		

(II) Information on new CPAs:

Accounting Firm	KPMG Taiwan
Name of independent auditor	Au, Yiu Kwan and Huang, Geng Jia.
Date of Engagement	Passed by the board of directors on March 11, 2024.
Accounting treatment methods or accounting principles for specific transactions, and advisory matters and results that may be issued for financial reporting prior to appointment	None
Written opinions of the successor CPAs on matters of disagreement with the predecessor CPAs	None

(III) Reply from the former CPAs: N/A.

VI. The Chairman, President, Chief Financial Officer, or Accounting Manager, who the CPA firm or

its affiliates have employed in the most recent year: None.

VII. The changes in the transfer or pledge of equity shares by directors, supervisors, managers, or shareholders holding more than 10% of the shares issued by the Company in the most recent year and up to the publication date of this annual report

(I) Movements in shareholdings of directors, supervisors, managers, and major shareholders

1. Equity transfer: Please refer to Market Observation Post System > Individual Company> Shareholding Changes / Securities Issuance >Inquiry for Equity Transfer Information> Ex-post Filing of Insiders Shareholding Change for relevant information.

Website: https://mops.twse.com.tw/mops/#/web/query6_1

2. Pledge of Equity: Please refer to Market Observation Post System > Individual Company> Shareholding Changes / Securities Issuance > Pledge/Release of Pledge of Insiders >Announcement for Pledge/Release of Pledge of Insiders for relevant information.

Website: https://mopsov.twse.com.tw/mops/web/STAMAK03_1

(II) Equity transfer information (relations between the transaction counterparty and the Company/directors/supervisors/managers/ shareholders holding more than 10% of the shares): N/A.

(III) Information on equity pledged (relations between the transaction counterparty and the Company/directors/supervisors/managers/ shareholders holding more than 10% of the shares): N/A.

VIII. Information on the relationship among the top 10 shareholders if anyone is a related party, a spouse, or a relative within the second degree of kinship of another:

Unit: Shares; %

Name (Note 1)	Shareholding of the individual Shareholding		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		Information on the relations among the top 10 shareholders if anyone is a related party, a spouse, or a relative within second degree of kinship of another and their names.		Remarks
	Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding	Title (or name)	Relations	
Investment account of Tri-Tech Holding Inc in custody of CTBC Bank Co., Ltd.	8,011,294	14.66%	0	0%	0	0%	None	None	None
Pi, Hua-Chung	3,502,541	6.41%	0	0%	0	0%	None	None	None
Chang, Yu-Ming (Note 2)	2,177,000	3.98%	-	-	-	-	-	-	-
Employee stock ownership trust of Associated Industries China, Inc. in custody of First Commercial Bank	2,022,706	3.70%	0	0%	0	0%	None	None	None
Qihang Investment Co., Ltd. (Note 2)	1,902,000	3.48%	-	-	-	-	-	-	-
Hsiao, Hsin-Chuan (Note 2)	1,631,132	2.98%	-	-	-	-	-	-	-
Yu, Yun	1,465,356	2.68%	77	0%	0	0%	None	None	None
Yang, Kun-His (Note 2)	1,320,000	2.42%	-	-	-	-	-	-	-
Wen, Shun-Mei (Note 2)	1,265,512	2.32%	-	-	-	-	-	-	-
Trust account of restricted stock with voting rights and right to receive dividends for employees of Associated Industries China, Inc. in custody of First Commercial Bank	1,242,000	2.27%	0	0%	0	0%	None	None	None

Note1: The book closure date is April 20, 2025.

Note2: The shareholder is not an insider reported by the company, therefore, the information related to their

spouse, minor children, or Shareholding by nominee arrangement cannot be obtained.

IX. The total number of shares held and the consolidated shareholdings in any single investee by the Company, its directors, supervisors, managers, or any companies controlled directly or indirectly by the Company.

December 31, 2024 unit; %

Reinvestment Business (note)	Investment by the Company		Investment by directors, supervisors, managers, or any companies controlled either directly or indirectly by the Company		Combined investment	
	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding
AG Neovo Technology B.V.	4,800	100%	0	0%	4,800	100%
AG Neovo International Ltd.	800	100%	0	0%	800	100%
AG Neovo Technology Corp.	0	0%	702,000	100%	702,000	100%
AG Neovo Investment Co., Ltd.	800	100%	0	0%	800	100%
AG Neovo Technology (Shanghai) Corporation	0	0%	0	100%	0	100%
Taiwan Biophotonic Corporation	403,497,641	73%	0	0%	403,497,641	73%

Note: It is an investment made by the Company using the equity method.

Three. Capital and Shares

I. Capital and shares

(I) Source of share capital

1. The formation of share capital

April 20, 2025 Unit: share/NTD

Year/Month	Issue price	Authorized capital		Paid-up share capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of Equity	Capital increased by assets other than cash	Others
1978.05	10	1,000,000	10,000,000	1,000,000	10,000,000	Initial capital of NT\$10,000,000	None	Jian-I No. 100113
1978.12	10	3,600,000	36,000,000	3,600,000	36,000,000	Cash capital increase by NT\$26,000,000	None	Jing-(1978)-Shang No. 41751 dated 1978.12.29
1979.04	10	5,000,000	50,000,000	5,000,000	50,000,000	Cash capital increase by NT\$14,000,000	None	Jing-(1979)-Shang No. 11047 dated 1979.04.12
1979.08	10	6,000,000	60,000,000	6,000,000	60,000,000	Cash capital increase by NT\$10,000,000	None	Jing-(1979)-Shang No. 27536 dated 1979.08.28
1980.01	10	8,000,000	80,000,000	8,000,000	80,000,000	Cash capital increase by NT\$20,000,000	None	Jing-(1980)-Shang No. 01504 dated 1980.01.15
1980.11	10	10,000,000	100,000,000	10,000,000	100,000,000	Cash capital increase by NT\$20,000,000	None	Jing-(1980)-Shang No. 40231 dated 1980.11.20
1981.06	10	14,000,000	140,000,000	14,000,000	140,000,000	Cash capital increase by NT\$40,000,000	None	Jing-(1981)-Shang No. 22526 dated 1981.06.08
1984.01	10	20,000,000	200,000,000	20,000,000	200,000,000	Cash capital increase by NT\$60,000,000	None	Jing-Zi-Xin No. 0140 dated 1984.01.19
1988.01	10	22,000,000	220,000,000	22,000,000	220,000,000	Capitalization of capital surplus to increase the capital by NT\$20,000,000.	None	Jing-Tou-Shen-(1988)-Gong-Shang No. 1200
1989.05	10	28,000,000	280,000,000	28,000,000	280,000,000	Capitalization of capital surplus to increase the capital by NT\$20,000,000. Capitalization of earnings to increase the capital by NT\$40,000,00	None	Jing-Tou-Shen-(1989)-Gong-Shang No. 2862
1989.08	10	40,000,000	400,000,000	40,000,000	400,000,000	Cash capital increase by NT\$120,000,000	None	Tai-Cai-Zeng-(I) No. 24749 dated 1989.08.04
1990.09	10	51,000,000	510,000,000	51,000,000	510,000,000	Capitalization of capital surplus to increase the capital by NT\$40,000,000 Capitalization of earnings to increase the capital by NT\$70,000,000	None	Tai-Cai-Zeng-(I) No. 01704 dated 1990.07.26
1991.07	10	80,000,000	800,000,000	58,650,000	586,500,000	Capitalization of earnings to increase the capital by NT\$76,500,000	None	Tai-Cai-Zeng-(I) No. 01265 dated 1991.06.21
1992.07	10	80,000,000	800,000,000	68,913,750	689,137,500	Capitalization of earnings to increase the capital by NT\$102,637,500	None	Tai-Cai-Zeng-(I) No. 01330 dated 1992.06.20
1993.09	10	80,000,000	800,000,000	80,000,000	800,000,000	Capitalization of capital surplus to increase the capital by NT\$44,705,300 Capitalization of earnings to increase the capital by NT\$66,157,200	None	Tai-Cai-Zeng-(I) No. 01440 dated 1993.06.17

Year/Month	Issue price	Authorized capital		Paid-up share capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of Equity	Capital increased by assets other than cash	Others
1994.07	10	110,000,000	1,100,000,000	87,986,800	879,868,000	Capitalization of capital surplus to increase the capital by NT\$47,868,000 Capitalization of earnings to increase the capital by NT\$32,000,000	None	Tai-Cai-Zeng-(I) No. 25211 dated 1994.06.07
1995.07	10	110,000,000	1,100,000,000	90,626,404	906,264,040	Capitalization of capital surplus to increase the capital by NT\$10,558,416 Capitalization of earnings to increase the capital by NT\$15,837,624	None	Tai-Cai-Zeng-(I) No. 32877 dated 1995.06.06
1996.11	10	110,000,000	1,100,000,000	110,000,000	1,100,000,000	Cash capital increase by NT\$193,735,960	None	Tai-Cai-Zeng-(I) No. 59594 dated 1996.10.21
1998.11	10	200,000,000	2,000,000,000	140,000,000	1,400,000,000	Cash capital increase by NT\$300,000,000	None	Tai-Cai-Zeng-(I) No. 85208 dated 1998.10.14
1999.08	10	200,000,000	2,000,000,000	151,200,000	1,512,000,000	Capitalization of capital surplus to increase the capital by NT\$84,000,000 Capitalization of earnings to increase the capital by NT\$28,000,000	None	Tai-Cai-Zeng-(I) No. 62291 dated 1999.07.07
2005.03	10	200,000,000	2,000,000,000	88,400,000	884,000,000	Capital reduction of NT\$628,000,000	None	Jin-Guan-Zheng-I No. 0940103714 dated 2005.02.04
2006.08	10	200,000,000	2,000,000,000	46,087,361	460,873,610	Capital reduction of NT\$423,126,390	None	Jin-Guan-Zheng-I No. 0950128285 dated 2006.08.04
2013.09	10	200,000,000	2,000,000,000	49,971,971	499,719,710	Capitalization of earnings to increase the capital by NT\$23,043,680 Capitalization of employee bonus to increase the capital by NT\$15,802,420	None	Jin-Guan-Zheng-I No. 1020028153 dated 2013.07.25
2014.09	10	200,000,000	2,000,000,000	52,470,569	524,705,690	Capitalization of earnings to increase the capital by NT\$24,985,980	None	Jin-Guan-Zheng-I No. 1030027392 dated 2014.07.17
2014.11	10	200,000,000	2,000,000,000	53,840,569	538,405,690	Issuance of restricted stock awards to increase the capital by NT\$13,700,000	None	Jin-Guan-Zheng-I No. 1030038905 dated 2014.09.30
2015.09	10	200,000,000	2,000,000,000	53,966,569	539,665,690	Issuance of restricted stock awards to increase the capital by NT\$1,260,000	None	Jin-Guan-Zheng-I No. 1030038905 dated 2014.09.30
2015.11	10	200,000,000	2,000,000,000	53,512,569	535,125,690	Cancelled restricted stock awards to reduced the capital by NT\$4,540,000	None	Jing-Shou-Shang No. 10401251160 dated 2015.11.25
2016.11	10	200,000,000	2,000,000,000	53,162,569	531,625,690	Cancelled restricted stock awards to reduced the capital by NT\$3,500,000	None	Jing-Shou-Shang No. 10501270630 dated 2016.11.23
2017.11	10	200,000,000	2,000,000,000	52,804,769	528,047,690	Cancelled restricted stock awards to reduced the capital by NT\$3,578,000	None	Jing-Shou-Shang No. 10601158110 dated 2017.11.21
2018.11	10	200,000,000	2,000,000,000	52,478,969	524,789,690	Cancelled restricted stock awards to reduced the capital by NT\$3,258,000	None	Jing-Shou-Shang No. 10701145010 dated 2018.11.22
2019.01	10	200,000,000	2,000,000,000	54,358,969	543,589,690	Issuance of restricted stock awards to increase the capital by NT\$18,800,000	None	Jing-Shou-Shang No. 10801013830 dated 2019.01.31
2019.11	10	200,000,000	2,000,000,000	54,350,569	543,505,690	Cancelled restricted stock awards to reduced the capital by NT\$84,000	None	Jing-Shou-Shang No. 10801166080 dated 2019.11.15

