

Sitronix Annual Report 2024



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your life.*

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Name of overseas securities dealers and methods to inquire into overseas securities:

Not Applicable

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Chapter 1 Letter to Shareholders

Dear shareholders,

I. Operating Performance in 2024

(I) Implementation results of the business plan

Sitronix Technology Corp. demonstrated solid business performance in 2024, achieving a total consolidated revenue of NT\$17.8 billion for the year. The consolidated gross profit reached NT\$6.08 billion, with a net profit after tax of NT\$2.45 billion. The earnings per share after tax was NT\$15.42.

As the global economy recovered amidst inflationary pressures and geopolitical tensions, the consumer electronics market faced intensified competition due to slowing end-user demand and less distinct seasonal demand patterns. However, Sitronix Technology Corp. showed stable performance in the AIoT, sensor chips, and industrial product lines. Among these, its subsidiary Forcelead Technology Corp., which focuses on automotive product lines, exhibited exceptional performance with both annual revenue and gross profit surpassing the previous year. In December, Forcelead Technology successfully listed on the OTC market under the stock code 6996, solidifying its emerging position in the automotive display driver IC market.

After years of research and development and strategic product planning, Sitronix Technology Corp. launched several new products this year aimed at potential markets such as AIoT, industrial, and automotive applications, combining zero-capacitance touch display driver IC technology. Among these, the ST7121P model for smartphones is the world's first zero-capacitance integrated touch display driver IC. With its excellent performance and green technology, it was honored with the 2025 Taiwan Excellence Award. Looking forward to the year 2025, touch display driver ICs incorporating zero-capacitance technology are expected to become a major growth driver for Sitronix Technology Corp.

(II) Budget performance

Sitronix did not provide the financial forecast for 2024; thus it is unnecessary to disclose the budget performance.

(III) Profitability analysis

Item Analyzed \ Year		2024 (Note 2)	2023 (Note 2)
Return on Assets (%)		11.97%	12.24%
Return on Equity (%)		15.90%	16.46%
Ratio in Paid-in Capital (%)	Operating Profit	207.25%	208.39%
	Income before Tax	236.23%	236.44%
Net Profit Rate (%)		13.75%	14.45%
Net Profit Per Share (NT\$) (Note 1)		15.42	15.50

Note 1: Calculated by the weighted average number of shares outstanding in the current year.

Note 2: Consolidated financial information using IFRS.

(IV) The condition of research and development

In 2024, Sitronix Technology Corp. and its subsidiaries focused on integrating touch and display driver technologies as well as zero-capacitance technology. To maintain a leading edge in technology, the company launched several TDDI IC products for the AIoT, industrial, and automotive markets, achieving mass production applications.

In the sensor chip domain, a subsidiary successfully developed miniaturized pressure sensors, skin detection sensors, and RGB and proximity sensors for under-display OLED applications, significantly enhancing product precision and application diversity. Additionally, in response to the growing demand for smart cockpits, subsidiaries accelerated the development of automotive display driver ICs, introducing a range of high-specification and cost-effective products.

Overall, Sitronix Technology Corp. and its subsidiaries focus on high technical barriers and differentiated competitive advantages, integrating touch technology, optimizing display performance, and expanding sensor applications to meet the market demand for intelligent and energy-efficient green technology.

II. Business Plan Summary for 2025

In 2025, Sitronix will persistently adhere to the product differentiation and diversification strategy.

In terms of product differentiation strategy, Sitronix Technology Corp. and its subsidiaries maintain their focus on high technical barriers and differentiated competitive advantages. They concentrate on zero-capacitance, touch, and energy-efficient green technologies and sensor applications to achieve the goal of intelligent, energy-efficient green technology.

Regarding product diversification strategy, the product lines of Sitronix Technology Corp. and its subsidiaries cover display driver IC markets for AIoT wearables, smart home, healthcare, industrial, communications and education, and automotive applications. Subsidiaries specialize in developing sensor chips for smartphones, wearables, smart appliances, and more, while other subsidiaries offer high-quality solutions such as MCUs and power management ICs.

III. Future Development Strategies of the Company

Looking ahead, Sitronix Technology Corp. will continue to base its growth on zero-capacitance green technology, integrating brand and technical advantages to embed product value deeply into downstream customers, and establish close product development partnerships with end customers to enhance the company's long-term value.

IV. Impacts of External Competition, Regulatory, and Overall Business Environment

In terms of sustainable operations, the management team closely monitors climate risks and actively strengthens corporate governance, intellectual property management, and information security systems to respond to geopolitical, regulatory trends, and changes in the external business environment.

We sincerely thank our shareholders for their long-term support and trust. In the future, Sitronix Technology Corp., with the wisdom and innovative spirit of our team, will actively expand new customers and new application markets, creating greater corporate value and sharing the operating results with shareholders, customers, and employees.

Wishing you good health and happiness!

Sitronix Technology Corp.

Chairman: Vincent Mao

Chapter 2 Corporate Governance Report

I. Information on Directors, Executives, and Department/Branch Heads

(I) Information on directors

March 31, 2025; Unit: share, %

Title	Nationality or Place of Registration	Name	Gender Age	Selected (Entered Office) Date	Tenure	Date First Elected	Shareholding at the Time of Appointment		Current shareholding		Shareholding by Spouse and Minor Children		Shareholding through Nominees		Major Education and Work Experience	Position(s) Held Concurrently in the Company and/or in Any Other Company	Other Managers, Directors and Supervisors Roles Held by Spouse or Second-degree Relations			Remarks
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Chairman	R.O.C.	Vincent Mao	Male <u>61~70</u>	6/20/2024	3 years	7/9/1992	1,771,699	1.47%	1,771,699	1.47%	81,243	0.07%	-	-	EMBA, National Taiwan University Institute of Microelectronics, Cheng Kung University President, Sitronix Technology Corp. Market Planning, United Microelectronics Corp.	Chairman & CEO, Sitronix Technology Corp. Chairman, Sitronix Holding International Limited. Director, mCore Technology Corp. Director, Sensortek Technology Corp. Chairman & CEO, Forcelead Technology Corp. Director, INFSitronix Technology Corp. Chairman, Sitronix Investment Corp. Director, Sync-Tech System Corp. Director, Silicon Power Computer & Communications Inc. Independent Director, Compal Broadband Networks Inc. Director, ezGlobal Corp. Chairman & CEO, Seer Microelectronics, Inc. Director, Fong Huang Innovation Investment Co., Ltd. Director, Fong Huang II Innovation Investment Co., Ltd Director, Fong Huang III Innovation Investment Co., Ltd. Director, Fong Huang IV Innovation Investment Co., Ltd. Director, Fong Huang VI Innovation Investment Co., Ltd.	Corporate Governance Officer	Vivian Mao	daughter	(Note 1)
Director	R.O.C.	Wen-Bin Lin	Male <u>61~70</u>	6/20/2024	3 years	1/5/1999	2,200,000	1.83%	2,200,000	1.83%	1,100,000	0.92%	-	-	Electronics, Taipei Tech Director, Gu Ming Investment Corp.	-	-	-	-	-
Director	R.O.C.	I-Hsi Cheng	Male <u>61~70</u>	6/20/2024	3 years	1/5/1999	1,611,052	1.34%	1,611,052	1.34%	189,617	0.16%	-	-	Department of Electronics Engineering, NCTU Deputy Manager, United Microelectronics Corp. Deputy Manager, Design Department, Novatek Microelectronics Corp.	CRO, Sitronix Technology Corp. Chairman & CEO, mCore Technology Corp.	-	-	-	-

March 31, 2025; Unit: share, %

Title	Nationality or Place of Registration	Name	Gender Age	Selected (Entered Office) Date	Tenure	Date First Elected	Shareholding at the Time of Appointment		Current shareholding		Shareholding by Spouse and Minor Children		Shareholding through Nominees		Major Education and Work Experience	Position(s) Held Concurrently in the Company and/or in Any Other Company	Other Managers, Directors and Supervisors Roles Held by Spouse or Second-degree Relations			Remarks
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Director	R.O.C.	Silicon Power Computer & Communications Inc.	-	6/20/2024	3 years	6/11/2014	3,150,000	2.62%	3,150,000	2.62%	-	-	-	-	-	-	-	-	-	-
	R.O.C.	Representative: Hui-Min Chen	Male 51~60	6/20/2024	3 years	6/11/2014	-	-	20	0.00%	20	0.00%	-	-	MBA, University of Central Oklahoma (U.S.) Assistant General Manger, Sales Division, Transcend Information, Inc.	Chairman & CEO, Silicon Power Computer & Communications Inc. Chairman, Silicon Power Computer & Communications Netherlands B.V Director, Wang Xin Investment Corp. Director, Silicon Power Investment Co., Ltd. Supervisor, Silicon Power Japan Co., Ltd.	-	-	-	-
Director	R.O.C.	Sheng-Su Lee	Male 61~70	6/20/2024	3 years	6/22/2015	205,821	0.17%	205,821	0.17%	-	-	-	-	Graduate Institute of Electrical Engineering, National Taiwan University President, Sitronix Technology Corp.	Deputy Chairman & Deputy CEO, Silicon Power Computer & Communications Inc. Chairman & CEO, Sensortek Technology Corp. Director, Silicon Power Investment Co., Ltd.	-	-	-	(Note 2)
Independent Director	R.O.C.	Cheng-Chieh Dai	Male 61~70	6/20/2024	3 years	6/10/2010	18,688	0.02%	18,688	0.02%	-	-	-	-	Institute of Electrical Engineering, State University of New York at Stony Brook Department of Electrical Engineering, Cheng Kung University Vice President, Accusys, Inc. Business Manager, Elitegroup Computer Systems Inc.	President, Accuvision Technology Inc. Director, Accuvision Technology Inc. Director, STL Technology Ltd. Director, Cheng Yu Investment Co., Ltd.	-	-	-	-
Independent Director	R.O.C.	Yu-Nu Lin	Female 51~60	6/20/2024	3 years	6/27/2018	-	-	-	-	-	-	-	-	EMBA, Taiwan University Department of Accounting, Chengchi University Taiwan Securities Co., Ltd. Sales Deputy Manager KPMG Taiwan Intermediate auditor Passing the Accounting Entrance Exam	Financial Vice President, Chin-Poon Industrial Co., Ltd.	-	-	-	-
Independent Director	R.O.C.	Jui-Hsiang Lo	Male 61~70	6/20/2024	3 years	7/27/2021	40,000	0.03%	210,000	0.17%	4,000	0.00%	-	-	MBA, National Chengchi University Department of Communications Engineering, National Chiao Tung University; Manager, Consumer Communications Products Department, United Microelectronics Corporation Chairman, IC PLUS Corp.	Director, IC PLUS Corp. Supervisor, Qi Liheng Co., Ltd. Supervisor, Qi Li Technology Co., Ltd.	-	-	-	-
Independent Director	R.O.C.	Chuang-Yao Fan	Male 51~60	6/20/2024	3 years	6/20/2024	-	-	-	-	142,000	0.12%	-	-	Department of Accounting, California State Polytechnic University, Pomona President, Shin Hwa Clock Industry Co., Ltd.	Chairman, Shin Hwa Clock Industry Co, Ltd. President, Telstar Enterprises Co., Ltd. Director, Hsu Sheng Co.,Ltd.	-	-	-	-

Note 1: Where the Chairman of the Board of Directors and the President or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto.:

At present, the Chairman of the Board of Directors concurrently holds the post of CEO, which is reasonable and necessary to improve the decision-making efficiency of the operation and improve the performance of operation to create higher value for the Company.

The Company has added one independent director in 2021 to strengthen the supervisory function of the Board.

Note 2: Director Sheng-Su Lee holds 591,874 shares of trust shares reserved with the right to decide utilization.

(II) Major shareholders of the institutional shareholders represented by directors

Name of Institutional Shareholders	Top 10 Institutional Shareholders	Shareholding Ratio (%)
Silicon Power Computer & Communications Inc. (Shareholding information of April 23 2024.)	Sitronix Technology Corp.	6. 51%
	Wang Xin Investment Corp.	4. 88%
	Guang-sheng Investment LTD.	3. 74%
	Berkeley Capital's SBL/PB Investment Account under custody of Citibank	2. 26%
	Pei-Jung Yuan	1. 48%
	Trust Property Account Entrusted by Hui-Min Chen in Mega International Commercial Bank	1. 47%
	Investment account of JP Morgan Stanley Investment Fund managed by HSBC (Taiwan)	1. 37%
	Taipei Fubon Commercial Bank is entrusted with the custody Silicon Power Computer & Communications Inc.	1. 27%
	Hui-Min Chen	1. 14%
	H&Z TECHNOLOGY LIMITED	1. 12%

(III) Where a major shareholder listed above is an institutional shareholder, it's major shareholders

Name of Institutional Shareholders	Top 10 Institutional Shareholders	Shareholding Ratio(%)
Sitronix Technology Corp.	Please refer to the information on top ten shareholders in the Company's annual report	—
Wang Xin Investment Corp.	Hui-Min Chen	99. 7%
	Sin-Sin Yang	0. 3%
Guang-sheng Investment LTD.	Li-Li Su	12%
	Sheng-Su Lee	12%
	Jui-Huan Lee	76%
H&Z TECHNOLOGY LIMITED	Shao-Hui Lee	35%
	Jou-Wei Lee	35%
	Shu-Nuan Hou	15%
	Hsi Pin Lee	15%

(IV) Disclosure of information on the professional qualifications of the directors and supervisors and the independence of the independent directors

Condition Name	Professional Qualifications & Experience	Meets the Independence	Hold concurrent post of Independent Director of other publicly owned corporations
Chairman Vincent Mao	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, practice of industry knowledge, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	Not applicable	1
Director Wen-Bin Lin	<ol style="list-style-type: none"> 1. Has the work experience required in the business sector and that requires operational judgement. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	Not applicable	0
Director I-Hsi Cheng	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, practice of industry knowledge, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	Not applicable	0
Director Silicon Power Computer & Communications Inc. Representative : Hui-Min Chen	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	Not applicable	0

Condition Name	Professional Qualifications & Experience	Meets the Independence	Hold concurrent post of Independent Director of other publicly owned corporations
Director Sheng-Su Lee	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, practice of industry knowledge, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	Not applicable	0
Independent Director (Convener of the Audit Committee, Convener of the Remuneration Committee) Cheng-Chieh Dai	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Neither the principal, his/her spouse or his/her relative within the second degree of kinship is a director, supervisor or an employee of the Company or any of its affiliates. 2. A total of 18,688 shares of the Company were held by the principal, his/her spouse and relatives within the second degree of kinship (or in the name of others). 3. Not serving as a director, supervisor or an employee of a company with a specific relationship with the Company. 4. No business, legal, finance, or accounting services were provided to the Company or its affiliates in the past two years. 	0
Independent Director Yu-Nu Lin	<ol style="list-style-type: none"> 1. Acquired work experience in accounting and operational decision making and passed the national exam required by certified accountant and obtained certification of the professionals and technologists examination. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Neither the principal, his/her spouse or his/her relative within the second degree of kinship is a director, supervisor or an employee of the Company or any of its affiliates. 2. No shares of the Company were held by the principal, his/her spouse and relatives within the second degree of kinship (or in the name of others). 3. Not serving as a director, supervisor or an employee of a company with a specific relationship with the Company. 4. No business, legal, finance, or accounting services were provided to the Company or its affiliates in the past two years. 	0

Condition Name	Professional Qualifications & Experience	Meets the Independence	Hold concurrent post of Independent Director of other publicly owned corporations
Independent Director Jui-Hsiang Lo	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Neither the principal, his/her spouse or his/her relative within the second degree of kinship is a director, supervisor or an employee of the Company or any of its affiliates. 2. A total of 214,000 shares of the Company were held by the principal, his/her spouse and relatives within the second degree of kinship (or in the name of others). 3. Not serving as a director, supervisor or an employee of a company with a specific relationship with the Company. 4. No business, legal, finance, or accounting services were provided to the Company or its affiliates in the past two years. 	0
Independent Director Chuang-Yao Fan	<ol style="list-style-type: none"> 1. Acquired work experience in business, technology, and operational decision making. 2. Please refer to the Company's annual report for relevant academic and professional qualifications, specifically "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (I)Information on directors". 3. Not subject to any of the matters under Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Neither the principal, his/her spouse or his/her relative within the second degree of kinship is a director, supervisor or an employee of the Company or any of its affiliates. 2. A total of 142,000 shares of the Company were held by the principal, his/her spouse and relatives within the second degree of kinship (or in the name of others). 3. Not serving as a director, supervisor or an employee of a company with a specific relationship with the Company. 4. No business, legal, finance, or accounting services were provided to the Company or its affiliates in the past two years. 	0

(V) Board Diversity and Independence

1. Board Diversity:

(1) Diversification policy:

The Company's Board shall guide the corporate strategy, supervise the management, and be accountable to the Company and the shareholders. The corporate governance system shall operated and be arranged in a way that ensures the Board exercises its powers in accordance with the laws and regulations, the Articles of Incorporation, and the resolutions of the shareholders' meetings.

In accordance with Article 20 of the Company's "Corporate Governance Best Practice Principles" and Article 2 of the "Procedures for Election of Directors", the election of Directors should take into consideration the overall configuration of the Board of Directors. Board members should generally possess the knowledge, skills and qualities necessary to perform their duties, and their overall competencies are as follows: A. Operational judgment, B. Accounting and financial analysis, C. Business management, D. Crisis management, E. Industry knowledge, F. International market view, G. Leadership, and H. Decision-making ability.

(2) Specific management objectives and their achievement:

Specific management objectives of the Board of Directors' diversification and the achievement of such objectives:

Management objectives	Achievement status
A. The Company's Board respects gender equality, where it ensures there is at least one female director on the Board.	Achieved
B. The Company's Board prioritizes operational decision making, operation management, and crisis management abilities, where it ensures at least 2/3 of the members of the Board possess relevant core abilities.	Achieved
C. For the purpose of supervision, the number of members of the Board who are employees of the Company, its parent, subsidiary, or brother companies shall be less than (including) 1/3 of the number of directors.	Achieved
D. For the purpose of supervision, the number of independent directors shall represent more than 1/3 of the Board's seats.	Achieved

The current Board of Directors of the Company consists of 9 Directors, all of whom are nationals of the R.O.C., with 8 male Directors (89%) and 1 female Director (11%); three Directors are aged 51 to 60, and six Directors are aged 61 to 70.

Among the non-independent directors, there are 3 Directors with employee status (accounting for 33% of the total number of Directors). All 3 Directors are proficient in business, technology, industry knowledge, and operational decision making. 1 Director is a legal person director of the information electronics industry, who is able to provide different industry experience insights and advices while being equipped with the work experience in business, technology, and operational decision making. 1 Director has extensive industry knowledge and expertise in finance.

The Company has 4 Independent Directors (44% of the total number of Directors), 1 of which have been appointed for a term of less than 3 years, 2 for a term of 3 to 9 years, and 1 for a term of more than 9 years. He has been elected to continue to serve as the Company's Independent Directors in consideration of the fact that their expertise in corporate management and his experience in corporate governance are of significant benefit to the Company. One of the Independent Directors is a female with professional qualifications in accounting, specializing in finance, accounting and auditing, and the remaining three Independent Directors have working experience as chairpersons and Presidents in the technology industry, and all of them possess business, technological, and operational judgment, which is conducive to the enhancement of the Company's corporate governance and the planning of its future business strategy direction.

Implementation of the diversity policy for Board members:

Name of director	Title	Gender	Age			Length of term of office of independent director			As a staff member of the Group	Diversified core competencies							
			51 -60	61 -70	71 -80	Less than 3 years	3 -9 years	More than 9 years		Operational judgment	Accounting and financial analysis	Business management	Crisis management	Industry knowledge	International market view	Leadership	Decision-making ability
Vincent Mao	Chairman	Male		✓					✓	✓		✓	✓	✓	✓	✓	✓
Wen-Bin Lin	Director	Male		✓						✓		✓	✓	✓	✓	✓	✓
I-Hsi Cheng	Director	Male		✓					✓	✓		✓	✓	✓	✓	✓	✓
Silicon Power Computer & Communications Inc.	Director	Male	✓							✓		✓	✓	✓	✓	✓	✓
Representative: Hui-Min Chen																	
Sheng-Su Lee	Director	Male		✓					✓	✓		✓	✓	✓	✓	✓	✓
Cheng-Chieh Dai	Independent Director	Male		✓				✓		✓		✓	✓	✓	✓	✓	✓
Yu-Nu Lin	Independent Director	Female	✓				✓			✓	✓	✓	✓		✓	✓	✓
Jui-Hsiang Lo	Independent Director	Male		✓			✓			✓		✓	✓	✓	✓	✓	✓
Chuang-Yao Fan	Independent Director	Male	✓			✓				✓	✓	✓	✓		✓	✓	✓

In summary, the professional backgrounds and diversified core competencies of the members of the Board of Directors of the Company are beneficial to the Company's overall business operations and have resulted in the realization of diversified management objectives.

- (3) If the number of directors of either gender on the company's board of directors is less than one-third, the reasons shall be stated, along with the measures planned to enhance gender diversity:

A. Explanation: The composition of our Company's Board of Directors takes into account the candidates' professional backgrounds, skills and industrial experiences. The Company's current nine Directors were elected at the shareholders' meeting on June 20, 2024, including one female Director, representing 11%. This composition complies with the relevant regulations at that time, but not yet reaching one-third. This is due to the characteristics of the industry, which has a predominance of males due to practical management experience in the semiconductor sector.

B. Measures: The Company will continue to promote gender equality among the members of the Board of Directors and actively seek female Directors to enhance the effectiveness of corporate governance and implement diversity among board members.

2. Board Independence:

The Company has 9 Directors, including 4 Independent Directors (44% of the total number of Directors), accounting for more than one-third of the total number of Directors. Each of the Independent Directors has complied with the independence requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". None of the Directors are related to each other as spouse or consanguineous within two degrees of consanguinity, which is in compliance with Paragraph 3 and 4 of Article 26-3 of the Securities and Exchange Act. In summary, the Company's Board of Directors is independent.

(VI) Presidents, Vice Presidents, Associate Managers, and Supervisors of All the Company's Divisions and Branch Units

March 31, 2025; Unit: share, %

Title	Nationality	Name	Gender	Selected (Entered Office) Date	Shareholding		Shareholding by Spouse and Minor Children		Shareholding through Nominees		Major Education and Work Experience	Titles Currently hold concurrent posts in other companies	Managers Held by Spouse or Second-degree Relations			Remarks
					Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Chairman & CEO	R.O.C.	Vincent Mao	Male	4/28/2003	1,771,699	1.47%	81,243	0.07%	-	-	EMBA, National Taiwan University Institute of Microelectronics, Cheng Kung University President, Corporation. Market Planning, United Microelectronics Corp.	Chairman, Sitronix Holding International Limited. Director, mCore Technology Corp. Director, Sensortek Technology Corp. Chairman & CEO, Forcelead Technology Corp. Director, INFSSitronix Technology Corp. Chairman, Sitronix Investment Corp. Director, Sync-Tech System Corp. Director, Silicon Power Computer & Communications Inc. Independent Director, Compal Broadband Networks Inc. Director, ezGlobal Corp. Chairman & CEO, Seer Microelectronics, Inc. Director, Fong Huang Innovation Investment Co., Ltd. Director, Fong Huang II Innovation Investment Co., Ltd. Director, Fong Huang III Innovation Investment Co., Ltd. Director, Fong Huang IV Innovation Investment Co., Ltd. Director, Fong Huang VI Innovation Investment Co., Ltd.	Corporate Governance Officer	Vivian Mao	daughter	(Note 1)
Vice CEO & CRO	R.O.C.	Chun-Sheng Lin	Male	3/7/2024	787	0.00%	7,313	0.01%	-	-	Department of Electronics, Feng Chia University Executive Manager, R&D Division, EPSON	Director, Forcelead Technology Corp.	None	None	None	(Note 2)
President	R.O.C.	Meng-Huang Liu	Male	3/7/2024	1,005	0.00%	-	-	-	-	Ph. D., Institute of Microelectronics, Cheng Kung University Senior Deputy Vice President, Analog Design Division, Sentelic Corporation Deputy Manager, Macronix International Co., Ltd	Director, Sync-Tech System Corp. Legal Representative, Sitronix Technology (Shenzhen) Co., Ltd. Legal Representative, HeFei Sitronix Technology Co., Ltd.	None	None	None	None
CRO	R.O.C.	I-Hsi Cheng	Male	4/1/2004	1,611,052	1.34%	189,617	0.16%	-	-	Department of Electronics Engineering, NCTU Deputy Manager, United Microelectronics Corp. Deputy Manager, Design Department, Novatek Microelectronics Corp.	Chairman & CEO, mCore Technology Corp.	None	None	None	None
Vice President	R.O.C.	Hsing-Ta Su	Male	3/6/2025	1,454	0.00%	8,212	0.01%	-	-	Department of Electronic Information, Guangwu Institute of Technology Deputy Section Chief, Fun Tech Corp. Senior Director of Display Business Group, Sitronix Technology Corp.	-	None	None	None	(Note 3)
Supervisor of Financial Division	R.O.C.	Shu-Fang Hsu	Female	7/1/2014	49,430	0.04%	-	-	-	-	Department of Accounting, Soochow University	Director, Sitronix Investment Corp. Supervisor, Sync-Tech System Corp. Supervisor, INFSSitronix Technology Corp. Supervisor, mCore Technology Corp. Supervisor, Seer Microelectronics, Inc.	None	None	None	None
Supervisor of Accounting Division	R.O.C.	Shu-Fang Hsu	Female	10/26/2011	49,430	0.04%	-	-	-	-	Department of Accounting, Soochow University	Director, Sitronix Investment Corp. Supervisor, Sync-Tech System Corp. Supervisor, INFSSitronix Technology Corp. Supervisor, mCore Technology Corp. Supervisor, Seer Microelectronics, Inc.	None	None	None	None

March 31, 2025; Unit: share, %

Title	Nation ality	Name	Gender	Selected (Entered Office) Date	Shareholding		Shareholding by Spouse and Minor Children		Shareholding through Nominees		Major Education and Work Experience	Titles Currently hold concurrent posts in other companies	Managers Held by Spouse or Second- degree Relations			Remarks
					Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Corporate Governance Officer	R.O.C.	Vivian Mao	Female	11/02/2023	15,796	0.01%	-	-	-	-	Master , Business Administration, NTU Bachelor of Arts, Economics, University of Southern California Bachelor of Arts, International Relations , University of Southern California Assistant Project Manager, Sitronix Technology Corp. Assistant Project Manager , Sensortek Technology Corp.	Corporate Governance Officer, Forcelead Technology Corp. Corporate Governance Officer, Sensortek Technology Corp.	Chairman & CEO	Vincent Mao	father	None

Note1: Where the Chairperson of the Board of Directors and the President or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto : At present, the Chairman of the Board of Directors concurrently holds the post of CEO, which is reasonable and necessary to improve the decision-making efficiency of the operation and improve the performance of operation to create higher value for the Company. The Company has added one independent director in 2021 to strengthen the supervisory function of the Board.