Year/Month	Issue price	Authorized capital		Paid-up share capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Source of Equity	Capital increased by assets other than cash	Others
2020.04	10	200,000,000	2,000,000,000	53,806,569	538,065,690	Cancelled restricted stock awards to reduced the capital by NT\$5,440,000	None	Jing-Shou-Shang No. 10901051280 dated 2020.04.07
2021.01	10	200,000,000	2,000,000,000	55,006,569	550,065,690	Issuance of restricted stock awards to increase the capital by NT\$12,000,000	None	Jing-Shou-Shang No. 11001014140 dated 2021.01.29
2021.04	10	200,000,000	2,000,000,000	54,624,569	546,245,690	Cancelled restricted stock awards to reduced the capital by NT\$3,820,000	None	Jing-Shou-Shang No. 11001055140 dated 2021.04.06
2022.04	10	200,000,000	2,000,000,000	54,532,569	545,325,690	Cancelled restricted stock awards to reduced the capital by NT\$920,000	None	Jing-Shou-Shang No. 11101053780 dated 2022.04.11
2023.04	10	200,000,000	2,000,000,000	53,918,569	539,185,690	Cancelled restricted stock awards to reduce the capital by NT\$6,140,000	None	Jing-Shou-Shang No. 11230051750 dated 2023.04.07
2023.05	10	200,000,000	2,000,000,000	55,218,569	552,185,690	Issuance of restricted stock awards to increase the capital by NT\$13,000,000	None	Jing-Shou-Shang No. 11230075030 dated 2023.05.01
2024.07	10	200,000,000	2,000,000,000	54,656,569	546,565,690	Cancelled restricted stock awards to reduce the capital by NT\$5,620,000	None	Jing-Shou-Shang No. 11330121880 dated 2024.07.23

2. Share type

April 20, 2025; Unit: Shares

Share type	Authorized capital			Remarks
	Number of shares issued	Unissued shares	Total	
Regular Shares	54,656,569	145,343,431	200,000,000	listed company shares

3. Information on shelf registration: N/A.

- (II) List of major shareholders (names of shareholders whose shareholding exceeds 5% or shareholders whose shareholdings rank in the top ten, number of shares held, and shareholding (%))

April 20, 2025

Name of major shareholder	Shares	Shareholdings	Shareholding ratio
Investment account of Tri-Tech Holding Inc in custody of CTBC Bank Co., Ltd.		8,011,294	14.66%
Pi, Hua-Chung		3,502,541	6.41%
Chang, Yu-Ming		2,177,000	3.98%
Employee stock ownership trust of Associated Industries China, Inc. in custody of First Commercial Bank		2,022,706	3.70%
Qihang Investment Co., Ltd.		1,902,000	3.48%
Hsiao, Hsin-Chuan		1,631,132	2.98%
Yu, Yun		1,465,356	2.68%
Yang, Kun-His		1,320,000	2.42%
Wen, Shun-Mei		1,265,512	2.32%
Trust account of restricted stock with voting rights and right to receive dividends for employees of Associated Industries China, Inc. in custody of First Commercial Bank		1,242,000	2.27%

- (III) Dividend policy and implementation

1. The dividend policy stipulated in the Articles of Incorporation.

Earnings concluded in a year are first subject to taxation and offsetting of accumulated deficit, followed by a 10% provision for legal reserve. However, no further provision of legal reserve is required if the Company has accumulated legal reserve to an amount equal to paid-up capital. In addition, the legal reserve shall be allocated or reversed in accordance with laws and regulations or regulations provided by the competent authority. For any remaining amount, along with the accumulated undistributed earnings, the Board of Directors shall make the dividend distribution proposal and submit to the Shareholders' Meeting for approval by resolution.

The Company shall adopt the residual dividend policy, whereby the distribution of dividend for the year shall take into consideration the operational development scale and cash flow needs in the future, whilst maintaining an appropriate amount of accumulated distributable earning that is not lower than 50% of the distributed dividend. Furthermore, at least 10% of the dividend distributed shall be in the form of cash dividend.

2. The distribution of dividends proposed at the shareholders' meeting. When major changes in the dividend policy are expected, an explanation shall be provided:

No dividend was paid out for 2024.

- (IV) The influence of the stock dividend proposed at the shareholders' meeting on the Company's

operating performance and earnings per share: N/A.

(V) Employee remuneration and directors' remuneration:

1. The percentage of the profit for or scope of employee remuneration and directors' remuneration as stated in the Company's Articles of Incorporation:

Depending on the profitability of the year, the Company shall appropriate not lower than 10% of the profit as employee compensation and not more than 2% as Director remuneration. However, profits must first be used to offset accumulated deficit.

The distribution of the aforementioned employee compensation, whether in the form of stocks or cash, shall be determined by the Board of Directors by resolution. The recipients of the employee compensation include eligible employees of the entities controlled by the Company or subordinate companies which have fulfilled certain criteria, as formulated by the Board of Directors.

The distribution of employee compensation and director remuneration shall be authorized by the Board meetings that are attended by two-thirds of directors, and approved by resolution by a majority of director present.

2. Basis for estimation of employee remuneration and directors' remuneration in this period, basis for the calculation of the number of shares for stock dividends to employees, and accounting treatment if the amount paid out is different from the estimated amount:

- The employee remuneration and directors' remuneration in this period is estimated based on the Company's pre-tax net income for this period before employee remuneration and directors' remuneration are deducted, multiplied by the percentage of the profit for or scope of employee remuneration and directors' as stipulated in the Company's Articles of Incorporation.

- Where employee remuneration is distributed in stock, it is calculated with the closing price of ordinary shares on the day before the resolution by of the Board of Directors to distribute employee remuneration.

- Where there is a difference between the actual amount paid out and the estimated amount, it will be treated as a change in accounting estimates, and the difference will be recognized in profit or loss in the following year.

3. The distribution remuneration approved by the Board of Directors:

- 3.1 The amount of employee remuneration and directors' remuneration distributed in cash or stock. Where there is a difference with the estimated amount for the year in which the expenses are recognized, the amount of difference, reason, and accounting treatment shall be disclosed: It is not estimated as the Company's had a net loss before tax in 2024.

- 3.2 The amount of employee remuneration in stock as a percentage of the sum of net income after tax as in the standalone or individual financial statement for this period and the total employee dividends for this period: It is not estimated as the Company's had a net loss before tax in 2024.

4. Where there is a difference between the employee remuneration and directors' and supervisors' remuneration for the prior year (including the number of shares distributed, amount, and stock price), the amount of the difference, reason, and accounting treatment shall also be specified: The Company's had a net loss before tax in 2023. So there was no estimation.

(VI) The repurchase of the Company's shares (repurchase completed):

Session of repurchase	First	Second
Purpose of repurchase	To transfer shares to employees	To transfer shares to employees
Repurchase period	2019.05.09–2019.07.08	2019.08.08–2019.10.07
Range of repurchase price	NT\$6.26 –NT\$13.63 per share	NT\$5.85–NT\$13.39 per share
Type and quantity of shares repurchased (share)	1,500,000 ordinary shares	1,260,000 ordinary shares
Amount of shares repurchased	NT\$13,633,854	NT\$11,196,842
The number of the shares repurchased as a percentage of the number scheduled to be repurchased (%)	100%	84%
Number of shares cancelled and transferred (share)	1,500,000 shares	1,260,000 shares
Cumulative number of the Company's shares held (shares)	0 shares	0 shares
Cumulative number of the Company's shares held as a percentage of the Company's total issued shares (%)	0.00%	0.00%
The date of transfer	2024/04	2024/04
The price of transfer	NTD 9.09 per share.	NTD 8.89 per share

(Note) The cumulative number of the Company's shares held as a percentage of the Company's total issued shares is calculated based on the total issued shares of 54,656,569 shares.