Note2: Vice CEO&CRO Chun-Sheng Lin holds 200,000 shares of trust shares reserved with the right to decide utilization.

Note3: Hsing-Ta Su was promoted to Vice President by the Board of Directors on March 6, 2025.

II. Remuneration Paid during the Most Recent Fiscal Year to Directors, Supervisors, the Presidents and Vice Presidents

1. Remuneration of general Directors and Independent Directors

December 31, 2024; Unit: NT\$ thousand

December 31, 2024, Unit: NT\$ thousand																								
Title	Name	Remuneration of Directors								Ratio of Total Remuneration of A, B, C and D in Net Income After Tax		Compensations Paid to Concurrent Employees								Ratio of Total Remuneration of A, B, C, D, E, F and G in Net Income After Tax(%)		Remuneration from an Invested Company Other than The Company's Subsidiary or from the Parent Company		
		Base Compensation (A)		Retirement Pension (B)		Remuneration to Directors (Note 1)		Business Execution Expenses (D) (Note 2)				Salary, Bonus and Allowances (E)		Retirement Pension (F)		Employee's Remuneration (G) (Note 1)								
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company		All Companies in the Consolidated Financial Statements			The Company	All Companies in the Consolidated Financial Statements
																		Cash	Stock amount	Cash Amount	Stock Amount			
Chairman & CEO	Vincent Mao	-	-	-	-	18,746	18,746	32	70	18,778 1.02%	18,816 1.02%	8,588	13,358	283	283	5,404	-	7,005	-	33,053 1.79%	39,462 2.14%	None		
Director	Wen-Bin Lin																							
Director & CRO	I-Hsi Cheng																							
Director	Silicon Power Computer & Communications Inc. Company																							
	Representative: Hui-Min Chen (Note 2)																							
Director	Sheng-Su Lee	-	-	-	-	6,110	6,110	572	572	6,682 0.36%	6,682 0.36%	-	-	-	-	-	-	-	-	6,682 0.36%	6,682 0.36%	None		
Independent Director	Cheng-Chieh Dai																							
Independent Director	Yu-Nu Lin																							
Independent Director	Jui-Hsiang Lo																							
Independent Director	Ching-Jung Hsu (Note 3)																							
Independent Director	Chuang-Yao Fan (Note 4)																							

1. Please state the policies, systems, standards, and structure for the remuneration of the Independent Directors, and state the correlation to the remuneration according to the responsibilities, risks time commitment and other factors:
Some of the Company's independent directors also serve as members of the functional committees, and is responsible for independent supervision of the corporate governance, and is liable for presumed fault. And If the Company has gained profits within a fiscal year, less than 3% of the profits shall be reserved as the Director's remuneration in accordance with the current Articles of Incorporation. The annual remuneration for each Independent Director of the Company accounts for 3 ~ 10% of the remuneration for Directors approximately. Independent directors who also serve on the Remuneration Committee receive a monthly remuneration for their service on the Committee. In addition to attending meetings of the Board of Directors and the functional committees they serve on, independent directors are also expected to stay informed about the company's operation and keep abreast of industry developments, enabling them to make sound assessments and judgments, and to fulfill their supervisory and review responsibilities.
Unless disclosed in the above table, the remuneration received in the most recent year by the Directors for providing services (e.g. serving as a non-employee consultant) to the companies listed in the consolidated financial report: NT\$ 0 thousands.

Note 1: The remuneration of Directors and employees in this table was approved by the Board of Directors in March 2025, and the proposed allocation was calculated according to the proportion of the actual amount allocated in the previous year and the term of office.

Note 2: Hui-Min Chen is an Institutional Director - Representative of Silicon Power Computer & Communications Inc. The business execution expenses was paid to the individual, and the surplus was distributed as remuneration to the Institutional Director. The business execution fees received by the Independent Directors refers to the remuneration received from the Remuneration Committee.

Note 3: Ching-Jung Hsu was ceased to serve upon the full re-election on June 20, 2024.

Note 4: Chuang-Yao Fan was appointed following the full re-elected on June 20, 2024.

Ranges of Remuneration Paid to Each Director of the Company	Name of Director			
	Total Remuneration for the First Four Items (A+B+C+D)		Total Remuneration for the First Seven Items (A+B+C+D+E+F+G)	
	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements
Less than 1,000,000	Corporate representative of Silicon Power Computer & Communications Inc.: Hui-Min Chen, Ching-Jung Hsu, Chuang-Yao Fan	Corporate representative of Silicon Power Computer & Communications Inc.: Hui-Min Chen, Ching-Jung Hsu, Chuang-Yao Fan	Corporate representative of Silicon Power Computer & Communications Inc.: Hui-Min Chen, Ching-Jung Hsu, Chuang-Yao Fan	Corporate representative of Silicon Power Computer & Communications Inc.: Hui-Min Chen, Ching-Jung Hsu, Chuang-Yao Fan
1,000,000 (inclusive) ~ 2,000,000 (exclusive)	Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo	Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo	Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo	Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo
2,000,000 (inclusive) ~ 3,500,000 (exclusive)	Silicon Power Computer & Communications Inc., Sheng-Su Lee, I-Hsi Cheng	Silicon Power Computer & Communications Inc., Sheng-Su Lee, I-Hsi Cheng	Silicon Power Computer & Communications Inc., Sheng-Su Lee,	Silicon Power Computer & Communications Inc.,
3,500,000 (inclusive) ~ 5,000,000 (exclusive)	Wen-Bin Lin	Wen-Bin Lin	Wen-Bin Lin	Wen-Bin Lin
5,000,000 (inclusive) ~ 10,000,000 (exclusive)	Vincent Mao	Vincent Mao	I-Hsi Cheng	I-Hsi Cheng, Sheng-Su Lee
10,000,000 (inclusive) ~ 15,000,000 (exclusive)	—	—	Vincent Mao	Vincent Mao
15,000,000 (inclusive) ~ 30,000,000 (exclusive)	—	—	—	—
30,000,000 (inclusive) ~ 50,000,000 (exclusive)	—	—	—	—
50,000,000(inclusive) ~ 100,000,000 (exclusive)	—	—	—	—
More than 100,000,000	—	—	—	—
Total	11	11	11	11

2. Remuneration for Supervisors: The Company has set up an Audit Committee, thus it is not applicable.

3. Remuneration of Presidents and Vice Presidents

December 31, 2024; Unit: NT\$ thousand

Title	Name	Pay (A)		Retirement Pension (B) (Note 1)		Bonuses and Allowances (C)		Employees' Remuneration (D) (Note 2)				Ratio of Total Remuneration of A, B, C and D in Net Income After Tax(%)		Remuneration from an Invested Company Other than The Company's Subsidiary or from the Parent Company
								The Company		All Companies in the Consolidated Financial Statements				
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements	Cash	Stock amount	Cash	Stock amount	The Company	All Companies in the Consolidated Financial Statements	
Chairman & CEO	Vincent Mao	13,535	14,345	651	702	7,793	8,743	16,560	-	16,660	-	38,539 2.09%	40,450 2.19%	None
CRO	I-Hsi Cheng													
Vice CEO & CRO	Chun-Sheng Lin													
President	Meng-Huang Liu													
Finance/Accounting Supervisor	Shu-Fang Hsu													
Corporate Governance Officer	Vivian Mao													

Note 1: The retirement pensions in this table was set aside by the expensed of the 2024 fiscal year.

Note 2: The remuneration of employees in this table was approved by the Board of Directors in March 2025, and the proposed distribution was calculated according to the proportion of the actual amount distributed in the previous year.

Ranges of Remuneration paid to President and Vice Presidents of the Company	Name of President and Vice President	
	The Company	All Companies in the Consolidated Financial Statements
Less than 1,000,000	-	-
1,000,000 (inclusive) ~ 2,000,000 (exclusive)	-	-
2,000,000 (inclusive) ~ 3,500,000 (exclusive)	-	-
3,500,000 (inclusive) ~ 5,000,000 (exclusive)	-	-
5,000,000 (inclusive) ~ 10,000,000 (exclusive)	I-Hsi Cheng, Chun-Sheng Lin, Meng-Huang Liu, Vincent Mao	I-Hsi Cheng, Chun-Sheng Lin, Meng-Huang Liu, Vincent Mao
10,000,000 (inclusive) ~ 15,000,000 (exclusive)	-	-
15,000,000 (inclusive) ~ 30,000,000 (exclusive)	-	-
30,000,000 (inclusive) ~ 50,000,000 (exclusive)	-	-
50,000,000 (inclusive) ~ 100,000,000 (exclusive)	-	-
More than 100,000,000	-	-
Total	4	4

4. Names of Managers and the Allocation of Employee's Remuneration:

December 31, 2024; Unit: NT\$ thousand

Title		Name	Stock amount	Cash	Total	Ratio of total amount to net income after tax (%)
Manager	Chairman & CEO	Vincent Mao	-	16,560	16,560	0.9%
	CRO	I-Hsi Cheng				
	Vice CEO & CRO	Chun-Sheng Lin				
	President	Meng-Huang Liu				
	Finance Supervisor / Accounting Supervisor	Shu-Fang Hsu				
	Corporate Governance Officer	Vivian Mao				

5. Separate Comparisons and Descriptions of Total Remuneration, as a Percentage of Net Income Stated in the Parent Company-only Financial Reports or Individual Financial Reports, as Paid by the Company and All Other Companies Included in the Consolidated Financial Statements During the Past Two Fiscal Years to Directors, Supervisors, the Presidents, and Vice Presidents, with Analysis and Description of Remuneration Policies, Standards, and Packages, Procedure for Determining Remuneration, and Link

I. Total Remuneration as a Percentage of Net Income Stated in the Parent Company-only Financial Reports or Individual Financial Reports, as Paid by the Company During the Past Two Fiscal Years to Directors, Supervisors, the Presidents and Vice Presidents

Title Category	Item	Total Remuneration as A Proportion of Net Income After Tax (%)			
		2023		2024	
		The Company	All Companies in the Consolidated Financial Statements	The Company	All Companies in the Consolidated Financial Statements
Director (Including Concurrent Managers)		2.35%	3.14%	2.15%	2.50%
Supervisors		-	-	-	-
Presidents and Vice Presidents		2.96%	3.19%	2.09%	2.19%

II. Remuneration policies, standards, and packages, procedure for determining remuneration, and linkage thereof to operating performance and future risk exposure:

In accordance with Article 18-1 of the current Articles of Incorporation, if the Company has gained profits within a fiscal year, less than 3% of the profits shall be reserved as the Director's remuneration. Except for the remuneration of Directors and the payment of business execution costs, the Company has no other remuneration payment items. In addition to the Questionnaire of Self-Evaluation of Performance of Board Members (for Themselves or Peers), the results of board performance evaluation, attendance on board meetings and the continuing education status of Directors shall also be used as the reference for the remuneration allocation. The remuneration to Directors of the Company shall be reviewed by the Remuneration Committee and submitted to the Board of Directors for approval upon resolution, and shall be reported to the shareholders' meeting. The contents of Questionnaire of Self-Evaluation of Performance of Board Members refer to the description of “Chapter 2 Corporate Governance Report III. The State of the Company's Implementation of Corporate Governance (I) The Operation of the Board of Directors”.

The remuneration paid to the CEO, Presidents and Vice Presidents Senior Managers was based on their positions, with reference to the remuneration standard of the same trade concerned, including fixed salary, performance bonus, employee remuneration and other remuneration, in which the performance bonus and employee remuneration are linked to business performance. The company conducts performance appraisals twice a year for managers other than the CEO, which include indicators such as position held, management effectiveness, achievement of annual performance goals and ESG sustainability performance. Among them, the ESG sustainability performance evaluation is based on four key indicators: “Innovation Management”, “Sustainable Supply Chain”, “Financial Performance”, and “Climate Action/Energy Management”, and is also included in the consideration of bonuses and employee remuneration, with a weighting of 10%. The amount of manager's remuneration is submitted to the Remuneration Committee for consideration and approved by the Board of Directors.

When paying the remuneration referred to in the preceding paragraph, the Company also evaluates the changes in the global economy, the international financial environment and the industrial climate to predict the Company's future operation development, profit situation and operation risks, so as to minimize the possibility of future risks and strike a balance between the Company's sustainable operation and risk control.

III. The State of the Company's Implementation of Corporate Governance

(I) The Operation of the Board of Directors

A total of five meetings (A) have been held by the Board in the most recent fiscal year and the attendance of the Directors was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) 【B/A】	Remarks
Chairman	Vincent Mao	5	0	100%	None
Director	Wen-Bin Lin	5	0	100%	None
Director	I-Hsi Cheng	5	0	100%	None
Director	Silicon Power Computer & Communications Inc. Corporate representative: Hui-Min Chen	5	0	100%	None
Director	Sheng-Su Lee	4	1	80%	None
Independent Director	Cheng-Chieh Dai	5	0	100%	None
Independent Director	Yu-Nu Lin	5	0	100%	None
Independent Director	Jui-Hsiang Lo	5	0	100%	None
Independent Director	Ching-Jung Hsu	2	0	100% (required to attend 2 meetings)	2024.06.20 Comprehensive Re-election and Re-Appointment
Independent Director	Chuang-Yao Fan	3	0	100% (required to attend 3 meetings)	2024.06.20 Comprehensive Re-election of New Members

Other matters that shall be reported:

- I. Where one of the following circumstances apply for the operations of the Board of Director meetings, the date, session, proposal contents, opinions of all Independent Directors, and the Company's actions in response to the opinions of the Independent Directors shall be stated:
- (I) Matters specified in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee in accordance with Article 14-5 of the Securities and Exchange Act, and the provisions of Article 14-3 do not apply. For related matters, please refer to the Company's annual report "Chapter 2 Corporate Governance Report III. The State of the Company's Implementation of Corporate Governance (II) The Operation of the Audit Committee".
- (II) In addition to the matters set out above, other resolutions of the Board where an independent director expressed a dissenting or qualified opinion that have been recorded or stated in writing: None.
- II. During the execution process where the Director avoid from interested proposal, the name of the Director, the content of proposal, the reason of avoidance and the results of the voting should be stated:
- (I) March 7, 2024 Board of Directors
- Proposal content: Passed the Distribution Plan of Operation and Project Bonus for Managers for the 2023 Fiscal Year Reviewed by the Remuneration Committee of the Company.
- Name of Director: Vincent Mao, I-Hsi Cheng
- Reasons for avoidance of interests and participation in voting: The director concurrently serves as the Company manager and has an interest in the director himself. Chairman Vincent Mao and Director I-Hsi Cheng did not participate in the discussion and voting due to avoidance of interests, and all other attending directors agreed to approve.
- Proposal content: Proposal on the Distribution of the Remuneration to Employees and Directors for the Year 2023.
- Name of director: Vincent Mao, Wen-Bin Lin, I-Hsi Cheng, Silicon Power Computer & Communications Inc. Corporate representative: Hui-Min Chen, Sheng-Su Lee, Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo, Ching-Jung Hsu
- Reasons for avoidance of interests and participation in voting: In the distribution of remuneration, individual directors have an interest in the legal person represented by the directors and the directors themselves. During the discussion and voting of this proposal, the directors who are present and have an interest in the voting shall take turns to avoid it, and all other attending directors shall agree to pass it.
- Proposal content: Removal of competition restrictions for new directors and their representatives.
- Name of director: Vincent Mao, I-Hsi Cheng, Sheng-Su Lee, Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo
- Reasons for avoidance of interests and participation in voting: This case addresses the proposal to seek approval from the shareholders' meeting to lift the non-compete restrictions on the Director from the date of their appointment, which constitutes a conflict of interest for the director. During the discussion and voting of this proposal, the Directors who are present and have an interest in the voting shall take turns to avoid it, and all other attending directors shall agree to pass it.

(II) May 2, 2024, Board of Directors

Proposal content: Passed the Compensation Adjustment Plan of Managers Reviewed by the Remuneration Committee of the Company.

Name of Director: Vincent Mao, I-Hsi Cheng

Reasons for avoidance of interests and participation in voting: The director concurrently serves as the Company manager and has an interest in the director himself. Chairman Vincent Mao and Director I-Hsi Cheng did not participate in the discussion and voting due to avoidance of interests, and all other attending directors agreed to approve.

(III) June 20, 2024 Board of Directors

Proposal content: Appointment of Members of the Company's Remuneration Committee.

Name of Director: Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo

Reasons for avoidance of interests and participation in voting: The Director concurrently serves as the member of the Remuneration Committee and has a conflict of interest in the corporation represented by the director. Directors Cheng-Chieh Dai, Yu-Nu Lin and Jui-Hsiang Lo did not participate in the discussion and voting due to avoidance of interests, and all other attending directors agreed to approval.

Proposal content: Appointment of Members of the Company's Sustainability Committee.

Name of Director: Vincent Mao, Cheng-Chieh Dai, Yu-Nu Lin

Reasons for avoidance of interests and participation in voting: The Directors concurrently serve as the member of the Sustainable Development Committee and have a conflict of interest. Chairman Vincent Mao, Director Cheng-Chieh Dai, and Director Yu-Nu Lin did not participate in the discussion and voting due to avoidance of interests, and all other attending Directors agreed to approval.

(IV) August 1, 2024 Board of Directors

Proposal content: Passed the Distribution Plan of Remuneration for Managers in Cash for the 2023 Fiscal Year Reviewed by the Remuneration Committee of the Company.

Name of Director: Vincent Mao, I-Hsi Cheng

Reasons for avoidance of interests and participation in voting: The director concurrently serves as the Company manager and has an interest in the director himself. Chairman Vincent Mao and Director I-Hsi Cheng did not participate in the discussion and voting due to avoidance of interests, and all other attending directors agreed to approve.

Proposal content: Loaning funds to a subsidiary (Seer Microelectronics, Inc).

Name of Director: Vincent Mao

Reasons for avoidance of interests and participation in voting: Chairman Vincent Mao concurrently serves as the General Manager of Seer Microelectronics, Inc and has a conflict of interest in the corporation represented by the director. Chairman Vincent Mao did not participate in the discussion and voting due to avoidance of interests, and all other attending Directors agreed to approve.

Proposal content: There are no competitive circumstances involving the subsidiary Forcelead Technology Corp.

Name of Director: Vincent Mao

Reasons for avoidance of interests and participation in voting: Chairman Vincent Mao concurrently serves as the Chairman of Forcelead Technology Corp and has a conflict of interest. Chairman Vincent Mao did not participate in the discussion and voting due to avoidance of interests, and all other attending Directors agreed to approve.

(V) October 31, 2024 Board of Directors

Proposal content: Request for approval of ownership in subsidiary (Sync-Tech System Corp).

Name of Director: Vincent Mao

Reasons for avoidance of interests and participation in voting: Chairman Vincent Mao concurrently serves as the General Manager of Sync-Tech System Corp. and has a conflict of interest in the corporation represented by the Director. Chairman Vincent Mao did not participate in the discussion and voting due to avoidance of interests, and all other attending Directors agreed to approval.

III. A company listed on the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEX) shall disclose the cycles, periods, scope, method, contents and other matters of the self-evaluation by the board members of themselves (or peers), and state the implementation status of the board members' evaluation: Please refer to "Note: Schedule of Implementation of the Board of Directors' Evaluation".

IV. An evaluation of objectives and implementation status in the area of strengthening the functions of the Board of Directors for current and most recent fiscal year:

Targets for Strengthening of the Functions of the Board of Directors	The Evaluation of Implementation Status
Improve the quality of the Board of Directors	Improve the function of the Board of Directors, adopt a candidate nomination system for Directors, with members of diversify and profession. Arrange the Directors to participate in advanced courses every year and regularly advocate policies and regulations to enhance the Board's operational and decision-making capabilities.
Establish a sound structure of the Board of Directors	The Company has set up an Audit Committee, with review by each Independent Director on all important proposals in their professional capacity. Besides, the Company has set up the Remuneration Committee to evaluate and review the Remuneration Committee system of the Company's Directors and Managers every year. The Company has set up Sustainability Committee to assist the Board of Directors in promoting the decision-making and implementation of sustainable development, including environmental sustainability (E), social responsibility (S), and corporate governance (G), in order to focus on environmental protection, carbon emission management, social responsibility, and strengthen corporate governance, so that the Board of Directors can perform its responsibilities to protect the sustainable operation of the Company, the rights and interests of employees, and the rights and interests of shareholders and stakeholders.
The compliance of Directors recuse himself to avoid conflicts of interest	Where a Director is required to refuse the proposal involving a conflict of interest, the Director refused voluntarily from the proposal.
The compliance of laws and policies	The Board of Directors has indeed complied with the operation of the "Rules of Procedure for Board of Directors Meetings" and adhered to the information transparency. The material resolutions of the Board of Directors were publicly announced and filed on the Market Observation Post System (MOPS) and the Company's website in accordance with the regulations, and the implementation was in a good condition.
Internal control	The auditing unit shall supervise the Company's internal control and risk management, and the auditing Supervisor shall attend the Board of Directors and report the implementation of the Company.

Note: Implementation of the Board of Directors' Evaluation

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content	Evaluation Results
Once a year	January 1, 2024 to December 31, 2024	Board of Directors	<ol style="list-style-type: none"> 1. The internal self-evaluation of the Board of Directors. 2. The Board of Directors shall carry out the internal self-evaluation questionnaire of the Board of Directors. 	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Improve the quality of decision making of the Board of Directors. 3. Composition and structure of the Board of Directors. 4. Election and continuing education of directors. 5. Internal control. 	In 2024, the overall performance evaluation index of the Board of Directors consisted of five major aspects, totaling 11 indicators, and the overall evaluation result was 100/100, indicating that the overall Board of Directors operated efficiently and effectively.
		Individual board members	Questionnaire of self-evaluation of board members.	<ol style="list-style-type: none"> 1. Alignment of the goals and missions of the Company. 2. Awareness of the duties of a director. 3. Participation in the operation of the Company. 4. Management of internal relationships and communication. 5. Professionalism and continuing education of the Directors. 6. Internal control. 	The performance indicators of the Audit Committee for 2024 consisted of five major aspects and a total of 22 indicators, with an overall rating of 4.95/5, indicating that the overall operation of the Audit Committee was sound, in compliance with the requirements of corporate governance, and effective in enhancing the functions of the Board of Directors.
		Functional committee: Audit Committee	Questionnaire of self-evaluation of Audit Committee Members.	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the functional committee. 3. Improvement of quality of decisions made by the functional committee. 4. Makeup of the functional committee and election of its members. 5. Internal control. 	The performance indicators of the Audit Committee for 2024 consisted of five major aspects and a total of 22 indicators, with an overall rating of 4.95/5, indicating that the overall operation of the Audit Committee was sound, in compliance with the requirements of corporate governance, and effective in enhancing the functions of the Board of Directors.

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content	Evaluation Results
Once a year	January 1, 2024 to December 31, 2024	Functional committee: Remuneration Committee	Questionnaire of self-evaluation of Remuneration Committee Members.	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the functional committee. 3. Improvement of quality of decisions made by the functional committee. 4. Makeup of the functional committee and election of its members. 	The performance indicators of the Remuneration Committee for 2024 consisted of four major aspects and a total of 19 indicators, with an overall rating of 4.93/5, indicating that the overall operation of the Remuneration Committee was sound, in compliance with the requirements of corporate governance, and effective in enhancing the functions of the Board of Directors.
		Functional committee: Sustainability Committee	Questionnaire of self-evaluation of Sustainability Committee Members.	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the functional committee. 3. Improvement of quality of decisions made by the functional committee. 4. Makeup of the functional committee and election of its members. 5. Internal control. 	The performance indicators of the Sustainability Committee for 2024 consisted of five major aspects and a total of 24 indicators, with an overall rating of 4.96/5, indicating that the overall operation of the Sustainability Committee was sound, in compliance with the requirements of corporate governance, and effective in enhancing the functions of the Board of Directors.

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content	Evaluation Results
Once three years	October 1, 2021 to September 30, 2022	Board of Directors	<ol style="list-style-type: none"> 1. External evaluation of Board of Directors. 2. External evaluation agency: Taiwan Investor Relations Association. 3. Conducted on the basis of the documents provided by the Company, self-evaluation questionnaires, and on-site visit and evaluation. 	<ol style="list-style-type: none"> 1. Organization and professional development of the Board of Directors. 2. Quality of decision making of the Board of Directors. 3. The operation efficiency of the Board of Directors. 4. Internal control and risk management. 5. The degree of board participation in corporate social responsibility. 	<ol style="list-style-type: none"> 1. It is proposed that risk management could be elevated to board level. 2. It is recommended that annual education programs for board members be standardized. 3. It is recommended that the intellectual property management program and information security management obtain third-party certification standards. 4. Establishment of a dedicated Head of Corporate Governance. 5. Evaluation of the independence and suitability of the certified public accountants by reference to the Audit Quality Indicators (AQI).

(II)The Operation of the Audit Committee

A total of four meetings (A) have been held by the Audit Committee were held in the most recent year and the attendance of independent directors was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) 【B/A】	Remarks
Independent Director	Cheng-Chieh Dai	4	0	100%	None
Independent Director	Yu-Nu Lin	4	0	100%	None
Independent Director	Jui-Hsiang Lo	4	0	100%	None
Independent Director	Ching-Jung Hsu	2	0	100% (required to attend 2 meetings)	2024.06.20 Comprehensive Re-election and Re-Appointment
Independent Director	Chuang-Yao Fan	2	0	100% (required to attend 2 meetings)	2024.06.20 Comprehensive Re-election of New Members

Other matters that shall be reported:

I. Where one of the following circumstances apply for the operations of the Audit Committee meetings, the date, session, proposal contents, objections and reservations of the Independent Directors or the resolutions of the Audit Committee, and the Company's actions in response to the opinions of the Audit Committee shall be stated.

(I) Items listed in Securities and Exchange Act §14-5:

Date of Meeting	Major Resolutions	Resolutions of the Audit Committee	The Company's actions in response to the opinions of the Audit Committee
2024.03.07 The 11th meeting of the 2nd Committee	Proposal on the evaluation of the competency of the CPA.	Passed by the attending members present of the Audit Committee.	Approved by all the Directors present.
	Proposal on the Statement of Internal Control System for 2023.		
	Passed the proposal on the 2023 Business Reports and Financial Statements.		
	Proposal on the amendments to the “Procedures for Acquisition or Disposal of Assets”.		
	Passed the Audit Supervisor Variance Case.		
	Passed the proposal on endorsement and guarantee case for the subsidiary (HeFei Sitronix Technology Co., Ltd.).		