II. Issuance of corporate bonds: None.

III. Issuance of preference shares: None.

IV. Issuance of depository receipts: None.

V. Issuance of employee stock warrants: None.

VI. Issuance of restricted stock awards:

(I) Regarding the restricted stock awards that have been fully vested, the vesting situation and the impact on shareholders' rights and interest as of the publication date of this annual report shall be disclosed

May 29, 2025; Unit: Share

Type of restricted stock award	2020 restricted stock award	2022 restricted stock award
Filing effective date and total number of shares	2020.10.13 / 1,200,000 shares	2022.10.13 / 1,350,000 shares
Date of issue	2021.01.11	2023.04.20
Number of restricted stock award issued (share)	1,200,000 shares	1,300,000 shares
Quantity of new restricted shares that can be issued for subscription by employees	0 shares	50,000 shares
Issue price	NT\$0 (free issue)	NT\$0 (free issue)
Restricted stock award issued as a percentage of total issued shares	2.17%	2.35%
Vesting conditions for restricted stock awards	<p>Vesting conditions:</p> <ol style="list-style-type: none"> The Company shall adopt the operating revenue and after-tax net income as in the financial statement for the most recent year after the vesting date as performance indicators: <ol style="list-style-type: none"> One-year lapse: The operating revenue grows by more than 10% (inclusive) as compared to the preceding year. Two-year lapse: The operating revenue grows by more than 10% (inclusive) as compared to the preceding year. Three-year lapse: The after-tax net profit grows by more than 10% (inclusive) as compared to the preceding year. Four-year lapse: The after-tax net profit grows by more than 10% (inclusive) as compared to the preceding year. When the Company's performance targets in the preceding paragraph are achieved, the employees should still be employed when such targets are achieved after being granted the restricted stock awards, while reaching their personal annual performance targets. The Company's performance evaluation grades are divided into five levels: superior, excellent, A, B, and C as per the performance evaluation and scoring standards. General employees who have been granted the restricted stock awards should be rated A or higher in each year's performance evaluation. Strategic key employees should be rated excellent or higher. The maximum percentage of 	<p>Vesting conditions:</p> <ol style="list-style-type: none"> The Company shall adopt the operating revenue and after-tax net profit of the audited financial statement for the most recent year after the vesting date as performance indicators: <ol style="list-style-type: none"> One-year lapse: The operating revenue grows by more than 10% (inclusive) as compared to the preceding year. Two-year lapse: The operating revenue grows by more than 10% (inclusive) as compared to the preceding year. Three-year lapse: The after-tax net profit grows by more than 10% (inclusive) as compared to the preceding year. Four-year lapse: The after-tax net profit grows by more than 10% (inclusive) as compared to the preceding year. In the context of meeting the preceding performance indicators and in the event that the employee remains employed after the restricted stock award received are vested, one year prior to the following periods, the employee is deemed to have met the vesting conditions if the individual performance appraisal and work results meet the individual performance standard established by the Company; employees who do not meet the individual performance standard are deemed not have met the vesting conditions. The Company's performance evaluation grades are divided into five levels: superior, excellent, A, B, and C as per the performance evaluation and

Type of restricted stock award	2020 restricted stock award	2022 restricted stock award
	<p>shares that can be vested in each year is as follows:</p> <p>One-year lapse: 20%; two-year lapse: 20%</p> <p>Three-year lapse: 30%; four-year lapse: 30%</p>	<p>scoring standards. General employees who have been granted the restricted stock awards should be rated A or higher in each year's performance evaluation. Strategic key employees should be rated excellent or higher.</p> <p>The maximum percentage of shares that can be vested in each year is as follows:</p> <p>One-year lapse: 20%; two-year lapse: 20%; three-year lapse: 30%; four-year lapse: 30%.</p>
Restricted rights of restricted stock awards	<ol style="list-style-type: none"> Following distribution of new shares and until vesting conditions are met, except for inheritance, the restricted employee shares shall not be sold, pledged, transferred, gifted to others, configured as a guarantee or disposed via other means. Following the employee meeting vesting conditions, as per the custodial trust agreement, the shares shall be entrusted from the trust account to the individual employee depository account. Apart from the aforementioned restricted rights, in accordance with these Procedures, following distribution of new shares and until vesting conditions are met, other rights and obligations (including participation of bonus shares and dividend, voting and election rights at Shareholders' Meeting, etc.) are identical with common stocks issued by the Company. The attendance, proposal making, speech, voting and election rights, and other shareholder rights shall be executed by trust custodian as per the custodial trust agreement. Following distribution of new shares and until vesting conditions are met, the employee may participate in distribution of bonus shares and dividend. However, the bonus shares and dividend shall be delivered to the trust custodian. Until vesting conditions are met, the cash dividend, bonus shares and cash surplus (shares), etc. distributed, the Company may redeem the cash distributed and cancel the shares without compensation in accordance with the relevant regulations. Following the employee meeting vesting conditions, as per the custodial trust agreement, the bonus shares or dividend shall be entrusted from the trust account to the individual employee depository account (cash dividend shall be disbursed to the individual bank account of the employee). 	
Restricted stock awards in custody	Restricted stock awards are kept in trust	
Method of handling the restricted stock awards not vested after employees are granted or subscribed for such awards	For employees who are not deemed to have met the vesting conditions, the Company is entitled to redeem and cancel restricted stock award without compensation.	
The number of restricted stock awards withdrawn or repurchased during 2022	50,000 shares (withdrawn)	
The number of restricted stock awards withdrawn or repurchased during 2023	224,000 shares (withdrawn)	
The number of restricted stock awards withdrawn or repurchased during 2024	270,000 shares (withdrawn)	292,000 shares (withdrawn)
Number of restricted stock awards that have been vested	422,000 shares	0 shares
Number of restricted stock awards that have not yet been vested	234,000 shares	1,008,000 shares
Restricted stock award	2.27%	

Type of restricted stock award	2020 restricted stock award	2022 restricted stock award
that have not yet been vested as a percentage of total issued shares (%)		
Impact on shareholders' equity	When calculated on the basis of the vesting conditions and the number of the issued shares, the dilution of the earnings per share is roughly NT\$0.059; thus, there is no significant impact on shareholders' equity.	

(II) The names of managers and the top ten employees who have acquired the restricted stock awards up to the publication date of this annual report and the situation of their acquisition:

May 29, 2025; Unit: Share

	Job title	Name	Number of restricted stock awards acquired	Number of restricted stock awards acquired as a percentage of total issued shares (Note)	Vested			Unvested				
					Number of restricted stock awards vested	Issue price	Amount issued	Number of restricted stock awards vested as a percentage of total issued shares (Note)	Number of restricted stock awards unvested	Issue price	Amount issued	Number of restricted stock awards unvested as a percentage of total issued shares (Note)
M a n a g e r	The Chairman who is concurrently serving as the Chief Operating Officer of the New Venture Center	Hua-Chung Pi	650,000	1.19%	405,000	0	0	0.74%	245,000	0	0	0.45%
	President	Hsin-Yuan Chao										
	Assistant Vice President	Lin, Han-Lin										
	Assistant Vice President	Chu, Pao-Jung										
	Assistant Vice President	Shih, Ju-Ling										
	Assistant Vice President	Chen Chia-Hsin										
	Vice President Corporate Governance Officer Finance/Accounting Officer	Wan-Wei Lu										
E m p l o y e e	Top 10 employees *Note 3		470,000	0.86%	94,000	0	0	0.17%	376,000	0	0	0.69%

Note: It was calculated based on the share capita registered with the Ministry of Economic Affairs on July 23, 2024

Note 1: Including managers and employees (those who have resigned or been deceased shall be indicated); their individual names and titles shall be disclosed, but the restricted stock awards they are granted or subscribed for may be disclosed in an aggregate manner.

Note 2: The number of fields is adjusted depending on the number of issuances.

Note 3: Based on the salary confidentiality principle, the Company will not disclose individual names and job titles publicly.

VII. Issuance of new shares due to M&A or transfer of shares of another company: None.

VIII. Fund application plan execution: None.

Four. Overview of Operations

I. Information on business

(I) Scope of business

1. Details of main business

The Company's main business is the R&D and sales of liquid crystal displays (LCD), sales of medical devices, lease of real property, and the R&D, manufacturing, and medical equipment and health care products.

2. Proportion of each business to revenue

LCD and related components account for 98.05%, medical devices 0.12%, real property leases 1.09%, and other: 0.74%.

3. The Company's existing products and services

Design, R&D, and sales of LCD and the components thereof in our self-owned brand, AG Neovo, as well as after-sales service. AG Neovo is a global leading brand in the professional and consumer markets for video displays, satisfying the niche demand for security surveillance, commercial digital signage, touch screens, professional visual images, educational research, transportation, and medical displays.

We also provide total solution product lines and consulting services on a project basis for AG Neovo Solutions. AG Neovo provides value-added display solutions on the basis of displays as well as consultation services for customers in a form of projects. We incorporate systems and software as required by clients into displays to provide value-added displays that integrate software and hardware in alignment with specific purposes of business, security, or digital signage, and provide system products in connection with other systems and consultation services.

We have begun to develop our own software, MeetCloud, and upgraded our existing digital signage cloud solution, and adopted artificial intelligence (AI) software and hardware since 2021 for the functions of Web 3.0.

4. Products (services) planned to be developed

4.1 LCD products (services)

- (1) Indoor High Brightness Digital Signage
- (2) Outdoor High Brightness Digital Signage
- (3) Clinical Review Medical Monitor
- (4) 4K mini LED-backlit displays
- (5) PIDS/TIDS/FIDS passenger information display
- (6) PSD Display
- (7) AFC Automatic Fare Collection Display
- (8) In-Vehicle Display
- (9) Marine Display
- (10) Digital Signage Player

4.2 Solutions

- (1) Value-added AIO display, into which operating systems are integrated, such as Android or relevant software and over IP signal extender for connection with professional video systems.
- (2) Testing control software that enables remote testing and control of AG Neovo displays.
- (3) Content management platform for remote design, release, and management of contents on the digital signage displays and digital signages displays/players through the cloud or local area network.
- (4) Professional video conferencing devices that can be used with interactive monitors for video conference or teaching.
- (5) A cloud whiteboard platform, MeetCloud, can be used with interactive monitors

for cloud-based interactive meetings or teaching on different devices or platforms.

- (6) Smart Digital Signage Solution compatible with interactive displays, AIO electronic digital signage, and existing content management system download platforms.

(II) Overview of the industry

1. Current status and development of the industry:

1.1 Current status of the industry:

(1) Display Market

According to a report by RUNTO Technology, the global display market brand shipments are expected to reach 127 million units in 2024, marking a 1.5% increase compared to 2023. The main driving factors behind this growth include:

- Commercial Demand Recovery: The improvement in commercial display demand in the European and North American markets has stabilized the market.
- Increase in Gaming and Content Demand: The 2024 international esports events (such as *Black Myth: Wukong*) have driven a surge in demand for gaming monitors, especially in the Chinese market, resulting in a 13% growth.
- Technology Upgrades: The accelerated adoption of high refresh rates, OLED, and Mini-LED display technologies has driven the demand for high-end monitors.

However, according to an IDC report, the shipment volume of monitor panels in October 2024 decreased by 17.7% compared to the previous month, mainly due to a demand correction after the peak season inventory buildup in the third quarter.

Looking ahead to 2025, AVC Revo forecasts that global display shipments will reach 130 million units, showing moderate growth. IDC predicts that in the first quarter of 2025, monitor panel shipments will increase by 8.7% compared to the previous quarter, mainly due to the potential re-imposition of tariffs on Chinese imports by the U.S., prompting brand manufacturers to stock up in advance.