Date of Meeting	Major Resolutions	Resolutions of the Audit Committee	The Company's actions in response to the opinions of the Audit Committee
2024.03.07 The 11th meeting of the 2nd Committee	Removal of competition restrictions for new directors and their representatives.	During the discussion and voting on this motion, the interested members present were asked to withdraw from the meeting, and the rest of the members present agreed to pass the motion as it is.	Approved by all the Directors present.
2024.05.02 The 12th meeting of the 2nd Committee	Consolidated financial report for the first quarter of 2024.	Passed by the attending members present of the Audit Committee.	Approved by all the Directors present.
	Proposal on the amendment of the Company's "Audit Committee Charter".		
	Proposal for the Company to purchase office premises.		
2024.08.01 The 1st meeting of the 3rd Committee	Passed the consolidated financial report for the second quarter of 2024.	Passed by the attending members present of the Audit Committee.	Approved by all the Directors present.
	Proposal on loaning funds to a subsidiary (INFSitronix Technology Corp.).		
	Proposal on loaning funds to a subsidiary (mCore Technology Corp.).		
	Proposal on loaning funds to the subsidiary (Seer Microelectronics, Inc.).		
2024.10.31 The 2nd meeting of the 3rd Committee	Provisions of the internal control system of the Company's "Sustainable Information Management."	Passed by the attending members present of the Audit Committee.	Approved by all the Directors present.
	Passed the proposal on the amendment to partial clauses of the internal control system for "Property, Plant and Equipment Cycle".		
	Proposal on the Internal Audit Plan for the year 2025.		

Date of Meeting	Major Resolutions	Resolutions of the Audit Committee	The Company's actions in response to the opinions of the Audit Committee
2024.10.31 The 2nd meeting of the 3rd Committee	Proposal on the consolidated financial report for the third quarter of 2024.	Passed by the attending members present of the Audit Committee.	Approved by all the Directors present.
	Evaluation of the independence of the CPA.		
	Passed the proposal on the review of the CPA's professional fees.		
	Request for approval of ownership in subsidiary (Sync-Tech System Corp).		
	Proposal on the Company's investment in its subsidiary (HeFei Sitronix Technology Co., Ltd.).		
	Passed the proposal on the adjustment of the amount of endorsements and guarantees for subsidiaries.		
	Endorsement and guarantee case for the subsidiary (mCore Technology Corp) in the production of wafer products at HeJian Technology (SuZhou) Co., Ltd.		

(II) Implementation Status of the Independent Director's refusal of proposal involved in conflicts of interest: None.

II. During the execution process where the Independent Director avoid from interested proposal, the name of the Independent Director, the content of proposal, the reason of avoidance and the results of the voting should be stated:

(I) March 7, 2024 Audit Committee

Proposal content: Removal of competition restrictions for new directors and their representatives.

Name of Independent Director: Cheng-Chieh Dai, Yu-Nu Lin, Jui-Hsiang Lo

Reasons for avoidance of interests and participation in voting: In the distribution of remuneration, individual directors have an interest in the legal person represented by the directors and the directors themselves. During the discussion and voting of this proposal, the directors who are present and have an interest in the voting shall take turns to avoid it, and all other attending directors shall agree to pass it.

III. Communication between Independent Directors, Supervisor of internal audit and CPA:

(I) Communication between Independent Directors and the Head of Internal Audit:

1. The audit Supervisor shall send the audit report of the previous month to the Independent Directors via E-mail every month and communicate as necessary.

2. The important contents of the communication and interaction between the Independent

Directors and the Supervisor of internal audit within the Audit Committee shall be recorded in the Audit Committee's proceedings.

3. Other: In the event of material irregularities or matters where the independent directors, the head of internal audit, and the accountants deem it necessary to communicate independently, a meeting may be held at any time from time to time to communicate with each other.

Date	Communication Method	Matters of communication with the Head of Internal Audit	Opinions of Independent Directors and Follow-up Measures
2024.03.07	The 11th meeting of the 2nd Committee	The performance and results of the internal audit in the fourth quarter of 2023.	The Independent Director expressed consent on the content of the report.
		Passed the Statement of Internal Control System for 2023.	Passed the proposal, without objection from the Independent Director.
2024.05.02	The 12th meeting of the 2nd Committee	The performance and results of the internal audit in the first quarter of 2024.	The Independent Director expressed consent on the content of the report.
2024.08.01	The 1st meeting of the 3rd Committee	The performance and results of the internal audit in the second quarter of 2024.	The Independent Director expressed consent on the content of the report.
2024.10.31	The 2nd meeting of the 3rd Committee	The performance and results of the internal audit in the third quarter of 2024.	The Independent Director expressed consent on the content of the report.
		Provisions of the internal control system of the Company's "Sustainable Information Management."	Passed the proposal, without objection from the Independent Director.
		Passed the proposal on the amendment to partial clauses of the internal control system for "Property, Plant and Equipment Cycle".	Passed the proposal, without objection from the Independent Director.
		Passed the Internal Audit Plan for the year 2025.	Passed the proposal, without objection from the Independent Director.

(II) Communication between Independent Directors and CPA:

1. The Company's CPA has reported the audit results and key audit matters of the financial report for 2023, the latest laws and regulations and audit results of the financial report for the second quarter of 2024 through attending the audit committee

and symposium. They also communicated with the independent directors on the Company's financial and business status.

2. The independent directors, the head of internal audit and the accountants hold a seminar at least once a year for the accountants to communicate and exchange opinions with the independent directors, and a meeting may be convened at any time in the event of a significant anomaly.

Date	Communication Method	Matters of communication with the CPA	Opinions of Independent Directors and Follow-up Measures
2024.03.07	Forum between Independent Directors, Supervisor of audit and CPA	The CPA reported the audit results and key audit matters of the financial report for 2023, and the latest laws and regulations.	The CPA communicated and exchanged opinions with the Independent Director. The Independent Director expressed consent on the content of the report, without special opinions.
2024.08.01	Forum between Independent Directors, Supervisor of audit and CPA	Accountant's report on the results of the review of the financial report for the second quarter of 2024 and the updated ordinance.	

(III) State of corporate governance implementation and differences from the "Corporate Governance Best-Practice Principles for TWSE/ TPEX Listed Companies" and reasons

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Description	
I. Does the Company set and disclose the corporate governance code of practice according to the "Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies"?	✓		In order to establish a good corporate governance system, the Company has formulated the "Corporate Governance Best Practice Principles" according to the "Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies", which has been approved by the Board of Directors and disclosed on the Company's website.	No material difference.
II. Ownership structure and the rights and interests of shareholders				No material difference.
(I) Has the Company set internal operating procedures to deal with shareholder proposals, doubts, disputes, and litigation matters, and does it implement these in accordance with its procedures?	✓		(I) The Company has formulated the "Rules and Procedures of Shareholders' Meeting" and set up a speech system in accordance with the regulations, in which the spokesperson or a deputy spokesperson can properly handle issues such as the shareholders' Suggestions, objections, or disputes. A contact window and contact information were maintained in the stakeholder area of the Company's website to facilitate good communication between the Company and investors.	
(II) Does the Company have a list of those who ultimately control the major shareholders of the Company?	✓		(II) The Company has controlled the list of its shareholders provided by the shareholder services agent and has reported the information of the changes in the shareholding of Directors and major shareholders on a monthly basis in accordance with the provisions.	
(III) How does the Company establish its risk management mechanism and firewalls involving related enterprises?	✓		(III) The Company has formulated the "Supervision Measures for Subsidiary", "Operational Procedures for Transactions of Affiliates, Specific Companies, and Enterprise Groups", and transactions within the affiliated enterprises were carried out in accordance with the Measures and Procedures to clearly delineate the management objectives and responsibilities of personnel, assets, and finances between associated enterprises, which should be able to effectively assess risks and establish appropriate firewalls.	
(IV) Has the Company set internal standards to prohibit insiders from using undisclosed	✓		(IV) The Company has established the "Procedures for Handling Material Inside Information" to prevent insiders from using unpublished information in the	

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons												
	Yes	No	Description													
information in the market to trade securities?			<p>market to trade securities, including (but not limited to) the fact that directors are not allowed to trade their stocks during the closed period of 30 days before the announcement of the annual financial report and 15 days before the announcement of the quarterly financial report from the date of learning of the Company's financial report or related performance content, promoted the relevant regulations prohibiting insider trading, and indeed informed insiders to strictly abide by the situation of preventing insider trading.</p> <p>At least once a year, the Company conducts educational and promotional activities on the "Introduction to Regulations on Insider Trading" digital course for current employees; Sends the supervisory authority's promotional information on preventing insider trading to the Directors via email; Communicates the prevention of insider trading propaganda information of the competent authority through internal announcements to all employees; new employees will undergo a course on "Procedures for Processing Inside Material Information" during their training, which will cover topics including internal major information confidentiality operations and disclosure procedures, education on the prevention of insider trading, and prevention of customer data leakage for employees.</p> <table><tr><th>Course Name</th><th>Number Of Trainees Completed</th><th>Total Training Hours</th><th>Completion Rate</th></tr><tr><td>Procedures for Handling Material Inside Information</td><td>36</td><td>6 hours</td><td>100%</td></tr><tr><td>Prohibition of Insider Trading</td><td>411</td><td>193 hours</td><td>93.9%</td></tr></table>	Course Name	Number Of Trainees Completed	Total Training Hours	Completion Rate	Procedures for Handling Material Inside Information	36	6 hours	100%	Prohibition of Insider Trading	411	193 hours	93.9%	
Course Name	Number Of Trainees Completed	Total Training Hours	Completion Rate													
Procedures for Handling Material Inside Information	36	6 hours	100%													
Prohibition of Insider Trading	411	193 hours	93.9%													

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Description	
III. Organization and responsibilities of the Board of Directors				No material difference.
(I) Does the Board of Directors set and implement a diversity policy?	✓		(I) The Board of Directors has formulated diversification policies, specific management objectives, and implementation status. Please refer to the description of "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (V) Board Diversity and Independence" in this annual report.	
(II) Has the Company established other functional committees besides the Remuneration Committee and Audit Committee?	✓		(II) The Company has set up the Remuneration Committee and Audit Committee. In August 2022, the Sustainability Committee was established, with the Committee and its executive team as full-time units, responsible for proposing and implementing sustainable development policies or systems. In the future, the Company will set up other functional committees according to the needs of operational development.	
(III) Has the Company set performance assessment rules and methods for the Board of Directors and does it perform this evaluation every year, report the results of the performance appraisal to the Board of Directors and apply them to the remuneration of individual Directors and their nomination for reappointment?	✓		(III) The Company has formulated the "Evaluation of Performance of the Board" and the method of evaluation, which are disclosed on the Company's website. An internal evaluation of the performance of the Board of Directors, functional committees and individual Board members is conducted on an annual basis; every three years, the evaluation is conducted by an external professional independent organization or a team of external experts and scholars, and the results of the evaluation are reported to the Board of Directors in the first quarter of the following year. The results of the 2024 internal self-assessment were presented to the Board of Directors on March 6, 2025; the external performance evaluation of the Board of Directors was commissioned to an external independent organization, Taiwan Investor Relations Institute, in November 2022, and the evaluation report was issued on December 5, 2022 and presented to the Board of Directors on March 16, 2023. For information on the implementation of the Board of Directors' evaluation, please refer to the Company's annual report, "Chapter 2 Corporate Governance Report III. The State of the Company's Implementation of Corporate Governance (I) The Operation of the Board of Directors" and the Company's website. (https://www.sitronix.com.tw/tw/investor-relations/corporate-principles/board-of-directors/)	

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons														
	Yes	No	Description															
(IV) Does the Company regularly evaluate the independence of the CPA?	✓		<div>(IV) The Company regularly evaluates the independence and adequacy of the CPA once a year and submits to the board the conclusion of such evaluation. i. Independence Evaluation The Company has made reference to Article 47 of the Certified Public Accountant Act and the “No.10 of the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China” issued by the National Federation of CPA Associations of the R.O.C.(Taiwan), the Company has formulated the following assessment items, and the CPA has issued a declaration of independence for the entrusted audit of the Company's financial statements. The latest evaluation was approved by the Audit Committee on October 31, 2024, and was submitted to the Board of Directors for approval on October 31, 2024.</div> <table><tr><th>Assessed Items</th><th>Evaluation results</th></tr><tr><td>(i) The CPA has no direct or significant indirect financial interest in the Company.</td><td>Yes</td></tr><tr><td>(ii) The CPA does not have a close business relationship with the Company.</td><td>Yes</td></tr><tr><td>(iii) The CPA has no potential employment relationship with the Company.</td><td>Yes</td></tr><tr><td>(iv) The CPAs and their audit team have not held any position as a director, manager, or significant influence on the audit case during the audit period or in the past two years.</td><td>Yes</td></tr><tr><td>(v) The CPA has not borrowed any funds from the Company.</td><td>Yes</td></tr><tr><td>(vi) The CPA has not provided non-audit services to the Company that may directly affect the audit work.</td><td>Yes</td></tr></table>	Assessed Items	Evaluation results	(i) The CPA has no direct or significant indirect financial interest in the Company.	Yes	(ii) The CPA does not have a close business relationship with the Company.	Yes	(iii) The CPA has no potential employment relationship with the Company.	Yes	(iv) The CPAs and their audit team have not held any position as a director, manager, or significant influence on the audit case during the audit period or in the past two years.	Yes	(v) The CPA has not borrowed any funds from the Company.	Yes	(vi) The CPA has not provided non-audit services to the Company that may directly affect the audit work.	Yes	
Assessed Items	Evaluation results																	
(i) The CPA has no direct or significant indirect financial interest in the Company.	Yes																	
(ii) The CPA does not have a close business relationship with the Company.	Yes																	
(iii) The CPA has no potential employment relationship with the Company.	Yes																	
(iv) The CPAs and their audit team have not held any position as a director, manager, or significant influence on the audit case during the audit period or in the past two years.	Yes																	
(v) The CPA has not borrowed any funds from the Company.	Yes																	
(vi) The CPA has not provided non-audit services to the Company that may directly affect the audit work.	Yes																	

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons						
	Yes	No	Description							
				<div>Assessed Items</div> <div>Evaluation results</div>						
				(vii) Whether the CPA has met the independence requirements of the CPA Professional Ethics Bulletin No. 10, and whether the "Declaration of Independence" issued by the CPA has been obtained.	Yes					
				(viii) The CPA has not provided audit services to the Company for seven consecutive years.	Yes					
			ii. Suitability Evaluation							
			The Company has obtained information on Audit Quality Indicators (AQIs) provided by the accounting firm and evaluated the audit quality of the accounting firm and audit team in accordance with the "Guidance on Interpretation of Audit Quality Indicator (AQI) by Audit Committee" issued by the competent authority. Based on the framework that consists of 13 indicators covering five scopes (listed below), we confirm that the indicator data of the Company's certified public accountants and the accounting firm are comparable to those of the industry average standards and the Company's last year auditing. The latest evaluation was approved by the Audit Committee on March 6, 2025, and submitted to the Board of Directors for approval on March 6, 2025.							
				<table><tr><th>Framework</th><th>Indicators</th><th>Evaluation Results</th></tr><tr><td>Profession</td><td>1-1 Audit Experience 1-2 Training Hours 1-3 Attrition Rate 1-4 Professional Support</td><td>All professional indicators, except for "training hours" and "professional support", are better than the industry standard, indicating that the firm and the CPAs have good professional and management capabilities in performing audits.</td></tr></table>	Framework	Indicators	Evaluation Results	Profession	1-1 Audit Experience 1-2 Training Hours 1-3 Attrition Rate 1-4 Professional Support	All professional indicators, except for "training hours" and "professional support", are better than the industry standard, indicating that the firm and the CPAs have good professional and management capabilities in performing audits.
Framework	Indicators	Evaluation Results								
Profession	1-1 Audit Experience 1-2 Training Hours 1-3 Attrition Rate 1-4 Professional Support	All professional indicators, except for "training hours" and "professional support", are better than the industry standard, indicating that the firm and the CPAs have good professional and management capabilities in performing audits.								

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons		
	Yes	No	Description			
				Framework	Indicators	Evaluation Results
				Quality Control	2-1 Workload 2-2 Involvement 2-3 Engagement Quality Control Review 2-4 Quality Supporting Capacity	All quality control indicators, except for the "workload", are better than the industry standard, indicating that the firm and the CPAs have good quality control.
				Independence	3-1 Non-audit service fees 3-2 Customer familiarity	The percentage of non-audit service fees is less than 40%. The firm has audited the Company's financial statements for 18 years, and the CPAs have not provided audit services to the Company for seven consecutive years, indicating that the firm and the CPAs maintain an independent position in terms of form or substance and express their opinions impartially when performing an audit.
				Monitor	4-1 External inspection results and enforcement 4-2 Number of official improvement letters issued by authority	All monitoring indicators are in the mid-range of industry standards, indicating good audit quality.
				Innovation	5-1 Innovative planning or initiatives	The firm has formulated various innovative planning, which improve the quality of its audit planning or innovation capability.

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Description	
IV. Does the TWSE/TPEX listed company dedicate an eligible and appropriate number of personnel for corporate governance and have appointed a Supervisor in charge of the Company' corporate governance affairs (including but not limited to providing information required for Director/Supervisor's operations, assisting Directors and Supervisors to comply with laws and regulations, convening board/shareholder meetings in compliance with the law, and producing meeting minutes of board/shareholder meetings)?	✓		<p>In order to coordinate the Group's corporate governance culture and policies and to establish a dedicated Group Head of Corporate Governance, the Board of Directors approved on November 2, 2023, the appointment of Vivian Mao, the Group's dedicated Head of Corporate Governance, to serve as the Head of Corporate Governance of the Company, who already has over three years of experience in management of corporate governance related affairs of public companies, including stock affairs or board of directors' and shareholders' meetings, and is jointly responsible for corporate governance related affairs with the finance and accounting departments.</p> <p>The main duties are to handle matters related to the meetings of the Board of Directors and the shareholders' meeting in accordance with the law, prepare minutes of the Board of Directors' and shareholders' meetings, provide the directors with information necessary for the execution of their business, assist the directors in taking office and continuing education, and assist the directors in complying with the laws and regulations.</p> <p>The cumulative number of hours of study in 2023 on topics related to the Head of Corporate Governance is 18 hours.</p>	No material difference.
V. Has the Company established communication channels and dedicate section for stakeholders (including but not limited to shareholders, employees, customers and suppliers) on its website, and responded appropriately to interested parties concerning important corporate social responsibility issues?	✓		<p>(I) Stakeholders can communicate with the Company's spokesperson, investor relations, and ESG sustainability contacts through a stakeholder's page. The page provide e-mail address and contact available for stakeholders to ask questions or sustainability issues. (https://www.sitronix.com.tw/tw/investor-relations/stakeholder/)</p> <p>(II) The Company's website provides a technical support service mailbox, and the dedicated person is responsible for handling the application issues of the product. (https://www.sitronix.com.tw/tw/contacts/)</p> <p>(III) The Company's website has also disclosed the contact information of the shareholder services agent and CPA, providing investors with contact information. (https://www.sitronix.com.tw/tw/investor-relations/shareholders-meeting/ir-contact/)</p>	No material difference.

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Description	
VI. Has the Company appointed a professional stock affairs agency for shareholders affairs?	✓		The Company has appointed the Share Agency Department of Taishin Securities Co., Ltd. for the agent of shareholders' meeting affairs.	No material difference.
VII. Information Disclosure				
(I) Does the Company set up THE website to disclose financial operations and corporate governance information?	✓		(I) The Company set up a website and constructed a section for investor relations to disclose financial operations and corporate governance information. The shareholders and investors can also inquire about related information on the Company's financial business and corporate governance.	Except for item (III), which will be subject to legal provisions and the actual operation evaluation of the Company, there are no significant differences.
(II) Has the Company adopted other measures (such as English website, a designated person responsible for the collection and disclosure of information, implementation of the spokesman system, the legal entities announcements uploaded to website, etc.) to disclose information?	✓		(II) The Company's website contains both Chinese and English information. According to our job responsibilities, there are dedicated units responsible for collecting and disclosing information on the Company's website and the MOPS. We have established a spokesperson system to communicate relevant information about the Company externally. At the same time, the Company's operational information is disclosed on the Company's website and the MOPS and investor conference briefing is disclosed on the Company website. In accordance with the regulations of the competent authority, the Company has fulfilled its responsibilities and obligations for information disclosure in accordance with laws and the provisions of the competent authority.	
(III) Does the Company announce and declare the annual financial report within two months after the end of the fiscal year? Does it announce and declare the first, second and third quarter financial reports and operating conditions of each month as soon as possible before the prescribed period?		✓	(III) The Company did not announce and declare its annual financial reports within two months after the end of the fiscal year. However, it has announced and declared the quarterly financial report in advance within the prescribed period, as well as the operating status of each month.	
VIII. Does the Company have any other important information for better understanding the Company's corporate governance system (including but not limited to interests and rights of employees, care for employees, relation with	✓		(I) Employee rights and interests, employee care: please refer to the Company's annual report, "Chapter 4 Operations Overview V. Labor Relations". (II) Investor relations: In order to protect shareholders' rights and interests and make it easier for investors to understand the Company's operating conditions,	No material difference.

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Description	
investors, relation with suppliers, relation with interested parties, continuing education of Directors and Supervisors, execution of risk management policies and risk measuring standards, execution of customer policies, liability insurance for the Company's Directors and Supervisors)?			<p>the Company has dedicated a spokesman and acting spokesman, who are specially responsible for external communication; Through investor conferences and invited participation in investor meetings, relevant financial and operational information is disclosed on the MOPS and the Company websites in accordance with regulations, in order to achieve information openness and transparency.</p> <p>(III) Supplier relationship: the Company has established supplier management procedures, and only those who pass the audit can become the cooperative partner of the Company. And the Company regularly evaluates the quality, delivery time, price and cooperation condition of major raw material suppliers to ensure that the suppliers can provide products of stable quality to the Company.</p> <p>(IV) Rights of stakeholders: The Company maintains good communication channels with employees, clients, suppliers, and other stakeholders, and has established a stakeholder section to respect and safeguard their legitimate rights and interests.</p> <p>(V) Situation of continuing education of directors and supervisors: In order to implement corporate governance, all directors of the Company have professional background, ability, and practical experience in business management. Nine directors (including independent directors) of the Company have completed more than 6 hours of continuing education during the year. For the situation of the advanced studies of Directors of the Company, please refer to the MOPS - Summary Table of Directors and Supervisors' Attendance on the Board of Directors and Situation of Their Advanced Studies.</p> <p>(VI) Implementation of risk management policies and risk measurement standards: please refer to the Company's annual report "Chapter 5 Review, Analysis, and Risks of Financial Conditions and Performance".</p> <p>(VII) Implementation of customer policy: the Company always keeps close contact with customers, and the cooperation with customers is handled in accordance</p>	

Assessed Items	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Description	
			<p>with the Company's specifications and the contracts signed by both parties to safeguard the rights and interests of both parties. It devotes itself to providing the best products for customers, and emphasizes on differentiation and value creation. It has a special person responsible for communicating with customers and dealing with related issues.</p> <p>(VIII) Liability insurance bought by the Company for Directors: The Company buys liability insurance for Directors and major Managers every year. Evaluate the insurance limit regularly every year and report to the Board of Directors on the renewal of liability insurance for Directors.</p>	

IX. Please specify the measures adopted by the Company to improve the items listed in the corporate governance review result from Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items yet to be improved.

Improved Items of the 11th Corporate Governance Evaluation Index		
Number	Index item	Improvement methods
2.27	Has the Company implemented Taiwan Intellectual Property Management System (TIPS), ISO56005 or similar standards, and has it been verified by a third party?	The Company implemented the Taiwan Intellectual Property Management System (TIPS) in 2024 and plans to undergo third-party certification in 2025.
3.20	Whether the Company is invited to, or independently holds, at least two investor meetings and discloses at least two meeting recordings with audio and video to the Market Observation Post System (MOPS).	The Company was invited to participate in ten investor conferences, conducted either in-person or virtual in 2024. Additionally, the Company held at least one investor conference per quarter. Two comprehensive video recordings of these conferences were disclosed on the Market Observation Post System (MOPS). The interval between the first and last investor conferences during the evaluated year exceeded three months. For information regarding the relevant investor conferences, please refer to the Company's website. (https://www.sitronix.com.tw/tw/investor-relations/conference/)
4.23	Does the Company disclose its policy linking to the senior managers' compensation to ESG-related performance evaluations?	The Company implemented a policy that ties the compensation of senior managers to ESG-related performance evaluations in 2024. This policy received approval from both the Remuneration Committee and the Board of Directors, and it has been publicly disclosed in the annual report as well as the Sustainability Report.
4.24	Has the Sustainability Report prepared by the Company been submitted and received approval from the Board of Directors?	The 2023 Sustainability Report prepared by the Company was presented to the Board of Directors on August 1, 2024 and received approval.

Assessed Items		Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX-Listed Companies and Reasons
		Yes	No	Description	
Priority Enhancement Items for the 11th Corporate Governance Evaluation Index that Have Not Yet Been Improved					
Number	Index item		Improvement methods		
1.6	Convene the annual shareholders' meeting by the end of May.		The 2025 shareholders' meeting is expected to be held before the end of May.		
2.27	Has the Company implemented Taiwan Intellectual Property Management System (TIPS), ISO56005 or similar standards, and has it been verified by a third party?		Third-party verification is expected to be conducted in 2025.		
4.22	Does the Company invest resources to support the development of domestic culture and disclose the manner and results of such support on the Company's website, annual report or Sustainability Report?		The Company expects to plan activities related to supporting domestic cultural development in 2025.		

(IV) Where a remuneration committee is established, the Company shall disclose its composition and operation status

1. Information on Members of the Remuneration Committee

December 31, 2024

Title	Name	Condition	Professional qualifications and experiences	Meets the Independence	Concurrent remuneration committee position in other publicly listed companies
Independent Director (Convener)	Cheng-Chieh Dai	Please refer to the description of the Company's annual report "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (IV) Disclosure of information on the professional qualifications of the directors and supervisors and the independence of the independent directors".	Please refer to the description of the Company's annual report "Chapter 2 Corporate Governance Report I. Information on Directors, Executives, and Department/Branch Heads (IV) Disclosure of information on the professional qualifications of the directors and supervisors and the independence of the independent directors".		0
Independent Director	Yu-Nu Lin				0
Independent Director	Jui-Hsiang Lo				0

2. Operational Status of the Remuneration Committee

I. There are 3 members in the Company's Remuneration Committee.

II. Current Term: From June 20, 2024 to June 19, 2027. The Remuneration Committee held four meetings (A) in the recent year, the qualifications and attendance of the committee members are shown as follows:

Title	Name	Attendance in Person (B)	By Proxy	Rate of Actual Presence (%) (B/A)	Remarks
Convener	Cheng-Chieh Dai	4	-	100%	None
Member	Yu-Nu Lin	4	-	100%	None
Member	Jui-Hsiang Lo	4	-	100%	None

Other matters that shall be reported:

1. If the Board of Directors does not adopt or amend recommendations proposed by the Remuneration Committee, the date, session, proposal contents and resolutions of the Board of Directors, and the Company's actions in response to the opinions of the Audit Committee shall be stated (also, where the remuneration approved by the Board of

Directors is superior to that recommended by the Remuneration Committee, the differences and reasons shall be stated): None.

2. Where resolutions of the Remuneration Committee include dissenting or qualified opinion which is on record or stated in a written statement, the date, session, proposal contents, opinions from every member, and actions in response to the opinions of the members shall be stated:

Item	Matters for discussion	Resolution Results	Handling of Members' Opinions by the Company
2024.02.02 The 10th meeting of the 5th Committee	Distribution of the Remuneration to Employees and Directors for the Year 2023 of the Company.	During the discussion and voting on this motion, the interested members present were asked to take turns to withdraw from the meeting, and the rest of the members present agreed to pass the motion as it is.	None
2024.03.22 The 11th meeting of the 5th Committee	Compensation Adjustment Plan of Managers of the Company.	Passed by all attending members of the Remuneration committee.	None
2024.05.24 The 12th meeting of the 5th Committee	1. Distribution Plan of Remuneration for Managers in Cash for the 2023 Fiscal Year of the Company. 2. The amendment to the “Regulations Governing the Evaluation of Managerial Performance”.	Passed by all attending members of the Remuneration committee.	None
2024.12.20 The 1st meeting of the 6th Committee	Distribution Plan of Managers Operation and Project Bonus for the Year 2024 of the Company.	Passed by all attending members of the Remuneration committee.	None

(V) The State of The Company's Performance of Social Responsibilities, Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
I. Does the Company formulate a framework and set up exclusively (or concurrently) dedicated units to promote corporate social responsibility, and authorize high level managers to handle and report to the Board of Directors?	✓		<p>(I) Since August 4, 2022, the Company has set up a Sustainability Committee under the Board of Directors, with the Chairman (Vincent Mao) as the convener and the two independent directors as members, to set the annual goals of sustainable development in the economy, environment and society, and corporate governance, and regularly monitor the implementation, leading the Company to implement the vision, and short, medium, and long-term goals of sustainable development.</p> <p>(II) Under the Sustainability Committee, the Executive Office and the Environmental Sustainability, Social Responsibility and Corporate Governance Functional Group were set up to ensure the promotion and implementation of the work related to the sustainable development of the enterprise. In 2024, the sustainable issues were proposed by various departments and stakeholders of the Company, and corresponding strategies were formulated to implement the sustainable development policies of the Company in operation, environmental protection, customers and suppliers.</p> <p>(III) The Sustainability Committee held two meetings on July 16 and October 22, 2024, and reported the implementation to the Board of Directors on October 31, 2024. The topics included: 1. Identify the sustainable issues to be concerned, and formulating the corresponding action plan; 2. Revise the objectives and policies of sustainability issues; 3. Supervise the implementation of sustainability matters and evaluating the implementation status; 4. Conduct risk assessments related to environmental, social, or corporate governance issues pertinent to the Company's operations in accordance with materiality principles, and formulate relevant risk management policies or strategies based on the assessed risks. The Board of Directors will evaluate the effectiveness of the related goals and policies after receiving the report from the management team (including the ESG report), then track the progress of implementation, and prompt the management team to make adjustments when necessary. Please refer to the Company's website for detailed annual goals and execution status. (https://www.sitronix.com.tw/tw/investor-relations/corporate-principles/committee/sustainability/)</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance																				
	Yes	No	Description																					
			(IV) Duties and members of the Sustainability Committee: i. To prepare the sustainability policy of the Company. ii. To ensure the sustainability of the Company, including sustainable governance, integrity management, environmental and social targets, and preparation of strategies and implementation plans. iii. To review, track and revise the implementation and performance of the sustainability of the Company, and report to the Board of Directors regularly. iv. To address the concerns of various stakeholders, including shareholders, customers, suppliers, employees, government agencies, non-profit organizations, community, and media, and to oversee communication plans.																					
			<table><tr><th>Name</th><th>Title</th><th>Expertise</th><th>Expertise and competencies in sustainability</th><th>Number of attendance in 2024</th></tr><tr><td>Vincent Mao Chairman of the Board/ Director</td><td>Chairman / Convener</td><td>With work experience in business, technology, industry knowledge, and operation judgment capacity.</td><td>Key strategies for companies to improve ESG performance.</td><td>2</td></tr><tr><td>Dai, Cheng-Chieh Independent Director</td><td>Member</td><td>With work experience in business, technology, and operation judgment capacity.</td><td>Key strategies for companies to improve ESG performance.</td><td>2</td></tr><tr><td>Lin, Yu-Nu Independent Director</td><td>Member</td><td><ul style="list-style-type: none">With work experience in accounting and operation judgment capacity.Professional and technical personnel who have passed the national examinations required for accountants to obtain a certificate.</td><td><ul style="list-style-type: none">Key strategies for companies to improve ESG performance.Participated in 2024 Taishin Net Zero Summit Forum.</td><td>2</td></tr></table>		Name	Title	Expertise	Expertise and competencies in sustainability	Number of attendance in 2024	Vincent Mao Chairman of the Board/ Director	Chairman / Convener	With work experience in business, technology, industry knowledge, and operation judgment capacity.	Key strategies for companies to improve ESG performance.	2	Dai, Cheng-Chieh Independent Director	Member	With work experience in business, technology, and operation judgment capacity.	Key strategies for companies to improve ESG performance.	2	Lin, Yu-Nu Independent Director	Member	<ul style="list-style-type: none">With work experience in accounting and operation judgment capacity.Professional and technical personnel who have passed the national examinations required for accountants to obtain a certificate.	<ul style="list-style-type: none">Key strategies for companies to improve ESG performance.Participated in 2024 Taishin Net Zero Summit Forum.	2
			Name		Title	Expertise	Expertise and competencies in sustainability	Number of attendance in 2024																
			Vincent Mao Chairman of the Board/ Director		Chairman / Convener	With work experience in business, technology, industry knowledge, and operation judgment capacity.	Key strategies for companies to improve ESG performance.	2																
			Dai, Cheng-Chieh Independent Director		Member	With work experience in business, technology, and operation judgment capacity.	Key strategies for companies to improve ESG performance.	2																
Lin, Yu-Nu Independent Director	Member	<ul style="list-style-type: none">With work experience in accounting and operation judgment capacity.Professional and technical personnel who have passed the national examinations required for accountants to obtain a certificate.	<ul style="list-style-type: none">Key strategies for companies to improve ESG performance.Participated in 2024 Taishin Net Zero Summit Forum.	2																				

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
II. Does the Company conduct risk evaluation on environmental, social and corporate governance issues related to the Company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?	✓		<p>The disclosed information covers the sustainable development performance of the Company in the main strongholds from January, 2024 to December, 2024. The risk assessment boundary is dominated by the Company, including the existing strongholds of Hsinchu Head Office and Taipei Office.</p> <p>Depending on the nature of the business, each operating unit of the Company adopts preventive measures for risk management in order to minimize the losses caused by risks, and performs the regular assessment, monitoring, reporting and handling. The Company focuses on the risk factors through risk assessment questionnaires, and after the CEO decides on the risk factors of concern for the year, the Executive Office of the Sustainability Committee will convene the risk management meeting. The final results will be reported to the Sustainability Committee, and the status of implementation will be reported to the Board of Directors and each operating unit. The risk management reports from each operating unit are then collected, consolidated, and reported to the Sustainability Committee and Board of Directors on the implementation status of risk management for each risk. The most recent report to the Board of Directors was on October 31, 2024.</p> <p>Please refer to the Company's website for information on the implementation of risk management in 2024.(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/risk-management/performance/)</p> <p>The Company references the GRI Universal Standards 2021 and the AA1000 Accountability Principles 2018 to conduct the management process for material sustainability issues based on the four principles of "Inclusivity, Materiality, Responsiveness, and Impact." This process assesses the impact on the economy, environment, and social issues (including human rights) and communicates with internal and external stakeholders. Through domestic and international ESG assessment organizations and the integration of assessment data from various departments, the Company evaluates material ESG issues, and the Company formulates risk management policies and adopts specific action plans for effective identification, measurement, evaluation, supervision and control to mitigate the impact of related risks based on the results.</p> <p>Please refer to the supplementary explanation in “VII. Other important information helpful in understanding the implementation of sustainable development”.</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
III. Environmental matters (I) Does the Company establish proper environment management systems based on the characteristics of its industries?	✓		<p>The Company is a professional IC design company, and mainly engaged in IC research and development and design. With all processes outsourced, it is not directly engaged in production and manufacturing. Therefore, after evaluation, the ISO14001 environmental management system is not applicable. To establish an applicable environmental management system of product, the Company also has formulated the "Environment Substance Management Procedure" based on the EU RoHS (Directive 2011/65/EU) / REACH SVHC / Packaging and Packaging Waste (Directive 94/62/EC) / Halogen-free Directive and the green environmental protection requirements of customers. This procedure clearly stipulates that the raw materials and packaging materials used by suppliers shall fully compliant. to jointly enhance sustainable development of environment. Suppliers are regularly requested to provide material testing reports and ISO 14001 certification. The Company adheres to the Waste Disposal Act regulations established by the Environmental Protection Administration to carry out cleaning and disposal management operations to enhance the management of waste disposal and resource recycling in the workplace.</p>	No material difference.
(II) Does the Company endeavor to utilize all resources more efficiently and uses renewable materials which have a low impact on the environment?	✓		<p>i. The Company actively promotes various energy reduction measures, selects high energy efficiency and energy-saving equipment, reduces energy consumption of enterprises and products, and enhances energy efficiency.</p> <p>The increase of 145,308.3632 kWh (7.45%) in electricity consumption in 2024 compared to the baseline year 2022 was mainly attributable to the increase in electricity consumption in Taipei due to the demand for research and development work, the purchase of additional information equipment for the expansion of workstations, as well as the expansion of the office space in Hsinchu, both of which led to an increase in office staff. As a result, the short-term (2023–2026) goal of reducing electricity consumption by 3% compared to the baseline year 2022 has not yet been achieved.</p> <p>Due to the expansion of the Hsinchu office, the Company plans to conduct external verification of the 2024 greenhouse gas inventory in the third quarter of 2025. At that time, the baseline year will be updated.</p> <p>ii. The Company's products mainly focus on display driver ICs (DDICs), which are used in various AIoT products, including smart homes, smart mobile devices, smart watches,</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>and vehicle-mounted applications. During the product development process, it assists customers in developing display driver products with optimal display performance, minimal peripheral components, and minimal volume. The zero-capacitance display drive technology developed and promoted by the Company makes it possible to eliminate the need for external passive components (capacitors) in FPCs, dramatically reducing the use of capacitors and saving billions of ceramic capacitors, achieving significant carbon reduction results.</p> <p>iii. The raw materials used in the Company's products comply with EU RoHS, REACH, and halogen-free specifications to reduce environmental impact. In green manufacturing, in order to reduce resource waste, the Company continues to seek waste reduction and reuse technology development; In the upstream and downstream of the value chain, make joint efforts to recycle and share packaging materials.</p> <p>iv. The Company promotes the electronic signature verification system to reduce the printing of correspondence and official letters, and issues the publicity announcements by E-mail to reduce the use of large amounts of paper. Moreover, it also advocates the policies of using recycled paper and energy saving and carbon reduction to reduce the impact of the Company's operations on the environment.</p> <p>v. For the implementation strategies and achievements of the Company, please read the Company's Sustainability Report "Chapter 5 Energy Management and Waste Management".</p>	
(III) Does the Company evaluate the present and future potential risks and opportunities of climate change to the Company, and taken measures to respond to climate-related issues?	✓		For the assessment of the potential risks, opportunities, and countermeasures of climate change on the Company in the present and the future, please refer to the "VIII.Climate-Related Information of TWSE/TPEX Listed Company I. Implementation of Climate-Related Information" Table.	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
(IV) Does the Company calculate greenhouse gas emissions, water consumption and total waste weight over the past two years, and formulate policies for energy conservation and carbon emissions reduction, greenhouse gas emissions reduction, water consumption reduction or other waste management?	✓		<p>The Company is a professional IC design company, which is engaged in product design, R&D and sales. Wafer manufacturing, packaging, testing and other production operations are entrusted to professional factories. No manufacturing related industrial waste and wastewater discharge will be generated. The disclosed business waste comes from the amount of outsourced waste recycling. (Recycled wastes mainly include gold-containing film, silicon rods, wafers (containing gold), PCBs with gold plating, as well as plastics, wood, and waste paper).</p> <p>i. <u>Greenhouse gas emissions in the past 2 years:</u></p> <p>The Company has completed ISO 14064-1:2018 greenhouse gases self-inventory for 2024 and plans to conduct a third-party verification in the third quarter of 2025. The primary source of greenhouse gas emissions for the organization is purchased electricity, while the rest are fugitive emissions. The Company does not have any fixed emission sources, as it does not engage in production processes and does not generate any process emissions. For information regarding greenhouse gas emissions, assurance status, and reduction policies over the past two years, please refer to the “VIII. Climate-Related Information of TWSE/TPEX Listed Company I. Implementation of Climate-Related Information, specifically sections 1-1, Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years, and 1-2, Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan”.</p> <p>ii. <u>Water consumption in the past 2 years:</u></p> <p>The company is a non-manufacturing company. Our facility's main water consumption uses are for general employee use, as air-conditioning condensate, and as data-center coolant. The total water consumption in 2024 was 6,969.5890 metric tons with a water intensity of 2.1895, an increase of 10.86% compared to the base year, mainly due to the increase in the number of employees in the Hsinchu office. Due to the expansion of the Hsinchu and Taipei office spaces in 2023, there are no current plans for further expansion. As the water usage data for 2023 undergone a high level of assurance during an audit by an external organization as part of the sustainability report (see footnote 2 in the table below), the year 2023 has been designated as the base year, with the water intensity of that year as the reference baseline. In the event of future office</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance									
	Yes	No	Description										
			<p>space changes, the baseline year might be adjusted, and we will continue to review whether there are more appropriate water efficiency indicators.</p> <table><tr><td>Year</td><td>2023 (Baseline Year)</td><td>2024</td></tr><tr><td>Water consumption (mt)</td><td>6,286.5883</td><td>6,969.5890</td></tr><tr><td>Water Intensity (mt / ping floor area)</td><td>1.9749</td><td>2.1895</td></tr></table> <p>Note 1: Inventory scope: the Company (Hsinchu Head Office, Taipei Office) Note 2: The water usage data was audited by an external organization, DQS Taiwan Inc., in an audit of the Sustainability Report and was highly assured by SASB TC-SC-140a in 2023, and the same level of assurance was planned for the data in 2024.</p> <p>The Company has been paying attention to energy conservation and environmental protection issues in water resources for a long time, and will continue to invest in multiple improvement measures. In terms of water-saving plans, we will comprehensively implement water conservation in daily life, including the installation of sensing faucets, water-saving devices, and two-stage toilets, save appropriate water volume, and clearly mark water conservation propaganda at each water use point, in order to maximize the benefits of available water resources.</p> <p>The Company operates in an office building and is committed to the efficient use of water resources with the goal of achieving a 1% reduction in water intensity compared to the base year of 2023.</p> <p>iii. <u>Waste output in the last 3 years:</u></p> <p>The Company is committed to environmental protection and actively monitors the generation of industrial waste. The Sustainability Committee reviews performance annually and has set the direction of industrial waste production towards zero waste in resource recycling. The Company's waste comes from industrial waste and domestic waste, and the disclosed industrial waste comes from the recycling of defective products from outsourced manufacturing; Domestic waste is divided into general</p>	Year	2023 (Baseline Year)	2024	Water consumption (mt)	6,286.5883	6,969.5890	Water Intensity (mt / ping floor area)	1.9749	2.1895	
Year	2023 (Baseline Year)	2024											
Water consumption (mt)	6,286.5883	6,969.5890											
Water Intensity (mt / ping floor area)	1.9749	2.1895											

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance												
	Yes	No	Description													
			<p>garbage, kitchen waste and resource recovery. Colleagues collect garbage in temporary storage areas, and then a cleaning company confirms the classification of recycling and transports it to the designated recycling area, and then the qualified waste cleaning company transports it to the incineration plant for treatment.</p> <p>The statistical method of the amount of industrial waste is obtained from the statistics of the recycling and transportation company. The amount of domestic waste is shared with others in the office area, and the waste is treated uniformly in the building. It is not possible to be disaggregate the actual amount used by the Company, and only the amount of industrial waste is disclosed.</p> <table><tr><th>Year</th><th>Industrial waste (mt)</th><th>Industrial Waste Intensity (mt/ NT\$ million)</th></tr><tr><td>2022 (Baseline Year)</td><td>5.2869</td><td>0.0005</td></tr><tr><td>2023</td><td>4.3655</td><td>0.0004</td></tr><tr><td>2024</td><td>5.3792</td><td>0.0005</td></tr></table> <p>Note 1: Inventory scope: the Company (Hsinchu Head Office, Taipei Office)</p> <p>Note 2: Industrial waste included the non-gold-containing industrial waste.</p> <p>Note 3: The 2023 industrial waste data was subject to a high level of assurance for SASB TC-SC-150a by the external verification organization DQS Taiwan during the audit of the Sustainability Report. The 2024 data is also planned to undergo the same level of assurance.</p> <p>“Resource Circulation and Zero Waste” is the ultimate goal of the Company's waste management. The Company has developed an “Environmental Control Procedures” to implement the resource recovery mechanism for domestic wastes and industrial wastes respectively. With the strategy of reducing the total amount of waste and waste reuse, and through source management measures such as improvement of manufacturing technology and reduction of raw materials by partner companies, industrial waste intensity has been reduced to achieve a 1% reduction in the amount of waste generated</p>	Year	Industrial waste (mt)	Industrial Waste Intensity (mt/ NT\$ million)	2022 (Baseline Year)	5.2869	0.0005	2023	4.3655	0.0004	2024	5.3792	0.0005	
Year	Industrial waste (mt)	Industrial Waste Intensity (mt/ NT\$ million)														
2022 (Baseline Year)	5.2869	0.0005														
2023	4.3655	0.0004														
2024	5.3792	0.0005														

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>by the business (with 2022 as the baseline year). Improvement measures for domestic waste include implementing waste separation, food waste recycling, reducing the use of disposable tableware and paper cups, and publicizing to colleagues to reduce the amount of waste.</p> <p>In terms of implementation, the Company's industrial waste intensity in 2024 was 0.0005 (mt / NT\$ million), remaining stable compared to the baseline year (2022) with no significant change. In the future, the Company will further plan how to actively implement reduction measures.</p> <p>For more information on the Company's policies on energy conservation, carbon reduction, greenhouse gas reduction, water reduction or other waste management, please refer to the Company's official website. (https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/sustainable-environment/)</p>	
IV. Social matters (I) Does the Company establish proper management methods and procedures in accordance with the relevant regulations and the international conventions on human rights?	✓		<p>i. The Company recognizes and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work. To fulfill corporate social responsibility and implement human rights protection, the Company hereby formulates the human rights policies applicable to the Company and prevents any violation of human rights. We strictly abide by governmental laws and regulations concerning labor, occupational safety, and personal data protection. The scope of human rights protection encompasses, but is not limited to, employees, customers, suppliers, and partners.</p> <p>ii. Based on the principles of sustainable business operations, the Company regularly reviews its operations, value chain, and related activities annually. This process involves monitoring material social issues, conducting surveys, communicating with government agencies, and engaging with relevant stakeholders to identify and assess groups at risks and potential human rights risks therein. Based on the identified risks, we develop a human rights issue control plan and continuously monitor and improve the implementation of this plan.</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance						
	Yes	No	Description							
			<div>iii. The summary of the Company's human rights policy and improvement measures is as follows:<ul style="list-style-type: none">Diversity, inclusiveness, and equal opportunities</div> <table><tr><td>Human rights commitments</td><td><div>(i) In the personnel recruitment, employment, promotion, rewards, and various welfare aspects, there shall be no discrimination based on race, language, blood type, religion, party affiliation, place of origin, gender, age, marriage, facial features, or other factors.</div><div>(ii) Except for special job restrictions, we will hire employees with physical and mental disabilities and promise not to receive differential treatment due to any of the above factors.</div><div>(iii) In terms of personnel management, we attach great importance to the principle of "recruiting on the basis of intellectual ability, matching people to jobs" and do not use irrelevant personal characteristics as management assessment indicators.</div><div>(iv) No discrimination based on gender. Workers shall receive equal wages for equal work of equal efficiency.</div></td></tr><tr><td>Management/Operation Guidelines</td><td>Develop the “Personnel Selection and Appointment Measures” and the “Grading and Promotion Management Measures” to implement the above equality commitments.</td></tr><tr><td>Improvement measures</td><td><div>(i) Review the working environment and regulations at any time in cooperation with and in accordance with government decrees and changes in the social environment.</div><div>(ii) If there is a violation of the “Human Rights Policy”, necessary improvement measures will be taken with the supervisor and the employee's rights will be returned.</div></td></tr></table>	Human rights commitments	<div>(i) In the personnel recruitment, employment, promotion, rewards, and various welfare aspects, there shall be no discrimination based on race, language, blood type, religion, party affiliation, place of origin, gender, age, marriage, facial features, or other factors.</div> <div>(ii) Except for special job restrictions, we will hire employees with physical and mental disabilities and promise not to receive differential treatment due to any of the above factors.</div> <div>(iii) In terms of personnel management, we attach great importance to the principle of "recruiting on the basis of intellectual ability, matching people to jobs" and do not use irrelevant personal characteristics as management assessment indicators.</div> <div>(iv) No discrimination based on gender. Workers shall receive equal wages for equal work of equal efficiency.</div>	Management/Operation Guidelines	Develop the “Personnel Selection and Appointment Measures” and the “Grading and Promotion Management Measures” to implement the above equality commitments.	Improvement measures	<div>(i) Review the working environment and regulations at any time in cooperation with and in accordance with government decrees and changes in the social environment.</div> <div>(ii) If there is a violation of the “Human Rights Policy”, necessary improvement measures will be taken with the supervisor and the employee's rights will be returned.</div>	
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	Yes	No	Description							
			<div>• Anti-discrimination and anti-harassment</div> <table><tr><td>Human rights commitments</td><td>A zero-tolerance policy is adopted towards any form of workplace discrimination and harassment. Effective and appropriate complaint and disciplinary mechanisms are established to create equal employment opportunities.</td></tr><tr><td>Management/Operation Guidelines</td><td>Implement “Sexual Harassment Prevention Measures, Complaint and Punishment Measures” to ensure a working environment that is free from discrimination and harassment.</td></tr><tr><td>Improvement measures</td><td>Publicly announced and disclosed on the Company's electronic bulletin.</td></tr></table>	Human rights commitments	A zero-tolerance policy is adopted towards any form of workplace discrimination and harassment. Effective and appropriate complaint and disciplinary mechanisms are established to create equal employment opportunities.	Management/Operation Guidelines	Implement “Sexual Harassment Prevention Measures, Complaint and Punishment Measures” to ensure a working environment that is free from discrimination and harassment.	Improvement measures	Publicly announced and disclosed on the Company's electronic bulletin.	
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			<div>• Meet basic salary</div> <table><tr><td>Human rights commitments</td><td><div>(i) In order to ensure the economic well-being of employees, the salaries of all employees are in line with and superior to the basic salary level stipulated by local laws and regulations, and social insurance is handled according to regulations.</div><div>(ii) On the premise of taking care of employees, and providing group insurance and related welfare and bonus distribution measures beyond legal regulations.</div></td></tr><tr><td>Management/Operation Guidelines</td><td><div>(i) Develop the 'Salary Operation Guidelines', where all colleagues' salaries are superior to the basic salary stipulated by laws and regulations.</div><div>(ii) Newly admitted personnel shall sign an admission notice before the registration date, which shall specify their salary to ensure that the agreed employment conditions comply with legal regulations.</div><div>(iii) The monthly salary is provided with project details and calculation methods to ensure that the payment content complies with laws and regulations.</div></td></tr></table>	Human rights commitments	<div>(i) In order to ensure the economic well-being of employees, the salaries of all employees are in line with and superior to the basic salary level stipulated by local laws and regulations, and social insurance is handled according to regulations.</div> <div>(ii) On the premise of taking care of employees, and providing group insurance and related welfare and bonus distribution measures beyond legal regulations.</div>	Management/Operation Guidelines	<div>(i) Develop the 'Salary Operation Guidelines', where all colleagues' salaries are superior to the basic salary stipulated by laws and regulations.</div> <div>(ii) Newly admitted personnel shall sign an admission notice before the registration date, which shall specify their salary to ensure that the agreed employment conditions comply with legal regulations.</div> <div>(iii) The monthly salary is provided with project details and calculation methods to ensure that the payment content complies with laws and regulations.</div>			
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Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<div>Improvement measures</div> <div>Every year, we refer to the salary level of our peers and regularly review the salary evaluation standards to ensure that the salary level is competitive in the market.</div>	
			• Reasonable working hours	
			<div>Human rights commitments</div> <div>To ensure work and life balance for employees, Sitronix Technology Corp. complies with laws and regulations on weekly working hours, and provides a leave system superior to the Labor Standards Law.</div>	
			<div>Management/Operation Guidelines</div> <div>There is an attendance and access control management system, which will proactively provide reminders to colleagues with abnormal working hours.</div>	
			<div>Improvement measures</div> <div>Proactively set up a reminder function in the attendance access control system, and conduct regular inspection and control.</div>	
			• Prohibition of human trafficking and forced labor	
			<div>Human rights commitments</div> <div> (i) Employees have the right to resign or terminate their employment. (ii) No use of forced, bonded (including debt bonding) or contractually bound labor, involuntary or exploitative prison labor, slavery or trafficking. (iii) Unless stipulated by law, employee identification cards, passports, work permits, and salaries shall not be withheld for any reason. </div>	
			<div>Management/Operation Guidelines</div> <div>Formulated the “Personnel Selection and Appointment Measures” and the “Employee Termination Procedures” to fulfill the commitments mentioned above.</div>	
			<div>Improvement measures</div> <div>Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.</div>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance						
	Yes	No	Description							
			<div>• Prohibition of child labor</div> <table><tr><td>Human rights commitments</td><td>Comply with local minimum age laws and regulations, and do not employ child labor.</td></tr><tr><td>Management/Operation Guidelines</td><td>(i) The recruitment form provides age related information, and interviews are not arranged for individuals under the age of 16. (ii) Newly admitted employees must submit relevant identification documents on the registration day, confirming that they have reached the age of 16 before being promoted.</td></tr><tr><td>Improvement measures</td><td>Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.</td></tr></table>	Human rights commitments	Comply with local minimum age laws and regulations, and do not employ child labor.	Management/Operation Guidelines	(i) The recruitment form provides age related information, and interviews are not arranged for individuals under the age of 16. (ii) Newly admitted employees must submit relevant identification documents on the registration day, confirming that they have reached the age of 16 before being promoted.	Improvement measures	Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.	
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			Improvement measures	Regularly review government laws and regulations to ensure and comply with corporate social responsibility and ethics.						
			<div>• Health and Safety Workplace</div> <table><tr><td>Human rights commitments</td><td>(i) Taking care of employees' health is an obligation that the Company should fulfill. To ensure the health of its colleagues, Sitronix Technology Corp. regularly provides employees with free and comprehensive health checks every year. After the health examination, employees can consult with a doctor, who will provide health guidance based on the results of the examination. (ii) Providing a safe working environment for employees is the responsibility of the Company. Sitronix Technology Corp. has occupational safety and health business supervisors, emergency personnel, and fire protection teams in accordance with the law, continuously promoting a safe working environment and occupational disaster prevention. (iii) To safeguard the legitimate rights and interests of employees, Sitronix Technology Corp. has an</td></tr></table>	Human rights commitments	(i) Taking care of employees' health is an obligation that the Company should fulfill. To ensure the health of its colleagues, Sitronix Technology Corp. regularly provides employees with free and comprehensive health checks every year. After the health examination, employees can consult with a doctor, who will provide health guidance based on the results of the examination. (ii) Providing a safe working environment for employees is the responsibility of the Company. Sitronix Technology Corp. has occupational safety and health business supervisors, emergency personnel, and fire protection teams in accordance with the law, continuously promoting a safe working environment and occupational disaster prevention. (iii) To safeguard the legitimate rights and interests of employees, Sitronix Technology Corp. has an					
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	Yes	No	Description	
				employee complaint mailbox and a special complaint mailbox for sexual harassment, so that all employees are free from the threat of workplace violence and sexual harassment.
			Management/Operation Guidelines	The Labor Health Management Procedure, Fire Protection Plan, Employee Complaint Handling Measures, and Sexual Harassment Prevention Measures, Complaint and Punishment Measures shall be formulated and managed by relevant responsible units.
			Improvement measures	Implement personnel education and training, work environment inspections, and internal/external audits in accordance with government laws and regulations, and inspect the entire company's environment, safety, and hygiene operations to ensure the safety of the work environment.
			<ul style="list-style-type: none"> Freedom of association and the right to collective bargaining 	
			Human rights commitments	(i) Establish an Employee Welfare Committee (referred to as the Welfare Committee) and select employee representative members in accordance with the law to ensure the rights and interests of employees. (ii) Encourage employees to establish clubs and participate in legitimate leisure activities, in order to achieve the goal of peer friendship and physical and mental health. (iii) Respect for employees' rights to freely organize and participate in labor unions, and engage in collective bargaining.
			Management/Ope ration Guidelines	(i) Welfare Committee meetings are held regularly, and the Welfare Committee plans employee welfare activities. (ii) According to the “Club Management Measures”, it shall regularly organize activities. Sitronix Technology Corp. will provide activity subsidy funds to ensure the smooth operation of the employee club.