(2) Digital Signage Market

According to a report by 360iResearch, the global digital signage market is expected to reach \$333.4 billion in 2024, a 7.1% growth compared to 2023. It is projected to reach \$522.1 billion by 2030, with a compound annual growth rate (CAGR) of 7.67%. The growth drivers include:

- Continuous growth in the retail and outdoor advertising sectors, with brands investing more in interactive advertising display equipment.
- The widespread adoption of AI-driven smart digital signage, offering personalized content delivery and dynamic adjustment capabilities.
- Increased application of LED and bar-shaped displays, enhancing display technology and flexible use scenarios.

(3) Interactive Whiteboard Market

According to a report by Global Market Insights, the global interactive whiteboard market was valued at \$3.5 billion in 2023 and is expected to grow at a CAGR of over 5% from 2024 to 2032.

- The education sector remains the primary driving force, with schools and educational institutions continuing to adopt digital teaching equipment.

- Increasing demand for corporate collaboration, with hybrid work models driving the adoption of smarter meeting equipment.
- The trend of cloud integration is accelerating, with the integration of interactive whiteboards, video conferencing, and file-sharing platforms becoming a key market development direction.

1.2 Development Direction for 2025

In 2025, AG Neovo will focus on four key areas: video surveillance, healthcare, digital signage, and interactive whiteboards. The company aims to deepen market presence and enhance product competitiveness.

(1) Video Surveillance Market

According to MarketsandMarkets, the global video surveillance market is expected to grow from \$48.7 billion in 2022 to \$76.4 billion by 2027, with a CAGR of 9.4%. With advancements in AI and 5G technology, surveillance systems continue to enhance their video analytics and real-time alert capabilities, driving rapid expansion in smart cities, traffic monitoring, and industrial security applications. Demand for BNC surveillance displays remains stable, making them suitable for traditional security setups and large-scale monitoring centers.

AG Neovo's 2025 Strategic Direction:

Enhancing surveillance display solutions by focusing on market demands, ensuring product stability and long-term operational reliability. Providing display solutions tailored for various surveillance scenarios to improve monitoring efficiency and real-time imaging. Collaborating with system integrators to optimize compatibility between surveillance equipment and display technology.

Through a market-oriented strategy, AG Neovo will further deepen its presence in the video surveillance market, ensuring that solutions meet the needs of various surveillance environments. The company will collaborate with industry partners to promote more efficient security and monitoring applications.

(2) Healthcare Market

The global medical display market continues to grow, driven by advancements in telemedicine, digital imaging (DICOM), and AI-assisted diagnosis technologies. Healthcare institutions are increasingly demanding high-precision, stable, and durable display equipment to ensure the accuracy of medical images and enhance clinical diagnosis and healthcare operations. As the digitalization of healthcare accelerates, the requirements for display technology in specialized applications across different fields are also rising.

AG Neovo's 2025 Strategic Direction:

Focusing on diverse medical application scenarios, including:

- Dental imaging and diagnosis, supporting the digital imaging needs of dental clinics and oral surgery centers. Ensuring that doctors can accurately present X-rays and 3D images during diagnosis, pre-surgical communication, or patient education.
- Clinical review and medical examination: Providing display solutions that meet hospital clinical needs, assisting healthcare professionals in quickly browsing and analyzing patient information at nursing stations, wards, and

outpatient settings, thus improving diagnostic efficiency.

By deepening professional application scenarios, AG Neovo will further strengthen its competitiveness in the healthcare market, ensuring that its products not only meet everyday medical needs but also support more specialized clinical diagnostics and precision healthcare applications.

(3) Digital Signage Market

According to 360iResearch, the global digital signage market is expected to reach \$333.4 billion in 2024 and grow to \$522.1 billion by 2030, with a CAGR of 7.67%. The application areas such as smart retail, corporate navigation, advertising, and traffic information displays continue to expand.

AG Neovo's 2025 Strategic Direction:

- Deepening the application of displays and bar-shaped displays
- Exploring new market applications

Through innovative technology and expanded application scenarios, AG Neovo will strengthen its brand influence in the digital signage market.

(4) Interactive Whiteboard Market

According to Global Market Insights, the global interactive whiteboard market was valued at \$3.5 billion in 2023 and is expected to grow at a CAGR of over 5% from 2024 to 2032, driven by the demand from the education sector and hybrid work models in businesses.

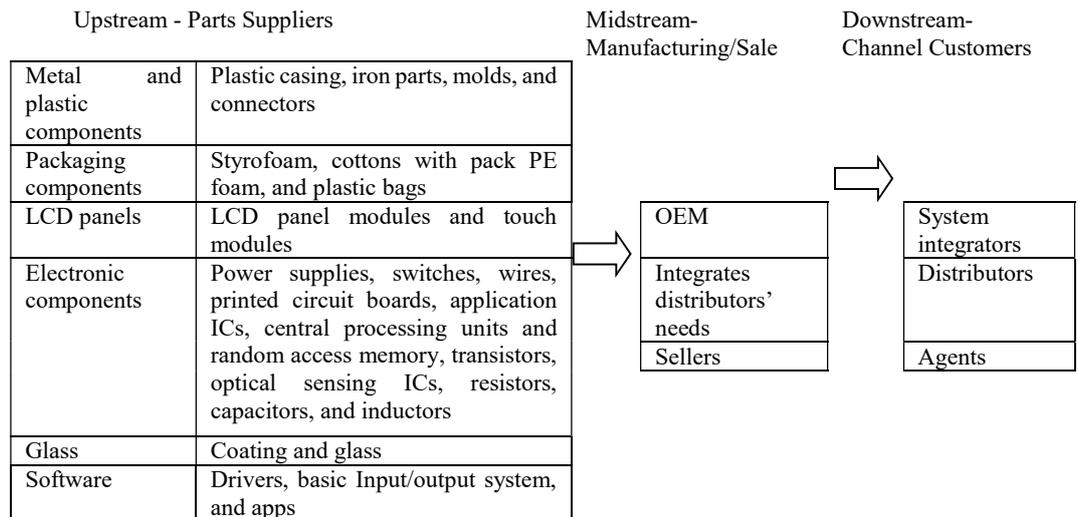
AG Neovo's 2025 Strategic Direction:

- Strengthening applications in the corporate and education markets
 - o Corporate Market: Launching high-performance interactive whiteboards that integrate video conferencing and file sharing, enhancing the remote collaboration experience.
- Deepening cloud ecosystem integration
 - o Strengthening seamless integration with cloud platforms like Google and Microsoft 365 to enhance cross-platform interoperability.

As the demand for interactive display equipment continues to rise in the corporate sector, AG Neovo will enhance its competitive advantage in the interactive whiteboard market through innovation and technological optimization.

2. The relations between the up-, mid-, and downstream industries:

After Taiwan successfully mass-produced large-sized TFT LCD panels, it has indirectly facilitated the R&D and production of various relevant materials, and the supply of relevant key components to the LCD industry is ensured. With the continuous expansion of the application of products, such as laptops and LCD monitors, professional OEMs are constantly innovating their display technologies. With various touch panel technologies applied to applications of all sizes in a more well-developed manner, this industry is focused on the development of products to make it easier for product system designers to effectively integrate sales distributors' needs, while diversifying the applications. The relations between the up-, mid-, and downstream industries are shown below:



3. Development trends and competition of products:

- (1) LED-backlit technology, curved display panels, and ultra HD (UHD) 4K displays have become mainstream in the market of main size panels. In response to this trend, AIC has incorporated the above technologies into our existing models over the past two years and has given priority to such technologies when developing new models.
- (2) Surveillance market: HD CCTV have been the most hotly discussed over the past two years. The application of HD-SDI technology ensures high-quality during long-distance transmission. Meanwhile, the current common coaxial cables can be adopted as the transmission medium, which has given many owners who have installed wires an advantage. It is estimated that this trend will bring a new vitality into the market in addition to the IP monitoring trend.
- (3) Touch market: Types of touch technologies vary by size and application scenario. In the field of large-sized products, AIC has launched multi-touch models using optical touch technology. As for the small- and medium-sized products, a focus is placed on the release of TX-series products with open frame projected capacitive touch.
- (4) Digital signage market: This is a highly competitive market with a big gap in prices. In addition to product specifications and prices, the intense competition is related to other business and non-business factors. The market trend is moving toward models with ultra narrow bezel, different brightness levels, and system integration. We strive to expand our product lines to make our models more complete, including 46-inch to 98-inch ones with the standard brightness level and those with ultra-narrow bezel and high brightness, and have launched the ultra-thin double-sided display, which is the thinnest on the market. We also launched a product line with integrated systems, focusing on the integration of digital signage-related application software and systems to meet the practical needs of content management and device control across various fields.
- (5) Professional dental/medical display market: Following the launch of the industry's first dental display, AG Neovo has developed a series of professional medical displays since 2022, thereby enhancing the deployment in this professional market.
- (6) Corporate/Home display market: The pandemic has reshaped the way people live and work around the world and greatly accelerated the development of remote work, remote learning, and online entertainment. In response to the needs in the new digital era, AG Neovo has developed a series of professional monitors for business and creators to meet the needs of clients and the market.

At the same time, as the penetration of OLED in the mobile phone market gradually expands, IT will be the next battlefield with respect to the development of OLED. In response to this trend, AG Neovo will continue to develop OLED displays.

- (7) Transportation display market: AG Neovo provides monitors of various sizes to meet the limited installation space in cabins and control rooms. In addition, we also provide monitors to show train/flight information, entertainment, or advertising clips.
- (8) With the increasing demand for remote work, mobile workstations, and gaming entertainment, portable monitors are gradually becoming a popular accessory for laptops, smartphones, gaming consoles, and business professionals. In 2024, AG Neovo launched the 15.6" 4K OLED portable monitor.
- (9) Commercial Interactive Whiteboard Market: As the number of competing brands in the commercial interactive whiteboard market increases, the product features' applicability to business environments has become increasingly important. In 2024, AG Neovo launched its fourth-generation product, which includes the Google-certified EDLA platform. Unlike uncertified competing products, the fourth-generation Meetboard offers various Google applications such as Gmail, Chrome, Google Drive, and more. Users can download meeting-specific apps from the Google Play Store on the Meetboard, making its applications more flexible and significantly enhancing its human-machine interaction capabilities.
- (10) Online Whiteboard Platforms: There are various online whiteboard platforms on the market, each offering products tailored to different scenarios. These platforms introduce extended features based on specific targeted needs. Meetcloud, aiming to showcase AG Neovo's years of expertise in business applications, focuses more on business environments in 2024. It launched features such as meeting invitations, screen sharing, and optimized video conferencing. Additionally, Meetboard now comes preloaded with Meetcloud, allowing the two products, designed for meeting environments, to complement each other, creating a synergistic effect. The meeting experience, whether from small screens to large ones or from offline to online, becomes much smoother.
- (11) Remote Control Software: The PID Command Tool, a software for remotely testing and controlling AG Neovo displays, was upgraded to Neovo Controller in 2024. In response to the trend of flat design user interfaces and the need for regular software updates, Neovo Controller has enhanced its user interface and strengthened its program architecture. This not only makes the software more user-friendly but also ensures that future version upgrades will be more efficient.