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			<div>Improvement measures</div> <div>Establish a responsible unit to review clubs and regularly supervise the organization of club activities and reimbursement of funds; If there are violations of employee rights or other illegal matters, they will be corrected.</div> <div>The training course “Prevention Measures Against Workplace Violations” was conducted for employees in 2024, with a total of 188 training hours. A total of 376 employees completed the training, accounting for 92.8% of the entire workforce. The Company has established a dedicated mailbox for complaints related to sexual harassment as well as employee grievances. In the future, we will continue to pay close attention to human rights protection issues and promote relevant educational training to raise awareness and mitigate the risks associated with human rights violations.</div>	
(II) Does the Company establish and implement reasonable employee benefits measures (including remuneration, leave and other benefits, etc.) and reflect the corporate business performance or achievements appropriately in the employee remuneration?	✓		<p>i. Employee remuneration: The Company regularly adjusts the level of remuneration and benefits by referring to the results of salary survey in the same industry and relevant welfare measures. Employee compensation is based on the provisions of the Company's articles of association. If there is a profit in the year, a proportion of no more than 25% and no less than 1% shall be allocated as employee compensation. After measuring the achievement status and contribution of employee performance goals, employee compensation and performance bonus distribution shall be made.</p> <p>ii. Employee benefits: The Company regards our employees as its most valuable assets. In order to attract, motivate, and retain the best talents, we offer competitive salaries and diverse thoughtful benefits to our employees. For details, please refer to the statement of “Chapter 4. Operations Overview V. Labor Relations” in this annual report.</p> <p>iii. Workplace Diversity and Equality: The Company is committed to developing a friendly workplace environment, realizing gender equal reward conditions and gender equal promotion opportunities. The proportion of female full-time employees in 2024 was 30.10%, while the proportion of female supervisors was 27.71%. The Company provides fair and diversified employment opportunities and overfunded 2.67 times the number of mentally and</p>	No material difference.

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	Yes	No	Description	
			<p>physically challenged employees as stipulated in the People with Disabilities Rights Protection Act (3 employees are required by law, but the Company overfunded 5 employees. Persons with severe level of disabilities is considered as two individuals for each one employed.)</p> <p>iv. Business performance is reflected in employee compensation: The Company distributes the remuneration and performance bonus according to the profit situation and the employee performance evaluation system every year. The Company also participates in annual market salary surveys to adjust compensation based on market salary levels, economic trends, and individual performance to maintain overall salary competitiveness.</p>	
(III) Does the Company provide a safe and healthful work environments for its employees and organize training on safety and health for employees on a regular basis?	✓		<p>The Company attaches great importance to the health and safety of employees, and employs a full-time labor health service nursing staff. In addition to the annual health examination for employees, the Company also regularly organizes occupational safety and health related training to develop employees' emergency response ability and correct safety concepts to reduce the occurrence and loss of accidents caused by unsafe behaviors. The office is equipped with a staff lounge, a reading area for newspapers and magazines, and a nursing room, all of which contributes to provide employees with an excellent working environment. The Company (Hsinchu Head Office and Taipei Office) obtained the ISO 45001 Occupational health and safety management system certification in 2020 and passed the re-assessment in October 2023. The certification is valid from November 26, 2023 to November 26, 2026.</p> <ul style="list-style-type: none"> Employee Safety To ensure employee safety, the Company has security personnel overseeing the first floor of the office building. Access to the building's elevators and the main entrance is restricted, and a key card is required for entry. The Company has a security system that with access control and surveillance cameras at all external entrances and exits to prevent unauthorized access by outsiders, thereby safeguarding employees from potential threats. Employee Personal Data Protection As for employee personal data protection, the Company has established the "Personal Data Protection Regulations" by referencing the Personal Data Protection Act and the Enforcement Rules of the Personal Data Protection Act. These regulations are applicable to all employee and are supported by the Human Resource Department in collaboration 	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
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			<p>with relevant units to assist colleagues and departments in coordinating and implementing the Company's personal data security protection and management.</p> <p>There were no incidents involving the leakage of employee personal data in 2024.</p> <ul style="list-style-type: none"> Occupational disasters The Company has established an occupational injury notification and care process. In the event of an injury due to a disaster or accident, emergency medical assistance and treatment will be provided to the injured employee according to the established procedures. An investigation and analysis of the cause of the incident will be conducted, and records will be maintained. After the investigation of the causes of disasters and accidents is completed, subsequent improvement and injury prevention measures will be taken, while the effectiveness and progress of the improvement measures shall be tracked. In addition to the legal protection of employees' rights, the Company offers additional benefits, including group insurance and medical claims, to provide employees with a comfortable and secure working environment. <p>The number of employees suffering from occupational disasters in Company in 2024 was 0.</p> <ul style="list-style-type: none"> Fire In order to enhance our fire safety management, we regularly conduct self-defense firefighting formation training and emergency escape drills to strengthen our knowledge of fire prevention and safe escape, and implement fire safety equipment inspections to ensure the normal operation of firefighting equipment and public safety. Additionally, annual collaborations with the building management are done to conduct fire drills and assign employees to participate in fire training to enhance their ability to respond during emergencies. <p>In 2024, the number of fires in the Company was zero, and the number of fatalities and injuries was 0.</p> <ul style="list-style-type: none"> Environment Measurement In order to grasp the actual state of the labor working environment and evaluate the exposure status of workers, and to protect workers from the harm of hazardous substances in the workplace, and ensure that the exposure concentration meets legal standards, an evaluation is conducted on the actual state of the labor working environment to quantify it. Based on its detection results, on-site improvements are made to enable every employee to work in a healthy and safe environment, enhance the 	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
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			<p>Company's competitiveness, and provide workers with a healthy and comfortable working environment. The Company's operating environments involving the use of chemical hazardous substances and physical hazards comply with the operational regulations designated by the central regulatory authority and operational environment monitoring is conducted.</p> <ul style="list-style-type: none"> • Health Examination and Management The Company implements physical examinations during the hiring process to ensure proper job placement (to assess whether the worker is suited for the position), protect the health of the employee, and prevent risks to others (by avoiding the assignment of unsuitable workers to hazardous jobs). Basic health records are established for all employees. To prevent obesity and metabolic syndromes (the "three highs": high blood pressure, high blood sugar, and high cholesterol), the Company offers annual health checkups for all employees that exceed legal requirements. In 2024, the completion rate for health checkups was 99.5%. To enhance employee awareness and management of abnormal health checkup results, doctors from the contracted medical institutions are invited to provide individual consultations and explain the results. Additionally, dedicated nurses carry out abnormal result analyses, follow-ups, and health counseling tailored to each employee, emphasizing the importance of health education and self-management. The office also provides massage chairs, a gym, or subsidies for fitness center memberships to encourage employees to relax and stay active. • Four Major Plans By identifying and evaluating hazards in the work environment, personnel composition, and work activities, analyzing human factors, and grading disease risk control measures, four major plans are proposed to prevent and reduce workplace violations, diseases caused by abnormal workload, and musculoskeletal injuries, and to protect the health of female workers and infants. • Education and Training for Safety and Health The Company regularly implements workplace safety education and training, including self-defense and fire-fighting education and training, general safety and health education and training, hazardous chemical labeling and common knowledge, preventive measures for illegal infringement of workplaces, occupational safety and health education, and fire safety courses for 2024. In 2024, a total of 1,136 employees were trained in safety and health education, with a total of 2,051.5 hours of training. 	

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(IV) Does the Company establish effective career development training programs for its employees?	✓		<p>The Company has formulated an “Procedures for Education and Training Management” and a complete training framework, developed perfect training courses according to the professional functions and career needs of employees, and is committed to building a diversified, autonomous and high-quality learning culture to strengthen the development ability of employees.</p> <table><tr><td rowspan="4">Leadership Development Program</td><td>Management Level</td><td>Advanced Leadership Development</td><td>Advanced Management Capacity</td><td>Advanced Professional Career Development</td><td>Chief Engineer</td><td rowspan="4">Professional Competency Development Program</td></tr><tr><td rowspan="2">Senior Management</td><td rowspan="2">Advanced Leadership</td><td>Personal Effectiveness</td><td rowspan="2">Advanced Skill Development</td><td rowspan="2">Senior Engineer (Manager)</td></tr><tr><td>Quality Management</td></tr><tr><td>Department Supervisors</td><td>Basic Managerial Ability</td><td>Patent Course General Course</td><td>Professional Engineering Skill</td><td>Engineer (Manager)</td></tr><tr><td colspan="6">New Staff Development Program</td></tr></table> <p>The implementation of employee training in 2024 is as follows:</p> <table><tr><th>Item</th><th>Number of People</th><th>Total hours</th><th>Scope</th></tr><tr><td>Training for new employees</td><td>89</td><td>783</td><td>New employees: Including online and in-person training courses</td></tr><tr><td>Internal professional ability training</td><td>1,156</td><td>1,979.7</td><td>All employees: Apply in accordance with the job requirements of each operating unit</td></tr><tr><td>External professional ability training</td><td>49</td><td>495</td><td>All employees: Apply in accordance with the job requirements of each operating unit</td></tr><tr><td>Management Training</td><td>39</td><td>273</td><td>Managers and Technical Employees</td></tr></table>			Leadership Development Program	Management Level	Advanced Leadership Development	Advanced Management Capacity	Advanced Professional Career Development	Chief Engineer	Professional Competency Development Program	Senior Management	Advanced Leadership	Personal Effectiveness	Advanced Skill Development	Senior Engineer (Manager)	Quality Management	Department Supervisors	Basic Managerial Ability	Patent Course General Course	Professional Engineering Skill	Engineer (Manager)	New Staff Development Program						Item	Number of People	Total hours	Scope	Training for new employees	89	783	New employees: Including online and in-person training courses	Internal professional ability training	1,156	1,979.7	All employees: Apply in accordance with the job requirements of each operating unit	External professional ability training	49	495	All employees: Apply in accordance with the job requirements of each operating unit	Management Training	39	273	Managers and Technical Employees	No material difference.
Leadership Development Program	Management Level	Advanced Leadership Development	Advanced Management Capacity	Advanced Professional Career Development	Chief Engineer		Professional Competency Development Program																																											
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	Yes	No	Description	
(V) Is the Company in compliance with relevant laws and regulations as well as international standards when it comes to customer health and safety, customer privacy, marketing and labeling of products and services, and make relevant policies and appeal procedures on the protection of consumer rights and interests?	✓		<p>i. The Company is in compliance with relevant laws and regulations as well as international standards when it comes to marketing and labeling of products and services to ensure the quality of its products and services and protect the rights and interests of customers. For the health and safety of customers, the Company has developed an 'Environmental Restricted Substance Management Procedure' to ensure that suppliers' materials comply with international environmental standards. We also independently arrange SGS inspections every year to ensure that all products sold comply with international green environmental standards, such as RoHS, Halogen Free (HF), and REACH from the European Union. We label products with green environmental standards, such as GP (Green Product) and RoHS.</p> <p>ii. In terms of customer privacy, personal data protection, and business behavior, for external material cases, the Company signs confidentiality agreements prior to cooperation with customers. Internally, the Company has established a "Corporate Code of Ethical Conduct" that applies to the Board of Directors, managers, and all employees and its affiliated enterprises to ensure the protection of confidential information between the Company and customers. Each new employee is required to receive training courses on the "Procedures for Handling Material Inside Information", and sign the "Confidential Information and Intellectual Property Guarantee Letter" to promote employees' confidentiality obligations and responsibilities. The Information Department conducts regular access control assessments for employee permissions, ensuring that only authorized personnel can access sensitive customer information. The Information Department implements access control for employees at regular intervals throughout the year to ensure that only authorized personnel are able to access sensitive customer information, conducts regular access audits to ensure that employees' access is used in a compliant manner, and deploys firewalls and intrusion detection systems to monitor and prevent unauthorized access to data and to prevent breaches of customers' personal information or confidentiality.</p> <p>iii. In terms of protecting the rights and interests of customers/consumers, the Company formulates the "Customer Service and Complaint Handling Procedure" and the "Customer Satisfaction Procedure", strives to provide high-quality customer service, and records the handling process of each customer complaint with the customer service system. Moreover, monthly quality meetings are held every month to review the quality</p>	No material difference.

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	Yes	No	Description	
			performance of products, and deeply review major quality events to improve the quality of products.	
(VI) Does the Company has established a supplier management policy that requires suppliers to comply with the relevant standards on issues such as environmental protection, occupational safety and health, or labor and human rights? And the implementation status.	✓		<p>i. The Company has a “Supplier Management Procedure”, which includes standardized and appropriate control procedures and methods, from the initial evaluation of new suppliers to the quarterly evaluation and annual audit of qualified suppliers. The Company has established a prior and regular evaluation mechanism for the list of new and qualified suppliers, including certification of relevant standards such as quality, environmental management, and occupational safety and health systems. Audit and evaluation items such as products and processes that do not contain environmental hazardous substances must be improved within a specified period of time. Those who fail to improve must be removed from the list of qualified suppliers to ensure that suppliers shall comply with relevant specifications in environmental protection, occupational safety and health or labor rights.</p> <p>(i) New Supplier Evaluation We will conduct comparison and assessment in terms of quality, delivery time, cost, process capability, green product management, and occupational safety system with regard to domestic and international adoption of new suppliers. New suppliers that have been preliminarily approved still need to pass the actual audit before entering the Company's qualified supplier list.</p> <p>(ii) Qualified Supplier Management Conduct regular performance evaluations of qualified suppliers on a quarterly basis to confirm their compliance with various requirements. If the evaluation results do not meet the standards, an evaluation team should be arranged to conduct a new audit; Every year, an annual audit is also conducted for qualified suppliers to ensure that they continuously meet the quality requirements of the Company's products, and to strengthen cooperation and communication with suppliers to enhance their awareness of independent management. However, if a qualified supplier experiences situations such as using prohibited substances or violating the Company's sustainable standards, they will be required to improve within a specified period of time or be discontinued.</p>	No material difference.

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance								
	Yes	No	Description									
			<div>ii. The Company is concerned about international, industry and customer sustainability issues, and also wants to understand the ESG risks that suppliers may face. In 2024, the Company formulated the “Supplier Code of Conduct” with reference to the “Responsible Business Alliance's (RBA) Code of Conduct 8.0”, which not only manages new suppliers in the future, but also disseminates the contents to existing suppliers, helping them to become aware of it, and requires them to sign a letter of acknowledgement and comply with the Code. The responses from suppliers 2024 are as follows:</div> <table><tr><th>Description of the Status</th><th>Achievement Percentage</th></tr><tr><td>Already a member of RBA or provide valid RBA verification</td><td>23.26%</td></tr><tr><td>Signed Sitronix's “Supplier Code of Conduct”</td><td>60.46%</td></tr><tr><td><div>i. Provide a self-declaration of compliance with the RBA</div><div>ii. Provide a “Supplier Code of Conduct ”developed by its respective company, which has been reviewed extensively to cover the items outlined in the RBA Code of Conduct.</div></td><td>16.28%</td></tr></table> <div>iii. The Company is a fabless IC design company, occupying a global leading position in the application field of small and medium-sized display driver ICs. The Company's main business is responsible for the design and layout of integrated circuit products. After the design is completed, it is handed over to a professional wafer foundry to produce wafers, and then handed over to a professional factory for the production, testing, cutting, and packaging of the rear bumping. The supplier management mechanism for wafer and outsourced processing is as follows:</div> <div><div>(i) Quality Management</div><div>The Company introduces the ISO 9001 quality management system, and all suppliers must pass the ISO 9001 quality system certification.</div></div> <div><div>(ii) Environment Protection</div><div>According to the regulations of various countries and customer requirements, the Company integrates a green product management system for environmentally</div></div>	Description of the Status	Achievement Percentage	Already a member of RBA or provide valid RBA verification	23.26%	Signed Sitronix's “Supplier Code of Conduct”	60.46%	<div>i. Provide a self-declaration of compliance with the RBA</div> <div>ii. Provide a “Supplier Code of Conduct ”developed by its respective company, which has been reviewed extensively to cover the items outlined in the RBA Code of Conduct.</div>	16.28%	
Description of the Status	Achievement Percentage											
Already a member of RBA or provide valid RBA verification	23.26%											
Signed Sitronix's “Supplier Code of Conduct”	60.46%											
<div>i. Provide a self-declaration of compliance with the RBA</div> <div>ii. Provide a “Supplier Code of Conduct ”developed by its respective company, which has been reviewed extensively to cover the items outlined in the RBA Code of Conduct.</div>	16.28%											

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>restricted substances that are harmful to ecology, environment and human body. Based on the “Environment Substance Management Procedure”, the Company stipulates that the raw materials and packaging materials used by suppliers shall fully comply with the EU RoHS (Directive 2011/65/EU)/REACH SVHC/ Packaging and Packaging Waste (Directive 94/62/EC)/Hogen-free Directive and the green environmental protection requirements of customers, and moreover, they must cooperate with the “Declaration of Non Use of Environment Hazardous Substance” signed by the Company and provide the test report of the third notary to jointly enhance corporate social responsibility. Suppliers are required to pass the ISO 14001 environmental management system evaluation. If there is no certification, a plan to complete the certification is required.</p> <p>(iii) Occupational Safety, Health, and Labor Rights Protection Suppliers must pass the ISO 45001 occupational health and safety management system evaluation. If there is no certification, they need to have a plan to complete the certification; or comply with relevant laws and regulations such as safety and hygiene, labor laws and regulations, and the labor human rights standards such as not employing child labor.</p> <p>(iv) Conflict Minerals Management The Company uses the CMRT (Conflict Minerals Reporting Template) questionnaire issued by the RMI (Responsible Minerals Initiative) to investigate suppliers, ensure that the metals used in the products provided by suppliers do not come from conflict minerals in Congo and its surrounding countries, as well as in any areas controlled by armed forces in these countries, and continue to monitor direct supply chain procurement practices to avoid obtaining controversial metal raw materials. In 2024, the Company issued a "Statement of Conflict Minerals" to its suppliers, requesting them to sign, comply with, and acknowledge that the Company will continue conducting reasonable country-of-origin inquiries regarding mineral sources. In 2024, the signing rate of suppliers who were provided with the “Statement of Conflict Minerals” reached 100%.</p> <p>iv. The statistics of the certification and compliance with environmental substance management standards of the Company's main wafer and outsourced processing</p>	

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance	
	Yes	No	Description		
			suppliers for 2024 are as follows:		
			Item		Obtaining/Complying with Statistics
			Quality Management	ISO 9001 Quality Management System	100%
				IATF 16949 Automobile Industry Quality Management System	86%
			Environment Protection	ISO 14001 Environmental Management System	100%
				QC 080000 or SONY GP Hazardous Substance Management System	64.86%
			Occupational Safety, Health, and Labor Rights Protection	ISO 45001 Occupational Health and Safety Management System	89.19%
			Environmental Matters Management Standards	RoHS /HF/ REACH	100%

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
V. Does the Company adopt internationally widely recognized standards or guidelines when producing corporate social responsibility report and other reports that disclose non-financial information of the Company? Whether assurance or guarantee opinions have been obtained for the aforementioned reports by a third party certification unit?	✓		The Company prepared the 2023 Sustainability Report in accordance with the GRI Standards: Universal Standards 2021, SASB SICS: Semiconductor Ver. 2023 indicators, and TCFD framework. The report has been verified by a third-party organization (DQS Taiwan Inc.), confirming that it meets the AA1000 AS v3 2020 Type II moderate level of assurance. Furthermore, the SASB: TC-SC-110a, 130a, 140a, and 150a and other relevant chapters comply with the AA1000 AS v3 2020 Type II High Assurance Level, which fully demonstrates the Company's commitment to sustainable development. These disclosures and sustainability reports are available on the Company's website. (https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/)	No material difference.
VI. For companies who have formulated their own sustainable development guidelines in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe the Company’s variance in operation, if any, from the aforementioned standard The Company has formulated its own “Corporate Social Responsibility Best Practice Principles” in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, with the Sustainability Committee and its executive team as dedicated units in charging of the promotion of relevant practices. The Company’s operation has no material difference with its stipulated set of principles.				

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance	
	Yes	No	Description		
VII. Other important information helpful in understanding the implementation of sustainable development:					
I. Risk evaluation on environmental, social and corporate governance issues related to the Company's operations and formulate relevant risk management policies or strategies:					
Material Issue	Risk Assessment Items		Description		
Environment	Environmental Impacts and Management		1. The Company’s products is in compliance with the RoHS regulations of the European Union and are free of any hazardous substances. The Company has also established an “Management Procedure for Environmentally Restricted Substance” to perform a systematic management of raw materials, under which the suppliers are required to provide a third-party inspection report (ICP Report), that has a good standing of one year. This means that the suppliers will have to conduct inspection annually to monitor if their raw materials comply with environmental regulations. 2. An internal audit is conducted in the fourth quarter of each year to ensure that the Company complies with the stipulated environmental regulations and operating procedures.		
	Energy and Greenhouse Gas Reduction		1. The Company continuously strengthens employees' environmental awareness and promotes relevant energy-saving and carbon reduction measures in response to the environmental impact of office spaces and employees' lives.		
Social	Occupational Safety		1. The Company completed the ISO 45001 Occupational Health and Safety Management System Verification. The Company also organizes regular fire drills, general safety and health educational training, training courses on hazardous chemicals labeling and general rules and regulations as a part of the safety management of its employees. 2. Moreover, the Company also conducts regular inspection of the working environment to inspect the emission level of carbon dioxide, lead and isopropanol emission to ensure the safety of employees in the offices and experimental sites.		
	Product Safety		1. The Company has purchased cargo transportation insurance, and product liability insurance for some of its products to transfer product liability risks, mitigate financial losses and improve product safety.		
	Green Products		1. Introduce the green supply chain and promote the green process, formulate the "Environmental Restricted Substance Management Procedure", purchase products that meet the EU environmental protection regulations and other relevant international environmental standards from the source, and verify that the raw materials delivered do not contain environmentally hazardous controlled substances and do not use conflict minerals by reviewing the inspection certification documents of raw materials.		

Assessed Items		Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
		Yes	No	Description	
	Material Issue	Risk Assessment Items		Description	
	Corporate Governance	Strengthening the functions of the Directors		<ol style="list-style-type: none"> 1. Each member of the Board is required to receive at least 6 hours of training each year to update on new knowledge and gain understanding of their roles, functions, responsibilities and obligations on the Board to effectively implement the corporate governance system. 2. The Company has purchased liability insurance for the Directors and Supervisors to indemnify them against legal actions or claims arising from their performance of duties. 	
		Communication with Stakeholders		<ol style="list-style-type: none"> 1. The Company has a diverse Board. When discussing the Company's operation management, a wide range of opinions can be derived from the different experience of the members, thereby improving corporate governance and operation performance. Therefore, issues of concern to various stakeholders can also be properly analyzed and discussed. 2. The Company has set up a stakeholders' section, which includes a specific contact window for investors, company spokesperson, and support services for equity matters and technical issues to serve as a channel for active communication with stakeholders. 	
		Society, Economy and Law Compliance		<ol style="list-style-type: none"> 1. Through the establishment of various corporate governance related rules and regulations and governance organizations, the internal control mechanism is implemented to ensure the transparency of information disclosure and the compliance of all operations with relevant laws and regulations. To demonstrate the Company's business philosophy of integrity, transparency of information, implementation of internal control, and emphasis on shareholders' equity. 	
		Operational-related Risks		<ol style="list-style-type: none"> 1. Cultivate second suppliers, maintain multiple OEMs, and review decentralized suppliers and customers annually. 2. Increase inventory and decentralize production to avoid business interruption due to unavailability. 3. Enhance product design and verification to avoid recalls of defective products, which may affect goodwill and increase after-sales repair costs. 4. Regular meetings are held to understand the production demand and capacity status of both parties to avoid unstable supply from outsourcing/co-operation vendors. 5. Introduce external R&D technologies to develop products that meet customer needs and satisfy various customer demands. 6. Recognize customer demand and market conditions to carefully evaluate demand and stocking schedule to avoid over or under stocking. 	