(III) Technology and R&D

1. The R&D expenses spent in the most recent year and the current year as of the publication date of this annual report:

- (1) The R&D expenses spent on displays in 2024 were NT\$15.36 million.
- (2) The R&D expenses spent on displays up to the first quarter of 2025 were NT\$4.18 million.

The Company's R&D work is mainly focused on strategic collaboration with suppliers. That is, we are switching from the OEM to the ODM model. The Company is responsible for collecting information from the distribution market in the front line and confirming end users' needs and works with external professional design companies to turn concepts into product and then collaborates with suppliers to design products and manufacture samples. Such professional division of labor not only ensures the effectiveness of product quality and functions and efficient product launch but greatly reduces the R&D cost. Through this collaboration model with external strategic partners, we do not need to invest a great deal of resources in R&D

equipment and personnel, such as tooling and verification, during the R&D process and can reallocate resources to the need confirmation in the initial stage, to reduce investment and chance of ineffective development.

2. Technologies or products successfully developed in the most recent year and the current year as of the publication date of this annual report:

- (1) The security monitor equipped with anti-burn-in software (obtained an invention patent in China on November 16, 2011)
- (2) The display with protective optical glass adopted for professional applications, for which we have applied for the NeoV™ trademark
- (3) 22"–27" LED-Backlit energy-efficient display / anti-blue light display
- (4) 15"–42" Projected capacitive/Optical touch display
- (5) 28"–98" 4K2K high-definition display
- (6) 32"–65" multimedia LED-backlit energy-efficient digital signage
- (7) 46"–55" high-brightness/standard-brightness ultra-narrow bezel LED-backlit energy-efficient digital signage
- (8) 55" ultra-thin double-sided displays
- (9) 55" single-sided/double-sided freestanding digital display
- (10) 24"–55" 4K2K new-generation security monitor with optical glass and anti-burn-in software program adopted
- (11) 24"– 34" professional displays for commercial work/creators
- (12) 15.6" OLED Portable Monitor
- (13) 32"– 65" Value-added 4K2K High-Definition Digital Signage AIO Display with Android Operating System and Related Software
- (14) 65"–86" Value-added 4K2K High-Definition Conference AIO Display with Android Operating System and Related Software
- (15) Digital Signage Content Application Download Platform, supporting the above-mentioned value-added 4K2K High-Definition AIO Displays with Android Operating System and Related Software
- (16) Remote control software Neovo Controller for remotely testing and controlling AG Neovo displays has completed its software architecture upgrade and optimized user interface.
- (17) 1080P and 4K2K Over IP signal extender that supports video wall and POE functions

(IV) Long-term and short-term business development plans:

Since 2006, AG Neovo has focused on the professional display market. With its proprietary NeoV™ Optical Glass technology, image retention prevention software, and user- and environment-oriented product design at the core of its brand, AG Neovo has gradually evolved since 2019 from a standalone display vendor to an integrated solution provider centered around commercial display applications. By partnering with software vendors in specific commercial environments and leveraging the logistical and operational strengths of channel partners, AG Neovo effectively connects both ends of the value chain — the Last Mile and the First Mile. This approach not only enhances AG Neovo's brand recognition in the professional market but also fosters long-term and sustainable customer relationships.

In terms of supply chain management strategy, AG Neovo has established long-term partnerships with professional OEM manufacturers under the principle of deepening and maintaining its leading position in display technology over the long term. These partnerships not only ensure stable supply and consistent quality, but also strengthen the company's R&D and design capabilities that highlight the core value of the brand.

In terms of business and marketing collaboration strategies with software partners, the Product Management Department at AG Neovo's Taiwan headquarters takes the lead in identifying, testing, and selecting suitable application software and partners for specific markets. These solutions are then gradually introduced to overseas sales and operations centers. The initial target application areas include: device management systems for remote monitoring of displays in commercial environments, AI video analytics in the security and surveillance market, content management systems for digital signage applications, and store management systems as well as retail media network systems for chain retail businesses. The process—from defining, selecting, testing, and validating solutions to commercialization through marketing and sales—is inherently lengthy. It involves not only the compatibility and integration of hardware, software, and services, but also, more importantly, the alignment of values among ecosystem partners and the co-creation and sharing of viable business models.

AG Neovo's overseas operations continue to focus on building and strengthening professional distribution channels in target markets, as well as optimizing after-sales service systems to continuously enhance customer satisfaction.

In digital marketing, the company is committed to leveraging digital transformation to deliver its products and services more precisely and effectively to target audiences, thereby reinforcing the brand value of AG Neovo.

In addition to serving as the strategic command center, AG Neovo's Taiwan headquarters also functions as the operational support hub. It plays a key role in brand marketing management, product development and digital marketing, logistics management, and technical support services. The headquarters also provides relevant resources and assistance to meet the business needs of various regional markets.

Short-term business development priorities

1. Market Development:

To mitigate the impact of U.S. tariff issues on the European and American markets, AG Neovo will expand its portfolio of niche products, broaden its network of regional distributors, and deepen collaboration with system integrators. Through these efforts, the company aims to gradually enhance channel penetration and strengthen its brand value.

2. Sustained development in the professional market:

We will focus on security surveillance, industrial applications, transportation, video or audio equipment, commercial digital signage, and medical care/medical health care in various regions and countries.

3. Channel integration:

We operate, deepen and expand the existing channels, and continue to develop and deploy online channels.

Long-term business development priorities

1. Continuously deepen AG Neovo's brand value in the professional market.
2. Develop product and service strategies based on the target market and customer needs.
3. The implementation of AG Neovo solutions follows a dual approach, combining in-house development and outsourcing partnerships.

(V) Conclusions

Since 2000, the company has consistently focused on the operation model of its own brand, maintaining unwavering commitment to brand value. The operation of the global proprietary brand "AG Neovo" is, in essence, a step-by-step process of building AG Neovo's ecosystem value chain with our partners.

Looking to the future, AG Neovo strives to break through the traditional role of brand owners in the supply chain transaction model. The goal is to develop the AG Neovo brand and service capabilities into a premium value creator: a business platform that highlights the value of all partners in the value chain, fostering a new business model centered on value co-creation, profit sharing, and shared information platforms. With the strong support of all stakeholders, AG Neovo will ultimately become a respected international brand, ensuring that all shareholders receive appropriate returns.

II. Overview of the market and production and sales

(I) Market analysis

Regions where the Company's main products (services) are sold (provided):

Region/Year	2023	2024
The Americas	16%	9%
Europe (including the Middle East and Africa)	81%	84%
Asia and others	3%	7%

The Company still focuses on the European and American markets. In the European market, AG Neovo enjoys a certain degree of brand awareness. AG Neovo is even among the top three local display brands in the professional security surveillance market in Germany and the Benelux region.

Market share:

The business strategy prioritizes quality optimization and profit assurance in niche markets such as surveillance, industry, transportation, medical care, and electronic signage. About 50,000 to 70,000 high-end screens are shipped yearly, accounting for less than 1% of the global market of professional displays.

Supply and demand and growth potential of the market in the future:

The professional market on which AG Neovo is currently focusing is more stable than the consumer market, which is impacted by changes in the global economy. Although the economy will impact the monitoring, medical, electronic signage, and commercial display markets, they will continue to grow. After years of establishing a layout and adjusting our supply chain, we have laid a solid foundation for supply and panel acquisition. In addition, monitors of non-main sizes have gradually become a niche market. We have worked with suppliers to maintain the stable supply and have become one of the few suppliers in the market that can provide such products.

Competitive niche:

As a display brand, AG Neovo has been deeply rooted in the market for over twenty years, focusing on channel management and system integration, with an emphasis on project-based contracts rather than a low-price strategy. The operational direction has shifted toward high-value products and vertically integrated solutions, aiming to leverage strategic alliances and integrate ecosystem partners to create higher operational performance.

The favorable and unfavorable factors for future development are as follows:

Favorable factors

1. Looking ahead to the next 3 to 5 years, there is expected growth in the demand for security surveillance solutions in public environments and integrated display solutions for digital signage.
2. Building on AG Neovo's brand recognition in the professional display market, the company aims to capitalize on this momentum by introducing integrated solutions with software services that meet market demands.
3. The characteristics of AG Neovo products create additional added value, which is conducive to maintaining gross profits.

Unfavorable factors

1. Due to the political and economic factors triggered by U.S. tariffs, in addition to manufacturers launching their own brands to enter the end-market, it is expected that more products from brand owners will flow into the EMEA market, intensifying price competition.

2. Display technology has already matured, and competition based solely on hardware specifications has become increasingly intense.
3. Due to various political and economic uncertainties for Europe and the United States, the company's main markets, the demand for monitor has not yet increased significantly.

Countermeasures

1. Focus on a business model of establishing strategic partnerships with value chain suppliers and distributors, continue to enhance the monitoring of changes in the demand in the end-user market and their feedback, and coordinate and effectively manage inventory and price fluctuations.
2. Through digital marketing campaigns, the company aims to accelerate its expansion in the professional markets of digital signage and conference equipment.
3. Looking ahead, in addition to continuing to deepen its presence in the high-end display applications of the existing professional market, the company will also introduce products and software service integrations tailored to different usage environments, meeting the needs of users in various regions and environments. This approach aims to achieve differentiation and market segmentation, with the goal of driving profit growth.

(II) Important functions and production processes of main products

The LCD monitors are used for personal desktop computers as one of the main devices of computers. LCD monitors can also be combined with other equipment and systems for professional purposes, such as digital signage systems, educational research, video or audio equipment, security surveillance systems, industrial process control, semi-outdoor surveillance signage, and other professional niche products. AIC will continue to work in more professional application fields, such as transportation and broadcasting.

(III) Supply of main raw materials

The main material of LCDs are panels, which are mainly supplied by INX, AUO, LG, BOE, and CSOT, and the most important control ICs of LCDs are from MediaTek, Morningstar, Inc., and Realtek Semiconductor Corp. at home or abroad; other electronic materials, plastics, and iron parts are all purchased under strict quality control. With the supply of high-quality panels and the first-class OEM products, our products surely enjoy the best reputation.

(IV) The names of clients with purchases (sales) accounting for at least 10% of the total in any of the last two years, the amount and percentage of the purchases (sales), and reason for increase/decrease:

1. Clients who have accounted for over 10% of net sales in the most recent 2 years

Unit: NTD thousand

Name of client	2023			2024			Current year as of March 31, 2025		
		As a percentage of total net sales	Relations with the Company		As a percentage of total net sales	Relations with the Company		As a percentage of total net sales during the current year up to March 31, 2025	Relations with the Company
Company A	57,971	11%	None	63,433	13%	None	11,363	10%	None
Others	452,616	89%	None	441,099	87%	None	104,660	90%	None
Net sales	510,587	100%		504,532	100%		116,023	100%	

Reason for increase/decrease: Clients adjusted their needs due to changes in product specifications.

2. Suppliers accounting for at least 10% of net purchases in any of the last 2 years

Unit: NTD thousand

2023				2024				The current year as of March 31, 2025			
Name of supplier	Amount	As a percentage of total net purchases	Relations with the Company	Name of supplier	Amount	As a percentage of total net purchases	Relations with the Company	Name of supplier	Amount	As a percentage of total net purchases during the current year up to March 31, 2025	Relations with the Company
Supplier #100321	116,183	46%	None	Supplier #100321	120,428	38%	None	Supplier #100321	15,056	36%	None
Supplier #100597	46,244	18%	None	Supplier #100487	38,463	12%	None	Supplier #100597	7,860	19%	None
Others	89,854	36%	None	Others	154,920	50%	None	Others	18,588	45%	None
Net purchase	252,281	100%		Net purchase	313,811	100%		Net purchase	41,504	100%	

Reason for increase/decrease: It was for cooperation with the development of and adjustment to new products and due to the excellent partnerships with the suppliers.

III. Employees

Year		2023	2024	Current year up to the publication date of this annual report
Employee Number of people	Employee	72	75	74
	Total	72	75	74
Average age		41.3	41.2	41.6
Average years of service		8.77	8.3	8.4
Education distribution (%)	Ph.D.	0	0	0
	Master	45%	33%	34%
	Colleges and Universities	53%	66%	65%
	Medium High	2%	1%	1%

IV. Information on environmental protection expenditure

1. The total amount of losses incurred and penalties received due to environmental pollution in the most recent year and as of the publication date of this annual report: None.
2. To ensure that all our products meet environmental protection requirements, we have formulated the environmental protection policies below:
 - (1) We design and develop new products under the philosophy of respect for the earth. Therefore, "energy-efficiency of products," "extending service lives of products," and "reducing the use of consumables" are the indicators for the design and development new AG Neovo products.
 - (2) We actively require all supply chain partners of AG Neovo to comply with the requirements of international conventions and different countries' regulations in the stages of design, development, procurement, production, sales, use, recycling, and reuse, including the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), the Waste from Electrical and Electronic Equipment (WEEE) Directive, and the Restriction of Hazardous Substances (RoHS) Directive.
 - (3) All our suppliers have obtained ISO14001 environmental management system certification to honor their commitment to environmental policies.
 - (4) We regularly audit suppliers' performance and procedures of their environmental protection management systems to ensure that their management and policies comply with applicable environmental protection regulations.

V. Labor-management relations

1. Benefit measures
 - (1) In addition to statutory contributions for health insurance, labor insurance, and retirement pensions, the company offers various employee benefits, including holiday bonuses, birthday gifts, meal allowances, marriage and bereavement subsidies, education subsidies, employee stock ownership plan (ESOP) incentives, health check-ups, birthday celebrations, year-end and spring banquets, domestic and overseas trips, as well as subscriptions to business magazines and newspapers. Furthermore, the company provides group insurance for all employees, covering term life insurance, occupational accident and critical illness insurance, medical insurance, cancer insurance, accident insurance, injury insurance, occupational accident insurance, travel accident insurance, and hospitalization medical coverage, ensuring financial security in case of unforeseen incidents.
 - (2) The Company established an Employee Welfare Committee on January 19, 1982, and it contributes to the welfare funds in accordance with regulations to handle relevant employee benefits.
 - (3) Salary adjustment and job promotion are handled as per the Company's business targets and individuals' performance in the principle of fairness.
2. Employee training:
 - (1) The Company sets out an annual education and training plan for employees based on the departmental tasks and work objectives per year, lists the needs for internal and external training projects and budgets, and submits them to the human resources unit to compile and submit it to the General Manager for approval before implementation. The records and outcome related to training are retained.
 - (2) Each departments offers training and prepares a budget based on the annual training plan and launches independent training project for subsidies for training for special business attributes or job promotion purposes.
 - (3) The Company's education and training costs are as follows:

Item	Number of courses	Number of trainees	Total hours	Total costs
Internal training	18	200	154	113,575
Professional competency training	45	48	345	
Senior management training	8	8	24	

(4) Project-based expatriate projects:

In addition to internal job rotation, we send employees to be expatriates as the best way for them to learn and grow. We have short-, medium-, and long-term expatriate projects in place (ranging from one month to two years) to train managers and employees with great potential to be equipped with global vision and practical experience, thereby enhancing professional talents' learning ability and adaptability to different cultures, knowledge of business administration in multinational companies, and global business management capabilities. Through task assignment, employees can achieve their personal goals and organizational business targets, and the collaboration and interaction between the head office in Taiwan and overseas subsidiaries can be enhanced, thereby creating a win-win-win outcome for employees, the head office, and subsidiaries.

3. Employee Code of Ethical Conduct:

To enable the directors and managers (including the President or those holding equivalent positions, Vice Presidents or those holding equivalent positions, Assistant Vice Presidents or those holding equivalent positions, the Chief Financial Officer, the Chief Accounting Officer, and others who are responsible for the management of the Company's affairs and have the right to sign on behalf of the Company) to act in compliance with the ethical standards and the Company's stakeholders to be more aware of our ethical standards, and we have formulated the Employee Code of Ethical Conduct. The main contents are as follows:

- (1) Conflicts of interest prevention: The best interests of the Company shall prevail, and personal improper interest shall be eliminated.
- (2) Avoidance of opportunities for personal gains: Directors or managers are responsible for increasing the legitimate interest that the Company can gain.
- (3) Obligation to confidentiality: All information, unless authorized or required to be disclosed by law, shall be kept confidential.
- (4) Fair trade: Do not misuse information learned about through the job position to gain improper benefits.
- (5) Protection and proper use of the Company's assets: Ensure that the Company's assets can be used effectively and legally during operations.
- (6) Compliance with laws and regulations: Enhance the understanding of the Securities and Exchange Act, the Company Act, and other applicable laws and regulations, and comply with them accordingly.
- (7) Motivation of reporting of any illegal or violations of the Codes of Ethical Conduct: Report any violations of the Codes of Ethical Conduct immediately to the Audit Committee, managers, or the chief internal auditor. The Company shall be responsible for protecting whistleblowers.
- (8) Disciplinary measures: Directors or managers who violate the Code of Ethical Conduct shall be punished by the Company in accordance with the Company's work rules depending on the seriousness of the circumstances.

4. Protection measures for the work environment and employees' personal safety

To consider the potential hazards and risks in the workplace, promote labor-management harmony, and reduce occupational losses, we have instructed each department to implement safety and health measures, take the initiative to check and maintain employees' safety and health, offer safety and health education and training, and eliminate environmental

hazards, while urging relevant departments to complete the public hazard prevention and control work and a loss control management mechanism.

(1) Environment and safety policy

- Comply with applicable environment, safety, and health laws and regulations and other requirements.
- Offer education and training on environment, safety, and health management to allow employees to be aware of their personal responsibilities, thereby enhancing their awareness in this regard and facilitating their participation in the implementation of such systems.
- Pay attention to the control of pollution sources and improve safety and health facilities to prevent pollution and reduce risks.
- Establish excellent communication channels to communicate our environment and safety policy and relevant requirements and objectives to our employees, suppliers, the public, and government agencies.

(2) How to carry out tasks

- Access control: We have a strict access control monitoring system 24/7 in place, to maintain the security of the Company's access control.
- Equipment maintenance and inspection: The Company reports to competent authorities on the inspection results of the public safety equipment and fire-fighting equipment in the buildings as per laws and regulations. We regularly maintain and inspect air-conditioners, fire-fighting equipment, and other equipment.
- Physiological/Psychological health: Smoking is prohibited in the Company's workplace as per government laws and policies, and we put up no-smoking slogans to remind employees not to smoke in the workplace to maintain the quality of the work environment. Meanwhile, we arrange regular employee health check-ups and wellness seminars to support employees' physical and mental well-being.
- Insurance: We purchase labor insurance (including occupational accident insurance), health insurance, and additional group insurance in accordance with the law to enhance the protection of employees' rights and interest. We also purchase public liability insurance for the Company's workplace to protect clients' rights and interest.

5. Retirement system and implementation

As of December 31, 2005, the company settled and paid all employees' retirement pensions under the old system. Starting from January 1, 2006, the company has fully adopted the new labor pension system, implementing a defined contribution plan with a contribution rate of no less than 6% of each employee's monthly salary, which is deposited into the employee's individual pension account.

For employees who are not subject to mandatory contributions under the new labor pension system, the company follows the old labor pension system with a defined benefit plan. Under this system, 2% of the employee's salary is allocated to the old labor pension reserve account, with the Labor Pension Reserve Supervisory Committee responsible for reviewing, auditing, and overseeing related matters.

Retirement conditions:

Retirement is divided into voluntary retirement and compulsory retirement. The standards are as follows:

(1) Conditions of voluntary retirement:

Those who have worked for more than 15 years and attains the age of 55, those who have worked for more than 25 years, and those who have worked for more than 10 years and attains the age of 60.

(2) Standards for compulsory retirement:

Those who attains the age of 65 and those who is unable to perform his/ her duties due to disability.

The mandatory retirement age for employees is 65; however, it may be postponed through mutual agreement between the employer and the employee. For positions involving hazardous work, requiring exceptional physical strength, or other special conditions, the mandatory retirement age of 65 may be adjusted upon approval by the central competent authority. However, it shall not be lower than 55 years of age.

Retirement procedure:

The employee who plans to retire voluntarily shall fill out the Employee Retirement Application Form. This shall be reviewed by the direct supervisor and the HR department, and then presented to the President and Chairman for approval. Before resignation, retired employees shall have their resignation countersigned in accordance with the resignation procedure and shall carry out all handover procedures.

6. The labor-management agreements and various employee rights protection measures:

- (1) We has established a suggestion box to maintain open communication channels. Employee feedback is carefully considered, and the company strives to provide appropriate solutions in accordance with reasonable and legal principles.
- (2) Our managers meet on a weekly basis to compile and respond to employees' opinions.
- (3) Regarding important decisions concerning employees' rights and interest to be made, we carry out a necessary survey in advance for employees to express their opinions individually as a reference for our decision-making process; we regularly review the outcome and improvement measures afterwards.
- (4) The head of each unit communicate with employees at any time to address their difficulties and submit their opinions.