Assessed Items		Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
		Yes	No	Description	
	Material Issue	Risk Assessment Items		Description	
	Corporate Governance	Finance-related Risks		1. Continuously monitor and evaluate updates to relevant tax regulations and conduct in-house training to ensure that employees have the necessary tax skills and awareness. 2. From time to time, external tax experts are called upon to provide advice and forward-looking counseling on major transactions to mitigate potential tax risks. 3. Through education and training and announcements, directors, managers or employees of subsidiaries are made aware of and comply with relevant laws and policy regulations to avoid operation and management risks caused by reinvestment. 4. Monitor international market movements and make timely adjustments to corporate strategies to minimize the risk of hidden asset fluctuations. 5. Monitor the foreign exchange position and pay attention to the market situation, and increase or decrease the position at any time to avoid the increase of expenses recognized outside the Company. 6. Forecast capital inflows and outflows, and increase liquidity by allocating short and long term capital. 7. Financial investments are based on hedging transactions. 8. The credit limits of customers are reviewed annually for appropriateness to minimize buyer's credit risk.	
		Information Security		1. Implement ISO 27001 information security management standards, planning, execution, monitoring and continuous improvement. 2. Regularly monitor the application of system resources. 3. Expand the scope of off-site backup and redundancy of operationally critical equipment.	
		Intellectual Property		1. Apply for patents for inventions created by the Company and continuously protect the patent rights according to the needs of the Company. 2. Cloud-based control of R&D department data. 3. Implement Taiwan Intellectual Property Management System (TIPS) and obtain third-party certification.	
II. While focusing on developing innovative technologies and pursuing surplus to create shareholders' interests, the Company has not forgotten to pay attention to social needs and environmental issues, and encourages employees to contribute their own efforts to jointly fulfill corporate social responsibilities and obligations and share the common good with the society through caring for the weak and environmental protection.					
(I) Implementing corporate governance: The Company has established a designated section for stakeholders on the Company website, understands the reasonable expectations and demands of stakeholders through proper communication with them, and adequately responds to the important corporate social responsibility issues which they are concerned about.					

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
(II) Assistance to the Disadvantaged				
•Charitable Donation				
i. A Christmas wish donation event is organized for children in orphanages every year. In 2024, a total of 71 Christmas gifts were donated to orphanages and youth centers in the Taipei and Hsinchu regions, fulfilling the Christmas wishes of 71 children. In addition, assistance was provided to organizations in replacing equipment by donating items such as refrigerators, laptops, and split-type air conditioners.				
ii. A food charity event was conducted in 2024, providing supplies to two organizations: the Hsinwu Cat Shelter Volunteer Adoption Center (Taoyuan Area) and the Mary's Doggies Shelter (New Taipei Area). A total of 46 kg of dry cat food, 70 kg of kitty litter, 128 liters of drinking water for dogs, and 196 cans of dog food were donated.				
iii. Regularly order afternoon tea from vulnerable institutions every month. In 2024, we ordered from three organizations: TriBake Yong Xu Co., Ltd (Taipei Area), Children Are Us Foundation (Hsinchu Area), and Smile Angel Bakery (Taichung Area). The total expenditure was NT\$145,650, allowing mentally disabled individuals to return to society in a normalized manner.				
iv. In response to the earthquake in Hualien on April 3, 2024, the Company procured local specialty gifts, specifically a combination of Uncle Kuo Ham and De Li Dried Tofu, to present to employees as holiday gifts. This initiative supports the local sellers' campaign "You buy 100, I donate 50," whereby half of the sales proceeds will be donated to assist disaster victims in rebuilding their homes and to express their concern for disaster-stricken areas of Hualien. The total amount contributed was NT\$181,120.				
•Donation of Supplies				
From time to time, we donate old computers to the ASUS Foundation and participate in the ASUS “Reverse Logistics Recycling, Recycled Computer Donation, and Love the Earth Project”, where we recycle obsolete information products into recycled computers and donate them to the disadvantaged groups to eliminate the digital gap and reduce pollution to protect the environment.				
Cumulative donations by the end of 2024 reduced carbon dioxide emissions by 9.806 metric tons, which translates to about 817.094 fewer trees cut down (Source: ASUS Foundation).				
(III)Environment Protection				
i. According to the regulations of various countries and customer requirements, the Company integrates a green product management system for chemical substances that are harmful to ecology, environment and human body. Based on the " Environment Substance Management Procedure ", the Company stipulates that the raw materials and packaging materials used by suppliers shall fully comply with the EU RoHS (Directive 2011/65/EU)/REACH SVHC/ Packaging and Packaging Waste (Directive 94/62/EC)/Hogen-free Directive and the green environmental protection requirements of customers, and moreover, they must cooperate with the “Declaration of Non Use of Environment Hazardous Substance” signed by the Company and provide the test report of the third notary to				

Assessed Items	Implementation State			Any Variance from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
			<p>jointly enhance corporate social responsibility.</p> <p>ii. Suppliers are required to pass ISO 14001 evaluation. If there is no certification, a plan to complete the certification is required.</p> <p>iii. The employee portal website promotes the Sitronix Green+, driving energy saving and carbon reduction and other environmental protection operations.</p> <p>iv. In response to the government's policy on plastic reduction, the Company does not provide disposable tableware and plastic straws for daily meals and afternoon tea, in order to implement environmental plastic reduction.</p> <p>III.Cultivation of Scientific and Technological Talents</p> <p>(I) Industry-academy cooperation is one of the cradles for the Company to introduce new talents. In order to strengthen the industry-academy cooperation relationship and improve the industry-academy effectiveness, the Company continues to establish long-term cooperative relationships with various industry-academy cooperation alliance centers, such as the SoC System Chip Center of National Taiwan University, and actively participates in seminars and scholarships sponsored by the school. The Company actively expands industry-academy resources, collaborates with the school to promote industry-academy collaborative research, talent cultivation, and recruitment activities, and maintains long-term good cooperative relationships.</p> <p>(II) Industry-academy cooperation plan for 2024: Sponsor the “Industry Sponsored Doctoral Talent Cultivation Scholarship”: NT\$ 192,000 per year.</p> <p>IV.Investment in Financial Products related to Sustainable Development</p> <p>(I) The Company invested NT\$9,920,000 in the green bonds of Far Eastern New Century Corporation (Bond Abbreviation: Far Eastern New E2, Code: 140202) in 2024. The bonds obtained the Green Bond status from the Taipei Exchange.</p> <p>V. Promoting Community Development</p> <p>(I) To support local education and enhance students' practical work experience, the Company collaborated with nearby institutions to conduct industry-academia cooperation, facilitating practical training opportunities for students. For details regarding the collaboration for 2024, please refer to the Company's official website.(https://www.sitronix.com.tw/tw/about-sitronix/corporate-social-responsibility/social-charity/give-back/)</p>	

VIII. Climate-Related Information of TWSE/TPEX Listed Company

I. Implementation of Climate-Related Information

Item	Implementation Status
i. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	<p>The Sustainability Committee established under the Board of Directors of the Company, is at the core of the corporate sustainability initiatives and consists of at least three members appointed by the Board of Directors with knowledge and competence in corporate sustainability: the Chairman of the Board of Directors as the convener and two independent directors. Meetings are held at least once a year, and as often as necessary, to oversee the action plan for the Company's important policies on sustainable development (including climate-related issues), review and monitor the implementation and effectiveness of sustainable development, and report to the Board of Directors. The Board of Directors, as the supreme supervisory unit, regularly receives reports from the Sustainability Committee on the implementation of major ESG issues and the results of the management of risks that include climate risk, among others. The Board of Directors provides strategic feasibility or other recommendations on the reports, and also tracks the progress of implementation and urges the Committee to evaluate and adjust planning matters. The Executive Office under the Sustainability Committee is responsible for the Company's risk management policies and procedures. The Sustainability Committee will convene each operating unit at least once a year to identify and evaluate various risk factors such as climate, convene a risk management meeting focusing on high-concerned risks, and communicate risk information with each operating unit to review countermeasure strategies and the overall achievement status. The Sustainability Committee established the "Risk Management Policy and Procedure" in 2023 to incorporate climate change risk management into the Company's overall risk management process.</p> <p>In addition, other functional committees are responsible for governing specific climate-related issues. This includes the Remuneration Committee, which convenes annually to discuss, assess, and review the remuneration of senior managers based on their performance in relation to ESG criteria, including climate action and energy management. Climate-related objectives and the extent of their achievement are integrated into the performance evaluations and remuneration systems of senior managers in order to monitor and control the achievement of the objectives of climate-related issues. By linking the outcomes of the reward system to climate change management, the management is encouraged to operate the Company's business in a manner that is both profitable and sustainable for the Company. This approach will enable the Company to achieve its sustainability goals and create value for investors and stakeholders.</p>

Item	Implementation Status					
ii. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Through internal company assessment and referencing the status of major suppliers, we define “short term” as within 3 years, "medium term" as between 3 to 10 years, and "long term" as 10 years or more. The short, medium, and long term climate-related risks and opportunities considered in the assessment, along with their potential impacts on the Company’s business and finances, as well as the corresponding response strategies, are as follows:					
	Occurrence Timing	Risk Type	Risk Event	Issue Description, Impact to Business	Potential Financial Impact	Strategic Response Actions
	Short term (within 3 years)	Physical Risk	Intensification of Extreme Weather Events	An increase in typhoons and heavy rainfall may impact workforce attendance and reduce productivity, while droughts and water shortages may affect supplier operations, leading to production and delivery delays.	1. Decline in revenue. 2. Product procurement costs and transportation costs will increase.	1. A simulated scenario analysis is conducted using the TCFD risk management framework to examine the distribution of risks in the supply chain plant area. 2. Regularly reviewed whether supply chain setting water monitoring system or making emergency response procedures. 3. Mitigating the risk of supply disruptions by establishing a geographically diversified supply chain.
	Medium term (3 to 10 years)	Transition Risk	Carbon Tax and Carbon Fee	In response to the regulations established under the Climate Change Response Act, including the Regulations Governing the Collection of Carbon Fees, which were officially announced in 2024, it is anticipated that the relevant carbon fees may increase in the future. In addition, if suppliers increase their operating expenses to meet customized targets, such as the Regulations Governing Self-determined Reduction Plans, it will result in higher business costs for the suppliers.	1. If Taiwan implements the “total volume control and carbon penalty” or “carbon tax” mechanism in the future, the financial cost will increase. 2. If in the future the threshold for the carbon fee in Taiwan is lowered to a level where the Company is obligated to contribute to carbon fees, there will be an increase in financial costs. 3. Increase in operating costs for suppliers of renewable energy power generation equipment.	1. The Company closely monitors the development of laws and regulations in Taiwan and internationally, as well as the practices of its peers and the status of the carbon trading market.

Item	Implementation Status					
	Occurrence Timing	Risk Type	Risk Event	Issue Description, Impact to Business	Potential Financial Impact	Strategic Response Actions
	Long term (> 10 years)	Transition Risk	Greenhouse Gas Emission and Net-Zero Emissions Commitment	The Company and its key stakeholders are concerned about greenhouse gas emission performance, target setting and achievement of reductions; This trend also impacts suppliers, who are increasingly required to implement energy-saving and carbon-reduction measures.	<ol style="list-style-type: none"> 1. The cost of purchasing energy-saving and carbon-reducing equipment has risen. 2. The cost of purchasing renewable energy and carbon rights is likely to rise in the future. 3. The increasing costs of equipment procurement incurred by suppliers which is then amortized to the products and services offered, resulting in higher production costs for the Company. 	<ol style="list-style-type: none"> 1. In 2023, the Company conducted a greenhouse gas inventory in accordance with ISO 14064-1:2018 and obtained a declaration of assurance from an external organization. External verification is scheduled to be conducted again in the third quarter of 2025. We have also made preliminary plans for short-term greenhouse gas reduction targets. In the long term, we will follow the Executive Yuan's "Taiwan 2050 Net-Zero Emission" goal and related green energy policies. 2. In October 2024, Sitronix acquired the Far Eastern New E2 Green Bond, investing in sustainable financial development products with substantial benefits. 3. Gradually replacing energy-consuming equipment and considering internal carbon pricing purchasing green energy plans in the future. 4. Regularly reviewed whether key suppliers introduced ISO 14001 and ISO 50001 which helped them manage the total greenhouse gas emissions.

Item	Implementation Status				
	The climate opportunity identified through internal company assessment and referencing the status of industry peers are as follows :				
	Occurrence Timing	Opportunity	Issue Description, Impact to Business	Potential Financial Impact	Strategic Response Actions
	Short term (within 3 years)	Product and Service	Promoting low-carbon, green products design and production.	1. Introducing differentiate products leads to increased revenue. 2. Production costs will decrease. 3. R&D costs will increase.	1. Continuously introduce low-power and ultra-low power chips that meet the market and customer demand for energy-efficient products. 2. Zero-capacitance technology in design to reduce manufacturing costs.
	Medium term (3 to 10 years)	Enhancing Energy Efficiency	Electricity use affects greenhouse gas emissions; therefore, good energy efficiency serves as a guiding principle for the Company to recognize the actions and positions they need to take in energy conservation and carbon reduction.	1. The decrease in total electricity use has resulted in a reduction in operating costs.	1. Focus on the energy efficiency and the energy conservation measures in the industry. 2. Assess the Company's current level of energy consumption, identify potential opportunities for energy savings and optimization, and implement an energy management strategies.
	Long term (> 10 years)	Enhancing Corporate Resilience	Strengthening response strategies to address the diverse risks associated with climate change, thereby improving the Company's resilience and fostering customer trust.	1. Reduce the potential loss of operating costs due to climate change risk.	1. Continuously manage a sustainable supply chain, strengthen collaboration with diverse partners to improve the agility, efficiency, and resilience of the supply chain.
iii. Describe the financial impact of extreme weather events and transformative actions.	For the potential financial impact of extreme weather and transformative actions on the Company, see "Potential Financial Impact" in the Climate Risks and Climate Opportunity table in the preceding question.				

Item	Implementation Status
iv. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	<p>To strengthen corporate governance and implement effective risk management in business operations, the Company manages uncertainties that may threaten its operations. In 2023, the “Risk Management Policy and Procedure” were approved by the Sustainability Committee and the Board of Directors. The Executive Office under the Sustainability Committee was authorized to lead and coordinate risk management activities, including convening risk management meetings, communicating with operating units, and collecting and consolidating risk management reports.</p> <p>The Executive Office holds regular meetings annually to communicate risk information with operating units and assess risks across various aspects of sustainable development, including environmental risks such as those related to climate change. The status of risk management implementation for various risks is reported to the Sustainability Committee and the Board of Directors. The most recent report to the Board of Directors was submitted on October 31, 2024.</p> <p>(I) Risk identification</p> <ol style="list-style-type: none"> 1. The Social Responsibility and Corporate Governance Group, under the Executive Office of the Sustainability Committee, is responsible for communicating risk information internally with each operating unit, and externally with reference to industry peers and international trends, and is responsible for collecting and compiling risk factors related to the Company's sustainable operations that need to be identified. 2. The environmental risk factors collected in 2023 are as follows: Climate Change / Extreme Climate / Drought, Natural Disasters / Earthquakes / Tsunamis, Greenhouse Gas Emissions / Changes in Energy Consumption Standards, Changes in International and Local Environmental Laws and Regulations, Carbon Taxes, Net Zero Carbon Emissions / Carbon Neutrality / Adoption of Green Power. <p>(II) Risk analysis</p> <p>After identifying the risk factors, each operating unit lists the Company's existing countermeasures, new countermeasures, monitoring frequency and targets for the risk factors, and scores the “likelihood of occurrence” and the “negative impact” of the occurrence of the risk factors, in order to multiply the impact of the risk on the Company, and to serve as a basis for subsequent risk management.</p> <p>(III) Risk assessment and response</p> <ol style="list-style-type: none"> 1. The results of the risk analysis are ranked and reviewed by the representatives of each operating unit and the CEO to determine the risk issues that the Company should prioritize and address. The contents are recorded by the Executive Office under the Sustainability Committee and submitted to the Sustainability Committee for approval. 2. Each operating unit plans and implements a follow-up risk response program based on the level of risk, continuously monitors the program, and regularly submits the risk management operation to the Executive Office under the Sustainability Committee. 3. The Executive Office under the Sustainability Committee regularly reports on the risk management operations of the Sustainability Committee, and the convener of the Committee or his/her designee reports to the Board at least once a year. <p>(IV) Risk supervision and review</p> <p>The Board of Directors is the supreme supervisory unit, and the Sustainability Committee serves as the highest guiding body for risk management. It regularly reviews whether the risk management process and related risk countermeasures are operating effectively and incorporate the results into performance measurement and reporting.</p>

Item	Implementation Status	
v.If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	<p>As a fabless IC design company, Sitronix is more resilient and quicker to respond to climate risk in comparison to the manufacturing industry. Sitronix will continue to pay attention to the establishment of a database of parameters and significant assumptions for scenario analysis by the task force set up by the FSC. The Company has outlined the current factors that need to be considered for future scenario analysis.</p> <p>Scenario, Parameters, Assumptions, and Analytical Factors:</p> <ol style="list-style-type: none"> (1) The carbon fee unit price, which may fluctuate over time, takes into account the three secondary legislation concerning the carbon fee issued by the Ministry of Environment, along with related explanatory materials and presentations in 2024. (2) The physical risk of the supply chain in the Taiwan region will be referenced to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP). (3) The greenhouse gas emission scenarios adopt the Sixth Assessment Report (AR6) published by the Intergovernmental Panel on Climate Change (IPCC) to assess the physical risks in various regions by utilizing the low-emission scenario (SSP1-2.6) and the very high-emission scenario (SSP5-8.5) from the Shared Socioeconomic Pathways (SSP). (4) Consideration should be given to the locations of each supplier's operations, including the carbon management and carbon market systems of their respective countries, production volumes, and transportation methods, as well as whether the finished products and their sales locations are subject to the Carbon Border Adjustment Mechanism (CBAM). (5) Considering the complexity and uncertainty regarding how one risk may impact others, each risk factor is modeled independently and does not account for dependencies and offsets between risks. (6) The assessment of financial impacts using the above parameters assumes a projected time frame from 2027 to 2050. <p>Main Financial Impacts</p> <p>Carbon costs in terms of transition risks: Currently, the threshold of carbon fee under the Regulations Governing the Collection of Carbon Fees issued by the Ministry of the Environment of Taiwan is 25,000 metric tons, and the Company has not yet been included in the levy list. If the threshold is lowered to a level that requires the Company to pay the carbon fee 2030, the estimated cost will be calculated in accordance with the conclusion of the 5th Carbon Fee Rates Review Conference in 2024, which states: "By the year 2030, the carbon fee rate will align with international carbon pricing standards (NT\$1,200 to NT\$1,800 per ton of CO₂e)".</p>	
	<p>Scenario assumptions</p> <p>The carbon price is set at NT\$1,200 to NT\$1,800 per metric ton of CO₂e.</p> <p>From 2023 to 2026, the target is to reduce emissions by 3% compared to the baseline year (2022), and starting from 2027, the annual reduction target is set at 1%. The projected carbon reduction by 2030 is estimated based on these targets.</p> <p>The Company's individual financial statement operating revenue in 2024 is used as the projected operating revenue for 2030.</p>	<p>Estimated potential financial impact in 2030</p> <p>The increase in operating expenses accounts for approximately 0.01% to 0.02% of operating revenue.</p>

Item	Implementation Status
<p>vi.If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>In response to climate risks, Sitronix aims for net-zero commitment. This involves conducting greenhouse gas inventories, participating in international sustainability assessments, regularly assessing climate risks, collaborating on carbon reduction initiatives with the supply chain, and developing green and low-carbon products. Additionally, the company convenes an internal risk management meeting annually to evaluate climate-related risks, including transition risks. Through climate action, we aim to preserve the Earth’s carrying capacity and achieve a symbiotic and sustainable ecosystem.</p> <p>For the content of the transition plan to address climate-related risks, please refer to the “Strategic Response Actions” in the “Climate Risks and Opportunities” table in item ii above.</p> <p>To identify and manage risks, the Company consistently references international assessment indicators, including Sustainalytics, the S&P Global Corporate Sustainability Assessment, and the governmental regulations. As for the target, to fulfill the commitment to achieve net zero, Sitronix has completed the greenhouse gas inventory and external verification for the year 2022 in advance. Compared to the base year of 2022, the short-term reduction target for Scope 1 and Scope 2 emissions is set at 3% for the period from 2023 to 2026. We will continue to monitor the reduction target is achieved in the future. However, due to the expansion of office spaces in Hsinchu, the Company expects to conduct an external verification of the 2024 annual greenhouse gas inventory in the third quarter of 2025 and will re-establish the reduction target depending on the status of verification. In addition, Sitronix has formed partnerships with various stakeholders to expedite the implementation of climate risk management and mitigation strategies, while also enhancing the semiconductor industry's zero-carbon green impact, and to steadily move towards the Executive Yuan's “Taiwan 2050 Net-Zero Emissions”.</p>
<p>vii.If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>In 2024, Sitronix didn’t have internal carbon pricing tool. We will continue to observe and evaluate carbon trading markets and related tools, with plans to begin planning and implementation in the second half of the 2025.</p>
<p>viii.If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>In line with climate-related objectives, the Company plans to strengthen its emission reporting obligations and reduce greenhouse gas emissions in alignment with climate-related goals. In terms of annual progress, the Company has completed the ISO 14064-1 greenhouse gas inventory and third-party verification ahead of schedule in 2023, exceeding the requirements established for TWSE/TPEX listed companies. We continue to conduct annual self-assessments and plan to engage third-party verification by BSI in 2025 and 2027. The scope of greenhouse gas emissions, the planned reduction schedule, and the annual progress towards achieving these goals are described in Items 1-1 and 1-2 of item ix.</p> <p>The activities covered by the aforementioned targets, since Sitronix is a professional IC design company, we have no energy consumption for manufacturing, packaging, testing and other production machines, or chemical process. Our operation is mainly carried out in Hsinchu and Taipei office space, which thus account for a large part in Scope 2. The overall electricity consumption consists of energy-consuming equipment such as air conditioning, lighting, computer systems, and laboratory equipment.</p> <p>However, the Company has not yet used renewable energy certificates to offset carbon credits. The Company will continue to pay attention to the market and the results of industry practices, and carefully evaluate the pollution caused using renewable energy and the benefits it can achieve.</p>

Item	Implementation Status
ix.Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	Please refer to 1-1 and 1-2.

1-1. Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

Describe emission volume (metric tons CO ₂ e), intensity (metric tons CO ₂ e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.				
Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.				
<p>According to the regulations of “Sustainable Development Roadmap”, the greenhouse gas inventory information of the Company should be disclosed at the following time points.</p> <p>1. The greenhouse gas inventory of parent company for the 2025 should be completed by 2026, with disclosure in the annual report. For 2027, parent company inventory information and assurance should be completed by 2028, with disclosure of both in the annual report.</p> <p>2. Subsidiaries in consolidated financial report should completed 2026 greenhouse gas inventory in 2027 with disclosure in the annual report. For 2028, parent company inventory information and assurance should be completed by 2029, with disclosure of both in the annual report.</p> <p>3. The greenhouse gas inventory of parent company in 2022 and 2023 is voluntary disclosure. The data covers the Hsinchu Head Office and Taipei Office.</p>				
Parent comapny	2023		2024	
Greenhouse gas type	Emission Volume (metric tons CO ₂ e)	Intensity (Note 4) (metric tons CO ₂ e / NT\$ million)	Emission Volume (metric tons CO ₂ e)	Intensity (Note 4) (metric tons CO ₂ e / NT\$ million)
Scope 1 (Note 1)	54.5089(Note 2)	0.0053	54.2028	0.0051
Scope 2 (Note 1)	1,029.9598	0.0998	1,034.6783	0.0971
Scope 3 (Note 1 and 3)	474.9719	0.0460	443.0837	0.0416
Total	1,559.441(Note 2)	0.1511	1,531.965	0.1438

Parent company	2023	2024
Assurance institution	-	-
Assurance statement	-	The external verification of the 2024 greenhouse gas inventory is expected to be conducted by the auditing organization BSI in the third quarter of 2025. The current data reflects the results of a preliminary internal inventory.
Assurance opinion	-	-

Note 1 : Greenhouse gas inventory information covers the parent company Sitronix Hsinchu Head office and Taipei Office.

Note 2 : Scope 1 data has changed since last year, primarily due the announcement made by the Industrial Development Administration, Ministry of Economic Affairs (formerly known as the Industrial Development Bureau, MOEA) in February 2022, as referenced on page 9 of the briefing titled "Practical Guidelines and Case Studies for Greenhouse Gas Inventory." According to ISO 14064-1:2018, R22 must be included in the inventory, which has resulted in a change in the total calculation.

Note 3 : For the sake of comparability, the Company's Scope 3 emissions here include Category 3: Employee commuting emissions, and Category 4: Indirect emissions from energy-related procurement under Purchased Goods and Services.

Note 4 : Intensity = Total CO₂ emission / Sitronix parent company only revenue (NT\$ million).

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

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

In order to continue to meet the international trend of reduction, the Company has conducted reduction tracking through the Executive Office under the Sustainable Committee and set the short-term (2023~2026) targets for Scope 1 and 2 at a reduction of 3% from the base year (2022), with a planned annual reduction of 1% there thereafter, aiming for a 7% total reduction by 2030. In 2024, greenhouse gas emissions (Scope 1 and 2) increased by 0.41% compared to 2023, mainly due to rise in the number of employees at the Hsinchu headquarters, leading to higher overall electricity consumption. Currently, we have been focusing on air conditioning mainframe equipment, which has the highest power consumption, through the adjustment of the chilled water mainframe outlet temperature and timely activation of the parallel operation and raising the indoor cold room temperature, and the management of operation of the timer device to reduce air conditioning consumption. In 2024, two older chillers were also replaced. In terms of electricity consumption habits, the Company has carried out electricity-saving measures such as promoting energy conservation, setting power-saving modes for office machines, lowering the standby time of screens, and turning off the lights in the office area during lunch breaks to achieve the goal of lowering greenhouse gas emissions. In the future, the Company will gradually replace T5 fluorescent tubes with more energy-saving LED tubes, and it is expected that, with the proactive carbon-reduction efforts, the absolute total carbon emissions will continue to be revised downward.