7. Losses suffered due to labor disputes in the most recent years and up to the publication date of this annual report, the estimated potential amount at present and in the future, and countermeasures:

We have harmonious labor-management relations and have never suffered any losses due to labor disputes, and we predict that there will be no such losses in the future.

VI. Cyber security management

(I) Cyber security risk management framework, policy, specific management plans, and resources put in cyber security management

(1) Cyber security risk management framework:

The Company's General Manager or the Chief Operating Officer is responsible for convening the management service center to implement the cyber security management measures, and the Audit Department formulates an annual audit plan each year, to check and evaluate the implementation of various control measures and provide improvement suggestions in a timely manner, thereby ensuring the continuous effective implementation of the cyber security policy.

(2) Cyber security policy:

The risk management policy formulated by the Company covers cyber security. Through identification, assessment, control, supervision, and communication of potential information security risks, we control our cyber security risks during operations within an acceptable and controllable scope.

(3) Specific management plans:

1. Regularly offer information security education and training to employees to enhance their awareness of email protection.
2. Install anti-virus software on the user end to block the access right to install software

by themselves.

3. Install a firewall to control network traffic and applications and develop a security surveillance management mechanism for intranet protection and database access.
4. Centralized management of servers, enhance the control of the data center, regularly carry out data backup, and conduct disaster recovery exercises every year.
5. Conduct regular vulnerability scanning and penetration testing.
6. Upgrade email filtering equipment.
7. Store data offsite.
8. Separate general office networks, server networks, and external service networks to reduce the risk of lateral movement.
9. Implement MFA to enhance identity authentication security.
10. Regularly review and implement system/software version updates to reduce information security vulnerabilities.

(4) Resources put in cyber security management:

1. The Company has a total of two people in the information security team.
2. Review information security loopholes on a weekly basis and review and improve them on a monthly basis.
3. Successfully intercept endpoint threats through anti-virus endpoint protection and behavior analysis models.
4. Successfully block spam and threatening emails through spam protection and threat protection modules.
5. Offer cyber security education and training and hold seminars or briefings from time to time.
6. Block external threats through firewalls.
7. Store data offsite to improve data security.
8. In 2024, a total of 2 information security-related training sessions were conducted, with 29 participants and a total of 14.5 hours of training.

(II) Specify the losses incurred due to major cyber security incidents, potential impacts, and countermeasures in the most recent year and up to the publication date of this annual report. If the amount cannot be reasonably estimated, please specify the fact that it cannot be reasonably estimated:

On August 5, 2024, the company detected a cyberattack on certain information systems. The IT department immediately activated relevant defense mechanisms and recovery operations. This cybersecurity incident did not have a significant impact on company operations. Moving forward, the company will continue to enhance network and information infrastructure security controls to ensure information safety.

The company has implemented the following improvement measures:

- (1) Added MFA (Multi-Factor Authentication) to VPN to strengthen remote connection management.
- (2) Clearly segregated internal network segments based on system functionality and use.
- (3) Restructured firewall rules to ensure each rule has high control and trustworthiness.
- (4) Strengthened information security awareness campaigns.

VII. Important contracts:

Nature of contracts	Parties involved	Start date	Main contents	Restrictive covenants
Credit contract	Chilin Branch, Chang Hwa Commercial Bank	2024.07.12~2025.06.30	The total credit line is NT\$370 million	None
Lease agreement	UTW Technology Co., Ltd. (lessee)	2024.01.01~2026.12.31	5F.-2, No. 3-1, Yuanqu St., Nangang Dist., Taipei City	None

Five. Financial Position and Financial Performance Review Analysis and Risk Management

I. Financial position analysis

Unit: NT\$ thousand

Item	Year	2024	2023 (Restated)	Difference	
				Amount	%
Current assets		424,257	400,578	23,679	5.91
Property, plant and equipment		122,197	123,023	(826)	(0.67)
Right-of-use assets		23,510	6,206	17,304	278.83
Investment property		233,000	233,000	0	0.00
Intangible assets		25,296	25,185	111	0.44
Other assets		6,801	6,613	188	2.84
Total assets		835,061	794,605	40,456	5.09
Current liabilities		364,306	308,373	55,933	18.14
Non-current liabilities		19,359	5,743	13,616	237.09
Total liabilities		383,665	314,116	69,549	22.14
Share capital		546,566	552,186	(5,620)	(1.02)
Capital surplus		34,370	30,302	4,068	13.42
Retained earnings		(34,906)	27,724	(62,630)	(225.91)
Other equity		(105,111)	(111,773)	6,662	(5.96)
Treasury shares		0	(24,831)	24,831	(100.00)
Equity attributable to owners of parent company		440,919	473,608	(32,689)	(6.90)
Total equity		451,396	480,489	(29,093)	(6.05)

The main reason for and impact of the increase or decrease in assets, liabilities, or equity by 20% or more during the most recent two years with the increase or decrease amounting to NT\$10 million; if the impact is significant, please specify a future response plan:

(I) The increase or decrease by 20% compared with the prior period with the increase or decrease amounting to NT\$10 million:

Increase in right-of-use assets and non-current liabilities: Primarily due to the renewal of lease contracts upon expiration, resulting in an increase in right-of-use assets and lease liabilities.

Decrease in retained earnings: Mainly due to the operating loss incurred in fiscal year 2024.

Treasury shares: The treasury shares repurchased by the Company in accordance with the Securities and Exchange Act were transferred to employees in April 2024.

(II) Impact: No significant impact was posed.

(III) Future response plan: N/A.

II. Financial performance analysis

Unit: NT\$ thousand

Item \ Year	2024	2023 (Restated)	Increase/Decrease	Percentage
Operating revenue	504,532	510,587	(6,055)	(1.19)
Operating cost	306,711	310,927	(4,216)	(1.36)
Gross profit	197,821	199,660	(1,839)	(0.92)
Operating expense	260,163	239,769	20,394	8.51
Net operating income (loss)	(62,342)	(40,109)	(22,233)	55.43
Non-operating income and expenses	(2,622)	(6,605)	3,983	(60.30)
Net income (loss) before tax	(64,964)	(46,714)	(18,250)	39.07
Income tax expense	(595)	876	(1,471)	(167.92)
Net income (loss) for this period	(64,369)	(47,590)	(16,779)	35.26
Other comprehensive income for this period (net of tax)	2,864	7,726	(4,862)	(62.93)
Total comprehensive income for this period	(61,505)	(39,864)	(21,641)	54.29
Net profit (loss) attributable to owners of parent company in current period	(51,645)	(20,637)	(31,008)	150.25
Total comprehensive income attributable to owners of parent company	(48,781)	(12,911)	(35,870)	277.83

The main reasons for the material changes in operating revenue, net operating income, and net income before tax by 20% or more in the most recent two years, with the increase or decrease amounting to NT\$10 million:

(I) The increase or decrease by 20% with the increase or decrease amounting to NT\$10 million is described below:

1. The change in net operating loss, net loss before tax, net loss in current period, total comprehensive income, net loss attributable to owners of parent, and total comprehensive income attributable to owners of parent: Mainly due to an increase in operating expenses and operating loss.

(II) Estimated sales volume and the basis for estimation

We have enhanced our development in professional niche markets of security surveillance, industry, medical care, digital signage, and solutions and estimated to ship 50,000 to 70,000 high-end displays per year. We put the improvement to quality and profit before the growth of sales volume. With the increase in the brand values of AG Neovo and the establishment of distribution channels, we estimate that the sales volume in the future will also increase with higher market penetration rates and the expansion into professional application fields.

(III) Potential impact on the Company's future financial business: No material impact is posed.

(IV) Future response plan: N/A.

III. Cash flow analysis

(I) Analysis of changes in cash flows for the year

1. Operating activities: Net cash outflow from operating activities was NT\$111,657 thousand, primarily due to an increase in inventories and a decrease in accounts payable.
2. Investing activities: Net cash outflow from investing activities was NT\$10,631 thousand, mainly attributable to increased acquisition of intangible assets.
3. Financing activities: Net cash inflow from financing activities was NT\$83,346 thousand, primarily due to an increase in bank borrowings and the purchase of treasury shares by employees.

(II) Improvement plan for the estimated cash flow deficit: N/A.

(III) Analysis of cash flows in the coming year

Unit: NTD thousand

Opening balance of cash	Estimated annual net cash flow from operating activities	Estimated annual net cash flow from investing and financing activities	Cash flow surplus (deficit) amount	Remedial measures for cash flow deficit	
				Investment plan	Financial management plan
76,577	53,500	(22,600)	107,477	-	-

IV. Influence of major capital expenditures on financial business in the most recent year: None.

V. Investment policy for the most recent year, the main reasons for profit or loss, improvement plan, and investment plan for the following year

- (I) Investment policy: Based on the Company's long-term development plan, the Company will focus on strategic investment and long-term holding. Considering the changes in the overall industrial environment, carefully evaluate the benefits of each investment project according to the established rules and regulations of the Company.
- (II) The main reason for investment income or loss: Subsidiary Taiwan Biophotonic Corporation is currently in the phase of developing and implementing operational models and product technologies. Facing external challenges such as international inflationary pressures, adjustments in tariff policies, and trade wars, the Company has experienced increased operating costs and weakened market demand, leading to a decline in sales revenue. In response, the Company will continue to focus on specialized application environments across various professional fields, offering differentiated and optimal solutions to enhance overall profitability and further improve operational performance.
- (III) Improvement plan: Actively explore new customers and expand the medical service business; proactively penetrate into more professional application fields and professional channels, and increase the product portfolio applied in different usage environments, and strengthen the relationship with channel partners through quality improvement, software and hardware integration, and in-depth service. cooperation, strengthen channel efficiency to enhance channel effectiveness and deepen AG Neovo's brand value.
- (IV) The investment plan for the following year: Continue to invest in the fields of biomedicine and cloud services, and strengthen external strategic cooperation to bring substantial development benefits to the Company.

VI. Assessment of risk events in the most recent year and up to the publication date of this annual report:

(I) Risk factors:

1. The impact of interest rate, exchange rate changes, and inflation on the Company's profit or loss and future countermeasures:

Item	2024 (NT\$ thousand; %)
Net consolidated interest income or expenses	(6,380)
Ratio of net consolidated interest income or expenses to net revenue	(1.26)%
Ratio of net consolidated interest income or expenses to net income before tax	9.82%
Net consolidated exchange gain or loss	1,380
Ratio of net consolidated exchange gain or loss to net revenue	0.27%
Ratio of net consolidated exchange gain or loss to net income before tax	(2.12)%

- (1) In respect of interest rates, as the Company borrows funds at floating rates, changes in market interest rates will cause fluctuations in the Company's cash flows. If interest rates increased or decreased by 0.25% at the balance sheet date, with all other variables held constant, the consolidated net loss before tax for 2024 and 2023 would have decreased or increased by NT\$523 thousand and NT\$230 thousand, respectively, mainly due to the Group's demand deposits, variable-rate time deposits, and variable-rate borrowings. The Company adjusts the amounts of loans flexibly in alignment with sales and investment strategies, regularly evaluates bank loan interest rates, and interacts closely with banks. We estimate that changes in interest rates will not pose a significant impact on the Company's future operations and profits.
 - (2) Regarding exchange rates, the main currency of the Company's revenue is EUR, and we mainly pay in USD. The management team collects information on exchange rate changes in real time and refers to the financial data provided by banks and investment institutions to keep abreast of the exchange rate trends; adjust the foreign currency positions held depending on the capital needs and engage in forward exchange transactions where appropriate hedge exchange risks.
 - (3) In terms of inflation, as the Company focuses on the sales in the niche market of professional displays with high profit margins, the decrease or recovery of prices of raw materials may have relatively little impact on the Company's profits with our response mechanism.
2. The policy on engagement in high-risk and highly leveraged investment, loans to others, endorsements/guarantees provided, and derivatives trading, the main reason for profit or loss, and countermeasures:
The Company does not engage in high-risk and highly leveraged investments, nor do we provide loans to others. We handle loans to others, endorsements/guarantees to others, and derivatives trading in accordance with the Company's "Operating Procedures for Loaning of Funds to Others," "Procedures for Asset Acquisition and Disposal," and "Operating Procedures for Endorsements and Guarantees".
3. Future R&D plan and estimated R&D expenses:
- (1) AG Neovo will continue to design new products from the perspective of the users' perspective. The products planned to be developed in 2025 include:
 - Indoor High-Brightness Digital Signage
 - ✓43"/55"/65"
 - ✓Brightness reaches 1000-1500 nits, ensuring clear visibility even in bright environments.
 - ✓Built-in ambient light sensor automatically adjusts the brightness, saving energy

and enhancing viewing comfort.

Outdoor High-Brightness Digital Signage

✓43"/55"/65"

- ✓The panel features a circular polarizer design, ensuring clear visibility even when wearing sunglasses.
- ✓Weather-resistant and protective design.
- ✓Low power consumption and efficient heat dissipation.

Commercial/Professional Creator Display

✓24"/27"

- ✓Featuring a 4K resolution panel, ensuring clear and detailed visuals.
- ✓The 144Hz refresh rate enhances smoothness, reducing screen tearing and ghosting.
- ✓Type-C interface: Video, audio, data, and power all in one cable.

Clinical Review Medical Display Monitor

✓23.8"

- ✓Featuring a 2MP resolution panel, ensuring clear medical image details.
- ✓Complies with DICOM Part 14 standards, ensuring accurate grayscale display. It also includes built-in calibration software to maintain stable display quality even after extended use.
- ✓Meets medical safety and compliance certifications: EN 60601-1, EN 60601-1-2, EN 62368, ICES-003, and FDA 510(k) certification.

Marine Display Monitor

✓24"/43"/55"

- ✓Featuring a 4K resolution panel, ensuring clear and detailed visuals.
- ✓Night mode and auto brightness adjustment adapt to different lighting conditions, reducing eye strain.
- ✓Versatile connectivity interfaces, compatible with marine equipment.

Android-based Digital Signage

✓Upgraded built-in system and performance.

- ✓Content management system download platform, allowing easy installation of partner applications.

Media Player Device

- ✓Media player device compatible with displays that do not have a built-in system.
- ✓The built-in content management system is designed with an easy-to-use operating system. It can be paired with a computer to design content playback through the content management system and set the playback to the display, enabling seamless digital advertising content playback.

MeetCloud: A cloud-based online collaboration platform for remote meetings.

- ✓Supports various meeting features, enhancing communication efficiency through writing, video, and other visual tools.
- ✓Supports cross-platform functionality, eliminating spatial limitations for remote collaborative work.

Device management and control, along with device health monitoring solutions

- ✓Control AG Neovo displays through Command.
- ✓Real-time device status monitoring, with algorithm-based alerts for abnormal

device conditions.

- ✓ Provides a comprehensive and tailored solution that meets the specific needs of the operating environment.
- ✓ Establish AG Neovo's membership system, using big data analysis to predict market trends and user needs.

(2) The R&D expenses spent on displays in 2025 is expected to reach NT\$25 million.

4. The influence of the changes in important policies and regulatory environment at home or abroad on the Company's financial business, and countermeasures:

We pay close attention to important domestic and overseas policies and changes in laws at any time and timely consult relevant experts, such as legal affairs and accounting experts for evaluation, suggestions, and planning of countermeasures, to stay informed and respond to changes in the market environment. In the most recent year and up to the publication date of this annual report, the above incidents did not pose a material impact on the Company.

5. The influence of changes in technology (including cyber security risks) and the industry on the Company's financial business and countermeasures:

(1) As the TFT-LCD industry to which the Company belongs is characterized by rapid changes, the costs and selling prices should be adjusted with market changes in real time. The Company's sales and product service units assess the impact of such changes on our financial business at all times, and we, in alignment with the growth of the market and technology, develop new ventures and products to maintain market competitiveness in response to new industrial development trends. In the most recent year and up to the publication date of this annual report, it did not pose a material impact on the Company.

(2) Cyber security risk management:

Modern enterprises adopt a number of information systems. To safeguard corporate governance and reduce operational risks, enterprises should develop complete information security measures to protect their important information assets so as to achieve sustainable development. Faced with the challenges of emerging technologies and changes in business models, which leads to new types of crimes, AIC insists on protecting important intellectual property rights, reinforcing the reliability and quality of our professional services, and complying with laws and regulations, such as the Personal Data Protection Act and the Cyber Security Management Act.

a. Analysis of various potential information security threats, with the main items including:

- Fraud rings use fake emails to trick employees into making remittances or transactions.
- Corporate spies or competitors use hacking technology to continuously penetrate into internal servers and steal internal business information.
- Criminal groups work with hackers to distribute contents with malicious links through emails, text messages, social media, or communication software, to encrypt and kidnap victims' computer data and demand a high ransom.
- Hackers launch a large number of connection requests through the internet to disrupt a company's normal network operation.
- Internal employees use illegal software or copy the Company's confidential data to their portable storage devices, resulting in data leakage due to loss, theft, or sale of such data.

b. AIC is committed to reducing the probability and impact of such information security threats risks and improving the Company's ability to continue as a going

concern. Meanwhile, we adopt various information security protection measures to cope with the above information security threats and carry out risk management and control, including:

- Regularly offer information security education and training to employees to enhance their awareness of email protection.
- Install anti-virus and monitoring software on the user end to block the access right to install software by themselves.
- Install firewalls to regulate network traffic and applications, develop internal network protection and database access security monitoring mechanisms, and regularly review firewall rules.
- Centralized management of servers, enhance the control of the data center, regularly carry out data backup, and conduct disaster redundancy exercises every year.
- Conduct regular vulnerability scanning and penetration testing.
- Install e-mail filtering devices to intercept malicious and spam emails.
- Store data offsite to improve data security.
- Segregate general office networks, server networks, and external service networks to reduce lateral spread risks.
- Implement MFA to enhance identity authentication security.
- Regularly review and update system/software versions to reduce cybersecurity vulnerabilities.

6. The influence of a change in corporate image on corporate crisis management and countermeasures: None.
7. Estimated benefits and potential risks of M&A and countermeasures: We did not have such a plan in the most recent year and up to the publication date of this annual report.
8. Estimated benefits and potential risks of plant expansion: We did not have such a plan in the most recent year and up to the publication date of this annual report.
9. Risks of supplier or client concentration:
The Company sells products mainly through our subsidiaries in the U.S. and the Netherlands, and we do not concentrate sales to specific clients. The products we purchase are mainly produced by several professional OEMs, and the production capacity is allocated as per our production and sales plan, so there is no risk of supplier or client concentration.
10. The influence of massive transfer or replacement of shares by the directors or shareholders each holding more than 10 % of the shares issued by the Company, the risk thereof, and countermeasures:
There is no such circumstance in the Company.
11. The influence of change in the Company's management right and the risk thereof: N/A.
12. In the case of a court case or a non-contentious case, specify the names of the directors, the General Manager, the de facto responsible person, shareholders each holding more than 10% of company shares, and subsidiaries with final ruling made or still in major legal proceedings, non-contentious matters, or administrative disputes, and where the result thereof may significantly affect shareholders' equity or stock price, disclose the fact of the contentions, the amount involved, the commencement date of the proceedings, the major litigants in the proceedings, and the status as of the publication date of this report: None.
13. Other important risks and countermeasures: None.

(II) The risk management organizational structure and the unit responsible for implementation: With the aforesaid policy, the top-level manager of each department is responsible for supervising and controlling various risks and keeping abreast of each risk at all times. The Audit Department formulates an annual audit plan each year, to check and evaluate the implementation of various control measures and provide improvement suggestions in a timely manner, thereby ensuring the continuous effective implementation of the risk management policy.

The main execution units for the risks below are as follows:

Risk management	Responsible department	Risk management
Strategic risk	President's Office	Responsible for formulating the Company's business policy, evaluating operational efficiency, and analyzing operations. Responsible for handling court cases and non-contentious cases, product liability insurance, and implementing risk management business.
Legal risk		
Market risk	Product Strategy Center	Responsible for planning new products and conducting market research and evaluation.
Business operation risk	Marketing/Sales Service Center	Responsible for the Company's marketing strategy, product promotion, and keeping abreast of market trends.
Information security risk	Management Service Center	Responsible for the Company's network information security control and protection measures. Responsible for preparing and calculating the Company's product costs, controlling capital movement, assessing clients' financial position and their credit risks, and taking hedging measures for foreign exchange and interest rates.
Financial risk		
Liquidity risk		
Credit risk		

VII. Other important matters: None.

Six. Special Matters

I. Relevant information on affiliates:

Please refer to Market Observation Post System > Individual Company > Electronic Document Download > Three Reporting Forms for Affiliated Enterprises for inquiries.

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

II. Private placement of securities in the most recent year up to the publication date of this annual report: None.

III. Other necessary supplementary information: None.

IV. In the most recent year and up to the date of publication of the annual report, if any event that has a significant impact on shareholders' equity or securities prices as specified in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act: None.

Associated Industries China, Inc.

Chairman: Pi Hua-Chung