(VI) The state of the Company's performance in the area of ethical corporate management, any variance from the ethical corporate management best practice principles for TWSE/TPEX listed companies, and the reason for any such variance

Assessed Items	Implementation Status			Any Variance from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
I. Adopting ethical corporate management policy and programs				No material difference.
(I) Has the Company formulated its ethical management policy approved by the Board of Directors, clarified it in its regulations and external documents and the commitment of board of Directors and senior Managers to active implementation?	✓		(I) According to the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, the Company has formulated the Ethical Corporate Management Best Practice Principles, the Procedures for Ethical Management and Guidelines for Conduct and other relevant measures, which shall be disclosed on the Company's website after being adopted by the Board of Directors, stating that Directors, Managers, employees, appointees or persons with material control shall abide by the principle of good faith, the commitment that they shall not engage in unethical conduct and shall actively implement the policy of good faith, and shall follow in their internal management and external business activities. The members of the Board of Directors and senior management also adhere to the principle of ethical corporate management in operating the Company, and report to the Board of Directors once a year on the implementation of ethical corporate management in the current year.	
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include preventive measures against the behaviors as stipulated in item 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	✓		(II) According to the Ethical Corporate Management Best Practice Principles, the Company has formulated the Procedures for Ethical Management and Guidelines for Conduct, which explicitly defines business activities within its business scope which are at a higher risk of being involved in unethical conduct, and has formulated the preventive measures and notification procedures against the unethical conducts as stipulated in Paragraph 2, Article 7 of Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies. In order to prevent any unethical conduct, the Company requires all suppliers not to engage in any illegal business conduct and not to provide improper benefits and bribes to the Company's employees, and regularly conduct audits and evaluations on the suppliers. In case of a manufacturer engaging in unethical conduct of high risk, the Company may terminate or rescind the contract with it at any time, and if the case is serious, the Company will notify the judicial unit.	
(III) Has the Company in the prevention programs for unethical conduct clearly prescribed the operation procedures,	✓		(III) The Company has formulated the "Procedures for Ethical Management and Guidelines for Conduct", the "Operating Procedure and Conduct Guide for Ethical Corporate Management" and the "Regulations for the Whistle-blowing of	

Assessed Items	Implementation Status			Any Variance from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
conduct guidelines and disciplinary and appeal system for violations of the ethical corporate management rules and implemented them, and conducted review and amendment on the aforementioned programs on a regular basis?			Fraudulent Conduct”, which stipulate the prohibitions against unethical conduct, reporting system and disciplinary system, which shall be implemented in the operation of each unit, and the relevant contents shall be regularly educated, publicized and reviewed and revised.	
<p>II. Implementation of ethical corporate management</p> <p>(I) Does the Company evaluate the ethical record of its business partners and set ethical conduct policies in the terms and conditions of its contracts with the clients?</p> <p>(II) Has the Company set up exclusively dedicated units supervised by the Board of Directors to be in charge of ethical corporate management which report its ethical management policy, prevention programs for unethical conduct, and the supervision and implementation state to the Board of Directors?</p> <p>(III) Does the Company work out policies to prevent conflicts of interest, provide proper statement channels and implement?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) For the internal control system and various management measures that should be followed by suppliers and customers, the Company shall conduct credit investigation or evaluation operations, and avoid engaging in business transactions with agents, suppliers, customers or other business associates involved in unethical conduct. If the business associates or cooperation partners have engaged in unethical conduct, the Company shall immediately stop the business dealings with them and list them as the objects of refusal to engage in business dealings to implement the ethical management policy of the Company.</p> <p>(II) In publicity and implementation of ethical corporate management, the Company designates the Human Resources and Administration Department as the dedicated unit to be in charge of formulating and supervising the implementation of the ethical corporate management policies and prevention programs, and reporting the implementation status to the Board of Directors every year. The latest reporting date was October 31, 2024 and it was disclosed on the Company’s website.</p> <p>(III) The Company’s “Rules of Procedure for Board of Directors Meetings” provides for a system of recusal of Directors from participation in discussion and voting, and shall not act as a proxy for other Directors to exercise voting rights in respect of matters in the meetings and board resolutions which are in conflict with the interests of the Company or the legal person represented thereby and are likely to prejudice the interests of the Company.</p> <p>To prevent conflicts of interest, the Company has formulated the "Procedures for Ethical Management and Guidelines for Conduct", the “Operating Procedure and Conduct Guide for Ethical Corporate Management” and the “Regulations for the Whistle-blowing of Fraudulent Conduct” and implements as required by the Principles. In case of any unlawful act, the whistle-blower can report to the</p>	No material difference.

Assessed Items	Implementation Status				Any Variance from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance		
	Yes	No	Description				
(IV) Has the Company established an effective accounting system, internal control system to put ethical corporate management into practice? The internal auditors shall draw up the relevant audit plan to audit the compliance of the prevention programs for unethical conduct according to the risk valuation results of the unethical conduct, or audited by CPAs?	✓		(IV) To ensure ethical corporate management, the Company has set up an effective accounting system and internal control system in accordance with the relevant laws and regulations. Internal auditors shall conduct audits in accordance with the audit plan, submit quarterly reports to the Board of Directors, and submit them to Independent Directors for signature before the end of the following month after the completion of the audit report; Moreover, the implementation of self-evaluation operations is used to ensure that the design and implementation of the internal control system is continuously effective, which is the basis for issuing the internal control system statement, and is submitted to the Board of Directors for approval.				
(V) Does the Company organize internal or external trainings on the ethical corporate management regularly?	✓		(V) "Procedures for Ethical Management and Guidelines for Conduct" and the "Procedures for Handling Material Inside Information" are required mandatory courses for new employees. Additionally, all employees will receive training and promotion on the "Introduction to Regulations on Insider Trading" Directors and managers participate in annual corporate governance courses in compliance with regulations. In 2024, the employees attended the ethical corporate management courses organized by the Company:				
			Course Name	Number Of Trainees Completed		Total Training Hours	Completion Rate
			Procedures for Ethical Management and Guidelines for Conduct	36 persons		6 hours	100%
			Procedures For Handling Material Inside Information	36 persons		6 hours	100%
			Introduction to Regulations on Insider Trading	411 persons	193 hours	93.9%	

Assessed Items	Implementation Status			Any Variance from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
III. Operation of the Company's Whistle-blowing System (I) Has the Company set specific whistle-blowing and reward system to facilitate the whistle-blowing channel and assign appropriate specialist accepting to spot the whistle-blowing object?	✓		(I) The Company has set up the "Regulations for the Whistle-blowing of Fraudulent Conduct", and provides an independent whistle-blowing mailbox (report@sitronix.com.tw) for external and internal whistle-blower of the Company. The whistle-blowing channel is publicly disclosed on the Company's website. In accordance with the nature of each report, the Human Resources and Administration Department is designated as the responsible unit to handle whistle-blowing cases in compliance with established procedures.	No material difference.
(II) Has the Company set the standard operating procedures, follow-up measures shall be adopted depending on the severity of the circumstances after investigations of cases reported are completed and relevant confidentiality mechanism to investigate reported misconducts?	✓		(II) The Company clearly stipulates in the "Regulations for the Whistle-blowing of Fraudulent Conduct" the standard operating procedures, and that it will keep the whistle-blowers' identity and contents of information confidential.	
(III) Has the Company taken measures to protect whistle-blowers from inappropriate disciplinary actions due to their whistleblowing?	✓		(III) The Company clearly stipulates in the "Regulations for the Whistle-blowing of Fraudulent Conduct" that it will keep the whistle-blowers' identity and contents of information confidential. The Company also undertakes to protect the whistle-blowers from improper treatment due to their whistle-blowing.	
IV. Strengthening information disclosure Does the Company disclose the information of implementation and results of ethical management on its website and the MOPS?	✓		The Company has established relevant measures such as the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct", which will be disclosed on the MOPS. The content and effectiveness of the established Ethical Corporate Management Best Practice Principles will also be disclosed on the Company's website.	No material difference.
V. If the Company develops its own ethical management rules according to the Integrity Operation Best Practice Principles for TWSE/TPEX -Listed Companies, please state the differences: No difference.				
VI. Other important information for better understanding of the ethical management: (such as review and amendment of the regulations on ethical management) (I) The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, and the relevant rules and regulations on TWSE/TPEX -Listed Companies and business conduct as the foundation for implementing ethical corporate management. (II) The Company's "Rules of Procedure for Board of Directors Meetings" provides for a system of recusal of Directors from participation in discussion and voting, and shall not act as a proxy for other Directors to exercise voting rights in respect of board resolutions which are in conflict with the interests of the Company or the legal person				

Assessed Items	Implementation Status			Any Variance from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the Reason for Any Such Variance
	Yes	No	Description	
represented thereby and are likely to prejudice the interests of the Company.				
(III) The Company has formulated the “Procedures for Handling Material Inside Information” and disclosed it on the Company’s website in order to establish a good internal material information processing and disclosure mechanism for the Company. It is also to avoid improper disclosure of information and ensure the consistency and accuracy of information disseminated to the public.				
(IV) The Company regularly arranges corporate governance courses for the Directors and Managers to enhance their ability to supervise and manage the Company, with a view to enhancing the effectiveness of corporate governance and the implementation of ethical management.				

(VII) Other important information that can further the understanding of the Company’s corporate governance status may be disclosed together.

- i. The Company continues to strengthen the operation of corporate governance. The website of the Company provides investors with relevant rules and regulations on corporate governance and important resolutions of the Board of Directors for their reference.
- ii. In order to continuously enrich the corporate governance information, the Company has taken the initiative to inform the Company's Directors of the relevant education information, and all the nine Directors have met the requirements of the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies".
- iii. Company website <https://www.sitronix.com.tw> Information is collected and maintained by dedicated personnel, regularly disclosed and updated for investors to access financial, business, and other information.

(XIII) Implementation of Internal Control System

1. Statement of Internal Control System: Please refer to the “Market Observation Post System > Single Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Announcement” for further information. (Website <https://mops.twse.com.tw/mops/#/web/t06sg20>)
2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: None.

(XIV) Material resolutions of a shareholders meeting or a board of Directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report

1. Major resolutions of the Board of Shareholders and state of implementation

Major Resolutions of the 2024 Regular Shareholders' Meeting	Implementation Status
1. Recognition of 2023 Profit Distribution Proposal.	By the resolution of the shareholders' meeting, the cash dividend of NT\$12 per share was distributed to the shareholders, with the total amount of NT\$1,441,642,512. The date of cash dividend payment: July 12, 2024
2. Recognition of 2023 Financial Statements and Business Report.	This has been announced to the public information observatory as required.
3. Amendments to "Procedures for Acquisition or Disposal of Assets".	Implementation in accordance with the newly revised provisions.
4. Removal of competition restrictions for new directors and their representatives.	The removal of competition restrictions for new Directors and their representatives.

2. Major Resolutions of the Board of Directors

Date of Meeting	Major Resolutions
2024.03.07 The 12th meeting of the 10th Board	1. Passed the proposal on the evaluation of the competency of the CPA.
	2. Passed the Remuneration Committee's consideration of the Distribution Plan of Operation and Project Bonus for Managers for the 2023.
	3. Passed the Distribution Plan of the Remuneration to Employees and Directors for 2023.
	4. Passed the Statement of Internal Control System for 2023.
	5. Passed the proposal on the 2023 Financial Statements and Business Report.
	6. Passed the proposal on the 2023 Earning Distribution Plan.
	7. Passed the proposal on the 2024 Operating Plan.
	8. Passed the election of the 11th Director.

Date of Meeting	Major Resolutions
2024.03.07 The 12th meeting of the 10th Board	9. Passed the proposal of nomination of Director and Independent Director candidates.
	10. Passed the removal of competition restrictions for new directors and their representatives.
	11. Passed the proposal on the amendment to the “Procedures for Acquisition or Disposal of Assets”.
	12. Passed the proposal on convening of the Company's regular shareholders' meeting in the year 2024 and related matters.
	13. Passed the Manager Appointment Case.
	14. Passed the proposal on allowing the competition among Managers.
	15. Passed the Audit Supervisor Variance Case.
	16. Passed the proposal on the new endorsement and guarantee for the subsidiary (HeFei Sitronix Technology Co., Ltd.).
2024.05.02 The 13th meeting of the 10th Board	1. Passed the Compensation Adjustment Plan of Managers Reviewed by the Remuneration Committee of the Company.
	2. Passed the consolidated financial report for the first quarter of 2024.
	3. Passed the proposal on amendment of the Company's "Rules of Procedure for Board of Directors Meetings".
	4. Passed the proposal on the amendment of the Company's Audit Committee Charter.
	5. Passed the proposal for the Company to purchase office premises.
2024.06.20 The 1st meeting of the 11th Board	1. Proposal for the election of the Chairman of the Board.
	2. Passed the appointment of members of the Remuneration Committee case.
	3. Passed the appointment of members of the Sustainability Committee.
2024.08.01 The 2nd meeting of the 11th Board	1. Passed the consolidated financial report for the second quarter of 2024.
	2. Passed the proposal on the amendment to the “Regulations Governing the Evaluation of Managerial Performance” reviewed by the Remuneration Committee.
	3. Passed the Distribution Plan of Remuneration for Managers in Cash for the 2023 Fiscal Year Reviewed by the Remuneration Committee of the Company.
	4. Passed the 2023 Sustainability Report.
	5. Passed the proposal on loaning funds to subsidiary (INFSitronix Technology Corp.).
	6. Passed the proposal on loaning funds to subsidiary (mCore Technology Corp.).
	7. Passed the proposal on loaning funds to a subsidiary (Seer Microelectronics, Inc.).

Date of Meeting	Major Resolutions
2024.10.31 The 3rd meeting of the 11th Board	1. Passed the proposals on the internal control system of the "Sustainable Information Management" and the "Procedures for the Preparation and Confirmation of Sustainability Reports."
	2. Passed the proposal on the amendment to partial clauses of the internal control system for "Property, Plant and Equipment Cycle".
	3. Passed the proposal on the Internal Audit Plan for the year 2025.
	4. Passed the consolidated financial report for the third quarter of 2024.
	5. Passed the proposal on the evaluation of the independence of the CPA.
	6. Passed the proposal on the review of the CPA's professional fees.
	7. Passed the request for approval of ownership in subsidiary (Sync-Tech System Corp).
	8. Passed the proposal on the Company's investment in a subsidiary (HeFei Sitronix Technology Co., Ltd.)
	9. Passed the proposal on the adjustment of the amount of endorsements and guarantees for subsidiaries.
	10. Passed the endorsement and guarantee case for the subsidiary (mCore Technology Corp) in the production of wafer products at HeJian Technology (SuZhou) Co., Ltd.
2025.03.06 The 4th meeting of the 11th Board	1. Passed the proposal on the evaluation of the competency of the CPA.
	2. Passed the Remuneration Committee's consideration of the Distribution Plan of Operation and Project Bonus for Managers for 2024.
	3. Passed the Distribution Plan of the Remuneration to Employees and Directors for 2024.
	4. Passed the Statement of Internal Control System for 2024.
	5. Passed the proposal on the 2024 Financial Statements and Business Report.
	6. Passed the proposal on the 2024 Earning Distribution Plan.
	7. Passed the proposal on the 2025 Operating Plan.
	8. Passed the proposal on amending the Articles of Incorporation.
	9. Passed the proposal on the amendment of the "Operational Procedures for Loaning of Funds to Others".
	10. Passed the proposal on convening of the Company's regular shareholders' meeting in 2025 and related matters.
	11. Approval to release Mr. Chan Wan Kim from the mortgage obligation on Hong Kong real estate for ETC Technology Ltd.
	12. Approval of the promotion of key operational managers.

- (XV) Where, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, a Director or Supervisor has expressed a dissenting opinion with respect to a material resolution passed by the Board of Directors, and said dissenting opinion has been recorded or prepared as a written declaration, the main content: None.

IV. Information on CPA Professional Fees

- (I) The amounts of audit and non-audit fees paid to the certified public accountant, to the accounting firm of the certified public accountant, and/or to any affiliated enterprise of such accounting firm as well as details of non-audit services that shall be disclosed:

Unit: NT\$ thousand

Name of Accounting Firm	Name of the CPA	Audit Period	Audit Fee	Non-audit Fee	Total	Remarks
Deloitte & Touche Taipei, Taiwan Republic of China	Ya-Yun Chang	2024.01.01~2024.12.31	\$4,820	\$530	\$5,350	-
	Mei-Chen Tsai	2024.01.01~2024.12.31				

Please state the content of non-audit services in detail: Non-Audit Fees for Transfer Pricing Report and Tax consulting services.

- (II) When the Company changes its accounting firm and the audit fee paid for the year is less than previous year, the reduction in the amount, percentage, and reasons shall be disclosed: None.
- (III) When the audit fee paid for the current year is less than previous year by 10 percent or more, the reduction in the amount, percentage, and reasons shall be disclosed: None.

V. Information on Replacement of CPA

- (I) Regarding the former CPA:

Replacement Date	The replacement was approved by the Company's board of directors on November 2, 2023.		
Replacement reasons and explanations	Due to Deloitte & Touche Taipei, Taiwan Republic of China, the accounting firm's job rotation in accordance with relevant regulations, the CPA for auditing financial statements will be changed from Cheng-Chih Lin and Mei-Chen Tsai to Ya-Yun Chang and Mei-Chen Tsai from the first quarter of 2024.		
Describe whether the Company terminated or the CPA did not accept the appointment	Parties	CPA	The Company
	Status		
	Termination of appointment	Not applicable	Not applicable
	No longer accepted (continued) appointment	Not applicable	Not applicable
Other issues (except for unqualified issues) in the audit reports within the last two years	None		
Differences with the company	None		
Other Revealed Matters (Those who should be disclosed in Article 10, Paragraph 6, Item 1-4 to Item 1-7)	None		

(II) Regarding the successor CPA:

Name of Accounting Firm	Deloitte & Touche Taipei, Taiwan Republic of China
Name of CPA	Ya-Yun Chang, Mei-Chen Tsai
Date of appointment	The replacement was approved by the Company's board of directors on November 2, 2023.
Consultation results and opinions on accounting treatments or principles with respect to specified transactions and the company's financial reports that the CPA might issue prior to the engagement.	Not applicable
Succeeding CPA's written opinion of disagreement toward the former CPA	Not applicable

(III) Reply letter from the former CPA on item 1 and item 2-3 of Article 10, paragraph 6 of this standard: Not applicable.

VI. The State of the Company's Chairman, President, or any Manager in Charge of Finance or Accounting Matters Has in the Most Recent Year Held a Position at the Accounting Firm of Its Certified Public Accountant or at an Affiliated Enterprise of Such Accounting Firm

The company's Chairman, President, or any Manager in charge of finance or accounting matters has not held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm in the most recent year.

VII. The Status of any Transfer of Equity Interests And/or Pledge of or Change in Equity Interests by a Director, Supervisor, Manager, or Shareholder With a Stake of More Than 10 Percent during the Most Recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report

- (I) The Status of any Transfer of Equity Interests And/or Pledge of or Change in Equity Interests by a Director, Supervisor, Manager, or Shareholder With a Stake of More Than 10 Percent

Unit: Share

Title	Name	2024		The Current Fiscal Year up to March 31, 2025	
		Increase/Decrease of Shareholding	Increase/Decrease of Pledged Shares	Increase/Decrease of Shareholding	Increase/Decrease of Pledged Shares
Chairman & CEO	Vincent Mao	-	-	-	-
Director	Wen-Bin Lin	-	-	-	-
Director & CRO	I-Hsi Cheng	-	-	-	-
Director	Silicon Power Computer & Communications Inc.	-	-	-	-
	Representative: Hui-Min Chen	-	-	-	-
Director	Sheng-Su Lee	-	-	-	-
Independent Director	Cheng-Chieh Dai	-	-	-	-
Independent Director	Yu-Nu Lin	-	-	-	-
Independent Director	Jui-Hsiang Lo	170,000	-	-	-
Independent Director	Ching-Jung Hsu (Note1)	-	-	Not applicable	Not applicable
Independent Director	Chuang-Yao Fan (Note2)	-	-	-	-
Vice CEO & CRO	Chun-Sheng Lin (Note3)	-	-	-	-
President	Meng-Huang Liu (Note4)				
Vice President	Hsing-Ta Su (Note5)	-	-	-	-
Supervisor of Finance/Accounting Division	Shu-Fang Hsu	-	-	-	-
Corporate Governance Officer	Vivian Mao	-	-	-	-

Note 1:Ching-Jung Hsu was dismissed in full on 20 June 2024.

Note 2:Chuang-Yao Fan were re-elected on 20 June 2024.

Note 3:On March 7, 2024, the Board of Directors approved the promotion as Vice CEO and serves as CRO concurrently.

Note 4:On March 7, 2024, the Board of Directors approved the promotion as President.

Note 5:On March 6, 2025, the Board of Directors approved the promotion as Vice President .

- (II) Information on Equity Transfer (Where the counterparty is a related party)

No Transfer in equity interests incurred to the counterparty that is a related party by a Director, Supervisor, Manager, or Shareholder with a stake of more than 10 percent of the Company.

- (III) Information on Pledge of or Change in Equity (Where the counterparty is a related party)

No pledge or change in equity interests incurred to the counterparty that is a related party by a Director, Supervisor, Manager, or Shareholder with a stake of more than 10 percent of the Company.

VIII. Information about the Domestic Relation Among the Shareholders Whose Shareholding Ratio is Within the Top Ten, Whether They are Related Persons or Their Spouses or Second Cousins

March 31, 2025

Unit: Share; %

NAME	Shareholding		Shareholding by spouse and minor children		Total shareholding through nominees		Top 10 shareholders where they are related parties or relatives within the second degree of kinship		Remarks
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Title (or Name)	Relationship	
Taipei Fubon Commercial Bank Co., Ltd. is entrusted with the custody Fuh Hwa Taiwan Technology Dividend Highlight ETF	4,317,000	3.59%	-	-	-	-	-	-	-
Gu Ming Investment Corp.	3,358,339	2.80%	-	-	-	-	-	-	-
Silicon Power Computer & Communications Inc.	3,150,000	2.62%	-	-	-	-	-	-	-
Citibank (Taiwan) Commercial Bank is entrusted with the custody of the Pacific Capital UCITS Funds	2,854,000	2.38%	-	-	-	-	-	-	-
Wen Bin Lin	2,200,000	1.83%	1,100,000	0.92%	-	-	-	-	-
New labor pension fund	1,941,400	1.62%	-	-	-	-	-	-	-
MAO,YING-WEN	1,771,699	1.47%	81,243	0.07%	-	-	-	-	-
HSBC (Taiwan) Commercial Bank Co., Ltd. is entrusted with the custody of the investment account of Arcadia Emerging Markets	1,650,000	1.37%	-	-	-	-	-	-	-
I-Hsi Cheng	1,611,052	1.34%	189,617	0.16%	-	-	-	-	-
Vanguard Total International Stock Index Fund , a series of Vanguard Star Funds	1,381,567	1.15%	-	-	-	-	-	-	-

IX. The Number of Shares Held by the Company, Directors, Supervisors, Managers, and Entities Directly or Indirectly Controlled by the Company in the Same Investee Enterprise, and the Calculation of the Consolidated Shareholding Ratio of the above Categories

December 31, 2024

Unit: Share; %

Investee business (Note 1)	Ownership by the Company		Investment by Directors, Supervisors, Managers, Direct or Indirect Control Groups		Total Ownership	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
Sitronix Technology (Shenzhen) Co., Ltd.	Capital contribution USD 400,000	100%	-	-	Capital contribution USD 400,000	100%
HeFei ezGreen Co., Ltd.	Capital contribution RMB 15,000,000	100%	-	-	Capital contribution RMB 15,000,000	100%
CELEFIDE CO., LTD.	(Note 2) Capital contribution RMB 45,000,000	90%	-	-	(Note 2) Capital contribution RMB 45,000,000	90%
HeFei Sitronix Technology Co., Ltd.	Capital contribution RMB 35,000,000	100%	-	-	Capital contribution RMB 35,000,000	100%
Sitronix Holding International Ltd.	6,000,000	100%	-	-	6,000,000	100%
ezGreen Inc.	22,000,000	100%	-	-	22,000,000	100%
mCore Technology Corp.	9,583,010	91%	-	-	9,583,010	91%
Sync-Tech System Corp.	14,996,855	45%	3,058,040	9%	18,054,895	54%
Forcelead Technology Corp.	23,097,545	55%	2,622,188	6%	25,719,733	61%
Seer Microelectronics, Inc	9,500,000	73%	889,537	7%	10,389,537	80%
Sitronix Investment Corp.	33,249,060	100%	—	—	33,249,060	100%
Sensortek Technology Corp.	22,529,596	46%	2,363,403	5%	24,892,999	51%
INFSitronix Technology Corp.	9,796,220	58%	594,593	4%	10,390,813	62%

Note 1: Long-term investments accounted for using the equity method by the company.

Note 2: The Company remitted RMB22,500 thousand for the investment, and the capital surplus was transferred to RMB22,500 thousand.

Chapter 3 Capital and Shares

I. Capital and Shares

(I) Source of Capital Stock

March 31, 2025

Year/ Month	Issue Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand share)	Amount (NT\$ thousand)	Number of Shares (Thousand share)	Amount (NT\$ thousand)	Sources of Capital Stock (NT\$ thousand)	Capital Increase by Assets Other than Cash	Others
1998/08	10	4,500	45,000	4,500	45,000	Capital increase 25,000 by cash	None	Jian Yi No. 87329500
1998/12	10	7,000	70,000	7,000	70,000	Capital increase 25,000 by cash	None	Jian Yi No. 88256462
1999/12	10	16,000	160,000	16,000	160,000	Capital increase 90,000 by cash	None	Jing (089) Shang No. 089101284
1999/12	10	18,000	180,000	18,000	180,000	Capital increase 20,000 by cash	None	Jing (089) Shang No. 089101157
2000/08	10	21,500	215,000	21,500	215,000	Capital increase 35,000 by cash	None	Jing (089) Shang No. 130952
2002/11	10	30,000	300,000	25,000	250,000	Capital increase 35,000 by cash	None	Jing-Shou-Shang No. 09101479070
2003/06	10	66,800	668,000	33,432	334,325	Capital increase 84,325 transferred from earnings, capital reserve and employee bonus	None	Jing-Shou-Jhong No. 0923228806
2004/07	10	66,800	668,000	46,668	466,680	Capital increase 132,355 transferred from earnings, capital reserve and employee bonus	None	Jing-Shou-Jhong No. 09332442630
2005/01	10	66,800	668,000	47,303	473,035	Employee stock option certificates converted to common stocks 6,355	None	Jing-Shou-Jhong No. 09431572610
2005/04	10	66,800	668,000	47,488	474,880	Employee stock option certificates converted to common stocks 1,845	None	Jing-Shou-Jhong No. 09431949940
2005/07	10	100,000	1,000,000	63,704	637,044	Capital increase 162,164 transferred from earnings, capital reserve and employee bonus	None	Jing-Shou-Shang No. 09401122960
2005/07	10	100,000	1,000,000	66,785	667,855	Employee stock option certificates converted to common stocks 1,255 Domestic convertible bonds converted to common stocks 29,556	None	Jing-Shou-Shang No. 09401145870
2005/10	10	100,000	1,000,000	68,513	685,135	Employee stock option certificates converted to common stocks 8,175 Domestic convertible bonds converted to common stocks 9,105	None	Jing-Shou-Shang No. 09401213050
2006/01	10	100,000	1,000,000	69,520	695,206	Employee stock option certificates converted to common stocks 1,545 Domestic convertible bonds converted to common stocks 8,526	None	Jing-Shou-Shang No. 09501006430

Year/ Month	Issue Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand share)	Amount (NT\$ thousand)	Number of Shares (Thousand share)	Amount (NT\$ thousand)	Sources of Capital Stock (NT\$ thousand)	Capital Increase by Assets Other than Cash	Others
2006/04	10	100,000	1,000,000	71,008	710,078	Employee stock option certificates converted to common stocks 4,680 Domestic convertible bonds converted to common stocks 10,193	None	Jing-Shou-Shang No. 09501069740
2006/07	10	100,000	1,000,000	71,232	712,318	Employee stock option certificates converted to common stocks 353 Domestic convertible bonds converted to common stocks 1,887	None	Jing-Shou-Shang No. 09501144330
2006/09	10	150,000	1,500,000	88,260	882,595	Capital increase 170,277 transferred from earnings, capital reserve and employee	None	Jing-Shou-Shang No. 09501200340
2006/11	10	150,000	1,500,000	89,388	893,882	Employee stock option certificates converted to common stocks 7,638 Domestic convertible bonds converted to common stocks 3,649	None	Jing-Shou-Shang No. 09501254780
2007/01	10	150,000	1,500,000	90,451	904,508	Employee stock option certificates converted to common stocks 3,977 Domestic convertible bonds converted to common stocks 6,649	None	Jing-Shou-Shang No. 09601010850
2007/05	10	150,000	1,500,000	90,773	907,728	Employee stock option certificates converted to common stocks 3,220	None	Jing-Shou-Shang No. 09601106890
2007/09	10	150,000	1,500,000	103,764	1,037,639	Capital increase 128,523 transferred from earnings, capital reserve and employee bonus Employee stock option certificates converted to common stocks 1,388	None	Jing-Shou-Shang No. 09601224560
2007/12	10	150,000	1,500,000	107,635	1,076,351	Capital increase 35,000 by private placement Employee stock option certificates converted to common stocks 3,712	None	Jing-Shou-Shang No. 09601295620 Jing-Shou-Shang No. 09601307070
2008/04	10	150,000	1,500,000	107,641	1,076,414	Employee stock option certificates converted to common stocks 63	None	Jing-Shou-Shang No. 09701090630
2008/08	10	150,000	1,500,000	103,028	1,030,284	Employee stock option certificates converted to common stocks 3,870 Cancel treasury shares 50,000	None	Jing-Shou-Shang No. 09701192540 Jing-Shou-Shang No. 09701205760
2008/09	10	150,000	1,500,000	111,100	1,110,998	Capital increase 80,714 transferred from earnings, capital reserve and employee bonus	None	Jing-Shou-Shang No. 09701245290
2008/11	10	150,000	1,500,000	111,244	1,112,438	Employee stock option certificates converted to common stocks 1,440	None	Jing-Shou-Shang No. 09701300130
2009/04	10	150,000	1,500,000	111,336	1,113,365	Employee stock option certificates converted to common stocks 927	None	Jing-Shou-Shang No. 09801071590
2009/07	10	150,000	1,500,000	111,341	1,113,415	Employee stock option certificates converted to common stocks 50	None	Jing-Shou-Shang No. 09801132660

Year/ Month	Issue Price	Authorized Capital		Paid-in Capital		Remarks		
		Number of Shares (Thousand share)	Amount (NT\$ thousand)	Number of Shares (Thousand share)	Amount (NT\$ thousand)	Sources of Capital Stock (NT\$ thousand)	Capital Increase by Assets Other than Cash	Others
2009/09	10	150,000	1,500,000	115,258	1,152,581	Capital increase 39,028 transferred from earnings, capital reserve and employee bonus Employee stock option certificates converted to common stocks 138	None	Jing-Shou-Shang No. 09801211170
2009/12	10	150,000	1,500,000	115,316	1,153,161	Employee stock option certificates converted to common stocks 580	None	Jing-Shou-Shang No. 09801275030
2010/04	10	150,000	1,500,000	115,487	1,154,871	Employee stock option certificates converted to common stocks 1,710	None	Jing-Shou-Shang No. 09901079490
2010/06	10	150,000	1,500,000	115,524	1,155,241	Employee stock option certificates converted to common stocks 370	None	Jing-Shou-Shang No. 09901132430
2010/09	10	150,000	1,500,000	117,835	1,178,346	Capital increase 23,105 transferred from earnings and capital reserve	None	Jing-Shou-Shang No. 09901200640
2010/12	10	150,000	1,500,000	117,889	1,178,886	Employee stock option certificates converted to common stocks 540	None	Jing-Shou-Shang No. 09901268170
2011/04	10	150,000	1,500,000	118,062	1,180,616	Employee stock option certificates converted to common stocks 1,730	None	Jing-Shou-Shang No. 10001067760
2011/05	10	150,000	1,500,000	118,148	1,181,476	Employee stock option certificates converted to common stocks 860	None	Jing-Shou-Shang No. 10001105470
2013/10	10	150,000	1,500,000	119,148	1,191,476	New restricted employee shares 10,000	None	Jing-Shou-Shang No. 10201211420
2014/08	10	150,000	1,500,000	119,118	1,191,176	Cancel new restricted employee shares 300	None	Jing-Shou-Shang No. 10301179340
2014/12	10	150,000	1,500,000	119,138	1,191,376	Employee stock option certificates converted to common stocks 200	None	Jing-Shou-Shang No. 10301248020
2016/08	10	150,000	1,500,000	120,638	1,206,376	New restricted employee shares 15,000	None	Jing-Shou-Shang No. 10501208560
2017/11	10	150,000	1,500,000	120,518	1,205,176	Cancel new restricted employee shares 1,200	None	Jing-Shou-Shang No. 10601149850
2018/04	10	150,000	1,500,000	120,503	1,205,026	Cancel new restricted employee shares 150	None	Jing-Shou-Shang No. 10701037000
2018/11	10	150,000	1,500,000	120,227	1,202,273	Cancel new restricted employee shares 2,753	None	Jing-Shou-Shang No. 10701148560
2019/04	10	150,000	1,500,000	120,223	1,202,226	Cancel new restricted employee shares 47.5	None	Jing-Shou-Shang No. 10801040290
2019/11	10	150,000	1,500,000	120,137	1,201,369	Cancel new restricted employee shares 857	None	Jing-Shou-Shang No. 10801174420

Unit: Share
March 31, 2025

Type of Shares	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Registered common stock	120,136,876	29,863,124	150,000,000	Outstanding shares are listed stock

(II) List of Major Shareholders

Name, number of shares held, and shareholding ratio of shareholders who hold more than 5% of the shares or the top 10 shareholders

March 31, 2025

Share	Number of Shares	Shareholding
Name of Major Shareholders	Held	Ratio
Taipei Fubon Commercial Bank Co., Ltd. is entrusted with the custody Fuh Hwa Taiwan Technology Dividend Highlight ETF	4,317,000	3.59%
Gu Ming Investment Corp.	3,358,339	2.80%
Silicon Power Computer & Communications Inc.	3,150,000	2.62%
Citibank (Taiwan) Commercial Bank is entrusted with the custody of the Pacific Capital UCITS Funds	2,854,000	2.38%
Wen Bin Lin	2,200,000	1.83%
New labor pension fund	1,941,400	1.62%
MAO,YING-WEN	1,771,699	1.47%
HSBC (Taiwan) Commercial Bank Co., Ltd. is entrusted with the custody of the investment account of Arcadia Emerging Markets	1,650,000	1.37%
I-Hsi Cheng	1,611,052	1.34%
Vanguard Total International Stock Index Fund , a series of Vanguard Star Funds	1,381,567	1.15%

(III) Company's Dividend Policy and Implementation thereof

1. Dividend policy

The overall working capital needs and financial planning of the Company are taken into account in the Company's dividend distribution. In the absence of other special circumstances, the dividend shall be distributed at 50% or more of the net profit after tax of the current year.

Dividend policy stipulated in the Company's Articles of Incorporation:

Article 19 Any profit of the Company after annual closing of the books shall be distributed in the following order:

- (1) Pay all taxes and dues.
- (2) Make up for accumulated losses.
- (3) Appropriate 10% of the remaining net profits as legal surplus reserve. Where such legal reserve amounts to the total paid-in capital of the company, this provision shall not apply.
- (4) Appropriate or reverse special surplus reserve as prescribed by law.
- (5) If there is still remaining balance, the Board of Directors shall draw up an earnings distribution proposal on the balance and the accumulated undistributed earnings of previous years, and submit to the Board of Shareholders to resolve the dividends distribution to the

shareholders.

Article 19-1 Dividends to shareholders of the Company shall be distributed in the form of cash or shares, provided that the proportion of cash dividends distributed shall not be less than 10% of the total dividends. The policy of dividend distribution shall be based on the company's current and future investment environment, capital needs, domestic and foreign competition, capital budget and other factors, taking into account the interests of shareholders, balance of dividends, and long-term financial planning of the company. The Board of Directors shall prepare a distribution plan and report to the shareholders' meeting on a yearly basis according to laws.

Article 19-2 The Company may authorize the distributable dividends and bonuses, in whole or in part, to be paid in cash after a resolution has been adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of Directors; and in addition thereto a report of such distribution shall be submitted to the latest shareholders' meeting.

Article 19-3 Where the company incurs no loss, it may, authorize the legal surplus reserve (a part that exceeds 25 percent of the paid-in capital) and capital surplus reserve (pursuance to the Company Act), in whole or in part, to be paid in cash after a resolution has been adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting.

2. The proposed dividend distribution of Shareholders' Meeting this year:

- (1) According to the Article of Incorporation, the Board of Directors was authorized to resolve specifically to distribute all or part of the dividends payable and bonus in cash, which was reported at the shareholders' meeting.
- (2) Allocate the shareholders dividends of NT\$1,441,642,512 for the distribution of cash dividends of NT\$12 per share. The calculation method of "unconditional leaving out the number less than NT\$1" was adopted for the distribution of cash dividends, and the total number of decimal fraction less than NT\$1 shall be adjusted on the decimal number from big to small and the account number from front to back to accord with the total cash dividend distribution.

3. Any expected material changes in the dividend policy: None.

(IV) Effects upon the Company's business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent Shareholders' Meeting

Not applicable.

(V) Remuneration to the Employee, Directors and Supervisors

1. The percentages or ranges with respect to the remuneration of the employee, Directors and Supervisors, as set forth in the Company's the Articles of Incorporation

As prescribed by the Articles of Incorporation, if the Company has gained profits within a fiscal year, 1% to 25% of the profits shall be reserved as the employees' compensation, and less than 3% as the Director's remuneration. However, if the Company has accumulated losses, it shall reserve the compensation amount in advance and then allocate employee remuneration and Director remuneration in accordance with the aforesaid proportion.

Employee compensation shall be resolved by the Board of Directors to be distributed in the form of shares or in cash. Qualification requirements of employees shall include the employees of parents or subsidiaries of the Company meeting certain specific requirements.

Prior to the establishment of the Audit Committee of the Company, the remuneration of Supervisors shall be allocated in accordance with the ratio prescribed in the first paragraph.

2. The basis for estimating the amount of employee, director, and supervisor remuneration, for calculating the number of shares to be distributed as employee remuneration, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period.

The basis for estimating the amount of employee, director, and supervisor remuneration of this year is calculated according to the Articles of Incorporation of the Company. Any discrepancy between the actual distributed amount and the estimated figure has been handled in accordance with the relevant laws and regulations.

3. Information on the remuneration distribution approved by the Board of Directors

The Board of Directors of the Company adopted the following resolutions on March 06, 2025:

- (1) The amount of any employee compensation distributed in cash or stocks and compensation for Directors and Supervisors.

The employee remuneration distributed in cash is of NT\$165,705,238, and NT\$24,855,786 for the directors, which has no discrepancy with the estimated figure for the current fiscal year.

- (2) The amount of any employee remuneration distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for the current period and total employee remuneration: Not applicable.

4. The actual distribution remuneration of employees, Directors, and Supervisors for the previous fiscal year (including the distributed number, amount and shares price), and where is any discrepancy between the actual distribution and the recognized remunerations for employees, Directors and Supervisors, the discrepancy, cause, and how it is treated shall be stated:

Item	2023 Fiscal Year (distributed in 2024)		
	Amount Recognized in Financial Statements	Actual Distribution	Differences
Employee remuneration	NT\$165,555,012	NT\$165,555,012	None
Remuneration to Directors	NT\$24,833,253	NT\$24,833,253	None

(VI) Share Repurchases

None.

II. The Section on Corporate Bonds

None.

III. The Section on Preferred Shares

None.

IV. The Section on Global Depository Receipts

None.

V. The Section on Employee Stock Option Certificates

None.

VI. The Section on New Restricted Employee Shares

None.

VII. The Section on New Share Issuance in Connection with Mergers and Acquisitions

None.

VIII. The State of Implementation of The Company's Capital Allocation Plans

None.

Chapter 4 Operations Overview

I. Business Activities

(I) Business scope

1. Major contents of business

The main business items as stated in the Certificate of Incorporation and Business Registration Certificate are as follows:

- (1) Design, manufacture, testing, and sales of various integrated circuits.
- (2) Design, manufacture, testing, and sales of various integrated circuit modules.
- (3) Research, development, and sales of various integrated circuit application software.
- (4) Trade and agency business of various integrated circuits.

2. Major lines of business and percentage of each line

Unit: NT\$ thousand

Major Product	2024	
	Sales Value	Percentage (%)
Integrated Circuit Design Products	17,011,909	95.43
Others	814,596	4.57
Total	17,826,505	100.00

Note: "Others" refers to other items purchased on behalf of customers.

3. New products and services planned for development

- (1) TDDI IC products with integrated light and proximity sensing.
- (2) High sensitivity, interference-resistant TDDI IC products for industrial applications.
- (3) Development of large-size smart home TDDI IC products.
- (4) HUD driver ICs with enhanced functional safety, and TDDI IC products specialized for automotive armrest control screens.
- (5) New monolithic acceleration sensor chips.
- (6) Next-generation skin sensor chips.
- (7) Ambient light RGB and proximity sensor chips for under-screen COE OLED applications.

(8) Electromagnetic pen control chips.

(II) Industry overview

In recent years, the industry has undergone profound transformation, with the integration of cross-disciplinary ecosystems and the deep fusion of technologies, leading the industry towards a future of intelligence and interconnectedness.

With the deep integration of the AIoT, industrial equipment, mobile sensor chips, and automotive smart cockpit trends, technological development is moving towards greater intelligence and cross-scenario connectivity, promoting the continuous expansion of the market for sensor chips and touch display driver technologies.

Sitronix Technology Corp. is a pioneer in zero-capacitance display driver technology. This green technology is widely deployed in AIoT products, industrial equipment, automotive smart cockpits, and other diverse application fields. In the field of sensor chips, Sitronix Technology Corp. continues to innovate and expand into applications closely related to daily life. Sitronix Technology Corp. keeps pace with trends, actively participating in technological innovation and collaboration across ecosystems, co-creating a smarter and greener future with customers.

1. Current status and development of the industry

Sitronix Technology Corp.'s diversified product applications cover multiple markets and customer groups. DDIs generate the largest portion of revenue, with applications spanning AIoT, Industrial, and Automotive sectors. The second-largest revenue contributor is the sensor business, including optical sensors, MEMS sensors, and capacitive sensors. Other developing businesses include MCUs and power management chips.

The following is an overview of the development of Sitronix Technology Corp.'s main products in the industry:

(1) **DDI related to the application of AIoT**

As AIoT and smart applications penetrate personal, household, work, and entertainment sectors, products evolve from having no screen to having screens, from small to medium-sized screens, and from display to touch control. The long-term growth of display quantities drives Sitronix Technology Corp. to introduce new products across various applications.

A. Consumer electronics: Handheld and wearable device applications

Healthcare equipment: The trend towards miniaturized healthcare equipment combined with personal wearables boosts the demand for devices such as electronic thermometers, blood pressure monitors, oximeters, heart rate monitors, and body fat scales, increasing the demand for DDIs from no screen to small-sized screens.

Handheld and wearable devices: Applications include gesture-based touch interaction TDDIs for smartphones and wearables, educational translation DDIs, feature phone DDIs, navigation device TDDIs, and diverse smart device gesture-based touch interaction TDDIs.

B. Smart devices: AIoT device applications

Sitronix Technology Corp. provides integrated touch driver ICs for various smart IoT devices, covering smart home appliances, kitchen appliances, smart air conditioners, smart speakers, smart locks, home security, photo printers, conference communication, POS machines, e-readers, and more. This comprehensive AIoT ecosystem drives the demand for displays and larger screen sizes to accommodate various scenario requirements.

(2) Industrial applications

Industrial applications include smart factories and smart cities. Smart factories use DDIs for conference meeting equipment, office equipment, VoIP phones, EV charging equipment, conveyor equipment, and security monitoring.

Smart city networks cover smart grids, smart water meters, and smart gas meters. Sitronix Technology Corp. is a leading supplier of smart meter screens DDIs, with long-term potential.

(3) Mobile sensor chip applications

Mobile sensor chips are key components of smartphones, identifying distance, orientation, geographic location, atmospheric pressure, movement speed, and environmental conditions, enhancing smartphone functionality and user experience. With the development of AI and AIoT, the following trends emerge for mobile sensor chips:

A. Increased number of sensor chips:

Developing more diverse sensor chips to enhance the ability to detect environmental data, thus enabling more application functions. The Group will continue to develop high-sensitivity optical and MEMS sensor chips, integrated with AI platforms to meet brand customer needs and optimize user experience.

B. Enhanced sensitivity and integration:

With the advancement of semiconductor and processor technologies, sensor chips achieve higher sensitivity and environmental tolerance, enabling more precise data processing and smarter applications. For

example, multi-channel emission sources increase the Signal-to-Noise Ratio (SNR), suitable for next-generation low-penetration displays, continuously enhancing RGB sensitivity while optimizing under-display computation.

C. Wider application scenarios

Mobile sensor chips, in addition to optical sensing such as brightness and ambient light distance measurement, flash frequency detection, and skin detection, will combine with MEMS products for gravity acceleration measurement, spatial sensing, electromagnetic sensing, noise reduction, pressure sensing, extending to impact and fall detection, health environment monitoring, biometric identification, motion tracking, smart cars, smart homes, and more. Through AI interpretation, more applications will emerge. For instance, new-generation miniaturized barometric sensor chips feature reduced packaging height, significantly lowering circuit noise and power consumption, used for height positioning and navigation in smartphones and drones.

Sensor chips, driven by AI, will realize more application scenarios, improving quality of life. The Group offers a comprehensive sensor chip product line, spanning low-end, mid-range, and high-end markets, meeting diverse market needs.

(4) Automotive market

The number of automotive displays has significantly increased with the rapid development of smart vehicles, autonomous driving technology, and smart connectivity. These displays are not only used for vehicle dynamic information but also become crucial components of automotive smart systems. Many new car models globally are extensively adopting automotive displays in entertainment and information systems, including digital dashboards, electronic rearview mirrors, navigation devices, smart display keys, 3-by-1 round control display knobs, rear-seat entertainment system displays, wireless charger displays, HUDs, and central control touch displays, driving steady growth in automotive DDIs.

Automotive products generally need to pass high-standard testing specifications to meet stringent requirements for temperature variation, high vibration, water resistance, durability, and reliability. Given the high difficulty of automotive market certification, once certified, module manufacturers are less likely to change chip suppliers, providing relatively stable long-term orders for the company. Sitronix Technology Corp.'s automotive DDIs are highly trusted by

customers, maintaining close cooperation with major brands.

2. Industry supply chain relationships

Overall, the upstream, midstream, and downstream relationships in the semiconductor industry are as follows. Generally, the industry can be divided into upstream chip design, midstream photomask and wafer manufacturing, and downstream wafer testing and packaging. Sitronix Technology Corp. is an upstream IC design company.

<u>Upstream</u>	<u>Midstream</u>	<u>Downstream</u>	<u>Application Users</u>
IC Design (Design House)	Mask and Wafer Manufacturing (Foundry)	Package and Testing	Brand Manufacturers Communication manufacturers Computer developer

3. Product development trends

(1) Zero capacitor technology

Sitronix Technology Corp.'s zero capacitor technology leads the market. The R&D team is continuously advancing this product feature and competitive edge towards medium to high resolution display driver ICs, ensuring that Sitronix Technology Corp. remains at the forefront of industry standards and raises technical barriers to maintain product advantages.

(2) Medium-sized automotive display driver ICs

Sitronix Technology Corp.'s subsidiary, Forcelead Technology Corp., focuses on the development of medium to large-sized automotive display driver ICs and continues to introduce them to top-tier brand clients. The automotive intelligent revolution is expected to gradually increase the market share of automotive display driver ICs.

(3) Sensor chips

Sitronix Technology Corp.'s subsidiary, Sensortek Technology Corp., continuously innovates optical and MEMS sensor chips, becoming a major supplier to mid to high-end brand smartphones on the Android platform. Their technology and services have earned customer recognition.

4. Industry competition

Product Categories	Peer Companies	Analysis of Product Technology Differences and Market Position
LCD driver ICs (mono)	Ultrachip Epson	<p>(1)Product technology differences: Sitronix Technology Corp. holds multiple technology patents and has a high specification coverage, providing various competitive advantages.</p> <p>(2)Market position analysis: Sitronix Technology Corp. is the market leader in monochrome display driver ICs. Sitronix Technology Corp. supplies various specifications to customers based on their application needs, differentiating by color and resolution. It is one of the few companies capable of providing large-scale, one-stop services.</p>
LCD driver ICs (color)	Novatek Himax Ilitek Focaltech GalaxyCore New Vision	<p>(1)Product technology differences: Innovative patented circuit design providing the best quality to customers.</p> <p>(2)Market position analysis: Sitronix Technology Corp. is currently the market leader in display driver ICs for wearable devices and feature phones. In the market for smartphone display driver ICs, we still have significant growth potential. Sitronix Technology Corp. aims to continuously enhance its competitive advantage through product differentiation.</p>

Product Categories	Peer Companies	Analysis of Product Technology Differences and Market Position
Touch controller chips	Synaptics Goodix Focaltech	<p>(1)Product technology differences: Sitronix Technology Corp.'s noise immunity technology effectively counteracts interference sources, such as chargers and LCMs.</p> <p>(2)Market position analysis: Sitronix Technology Corp. is still a newcomer in the touch controller market, with significant growth potential.</p>
Sensor chip	AMS Bosch	<p>(1)Product technology differences: Sitronix Technology Corp.'s subsidiary, Sensortek Technology Corp., is a supplier of optical sensor chips and MEMS sensor chips. We develop a variety of proximity sensors and ambient light sensors with small apertures, under-display, and high sensitivity specifications to meet the demands of high-end and mid-range smartphone brand customers.</p> <p>(2)Market position analysis: Sensortek Technology Corp., a subsidiary of Sitronix Technology Corp., is a global leader in optical sensor chips and MEMS sensor chips. Our proximity sensors and ambient light sensors have been widely adopted by top-tier global brands. However, in the market for high-end multi-axis gyroscopes, accelerometer sensors, pressure sensors, specific absorption rate sensors, capacitive touch sensors, and flicker detection sensors for smartphone applications, we are still newcomers with significant growth potential.</p>

Product Categories	Peer Companies	Analysis of Product Technology Differences and Market Position
LCD driver ICs (automotive specifications)	Himax Novatek Radium	<p>(1)Product technology differences:</p> <p>Sitronix Technology Corp.'s subsidiary, Forcelead Technology Corp., is a leading manufacturer of automotive display driver ICs. Their product line spans large, medium, and small-sized automotive displays, all compliant with the AEC-Q100 automotive safety certification standards. Automotive products require high reliability, tolerance to extreme temperatures, and enhanced safety features, distinguishing their design architecture from standard market products.</p> <p>(2)Market position analysis:</p> <p>Currently, Forcelead Technology Corp.'s market share for automotive display driver ICs is relatively low, around 4-5%, indicating significant growth potential. Given the diverse demands for automotive product specifications, Forcelead Technology Corp. collaborates closely with end customers to develop products that better meet practical applications, thereby enhancing customer value. With the rise of smart cockpits, automotive displays serve as a crucial interface between humans and machines, presenting substantial growth potential for automotive display driver ICs.</p>

(III) Overview of technology and research and development

1. Research and development expenses that have been invested

Unit: NT\$ thousand

Year	2024	2023
R&D Expenses	2, 523, 210	2, 271, 280
As a Percentage of Operating Revenue in Current Fiscal Year	14%	13%

2. Technology and products that have been successfully developed

Year	Content of Technologies
1999	Established the SOC architecture based on W65C02.
2000	Completed the electronic dictionary chip with full integration, and set up the IP with a total of 16Mbit Mask ROM, 32Kbit SRAM, dual port SRAM, DMA, LCD controller, low voltage detector circuit, etc.
	Established the self-developed text LCD controller/ driver architecture; Researched and developed and improved the anti-static damage capability to an industrial level.
	Completed power-saving SOC chip with a standby current of fewer than three microamps.
2001	Completed the super power-saving (60 microamps) LCD controller/driver for mobile phones, with the output voltage variation of various display graphics less than 1%.
	Completed the built-in Chinese font LCD Controller.
	Designed high voltage (40V) related IP, e.g. Power hoist protection circuit, high voltage ESD protection circuit, Level shift circuit, etc.
2002	Electronic dictionary, LCD driver for electronic dictionary, LCD driver for mobile phone, LCD driver for PDA.
	Built-in power-saving OP and Booster circuit, which can greatly improve the display quality of the electronic dictionary and save 300 microamps.
	Built-in partial voltage capacitor and double voltage capacitor, saving external parts of the phones.
	Completed the LCD driver with HI FAS drive mode, saving 40% power compared with traditional circuits.
2003	Built 0.35μ design.
	Built DSP technology.
	Built Audio application technology.
	Built CSTN color technology.
	Started to build TFT color technology.
	Built shared pixels rendering color technology.
	Built color dithering color technology.
	Built white LED driver technology.
2004	Completed an electronic dictionary platform with USB and Flash reading interface.
	Completed the research and development of DSP voice chips.
	Completed 26XX series of educational toy products.
	Completed the research and development of 4K Color STN Driver, mass-produced and delivered.
	Completed the research and development of 65K Color STN Driver, mass-produced and delivered.
	Completed the product research and development of TFT LCD Driver for mobile phone.
2005	Completed a new generation architecture platform for electronic dictionaries.
	Established the technology of hardware and software for music players.
	Completed the research and development of the educational toy product line.
	Completed the CSTN Driver for the HIFAS architecture.

Year	Content of Technologies
	Introduced the TFT Mobile Driver for mass production.
	Built the technical capability of Large Panel Driver.
	Continued the cost reduction work of STN and CSTN products.
2006	Built VoIP control integrated circuit technology.
	Built the integrated circuit technology of the chip card reader with a USB interface.
	Built an 8-bit microprocessor development system based on a USB interface.
	Successfully introduced the green driver technology into STN and CSTN products.
	Successfully introduced TFT IC into MP4 and high-end mobile phone market and smoothly introduced it to mass production.
	Built a complete small and medium-sized TFT product line.
	Completed the development of automotive LCD Driver IC.
	Started the mass production of 6 bits 384 channels source driver for LCD monitors.
	Started the mass production of 256 channels gate driver for LCD monitors.
	Started the mass production of 6 bits 642 channels source driver for LCD monitors.
2007	Built an 8-bit and 32-bit digital photo frame system.
	USB interface single chip for wafer reader was recognized by international manufacturers and introduced for mass production.
	Established a complete and quick multimedia playback platform.
	Successfully introduced green driver technology into MSTN/CSTN and mass produced.
	Successfully introduced vehicle LCD Driver to mass production.
	Completed the new technology of crosstalk compensating circuit and introduced for mass production.
	Built the research and development technology of green driver TFT.
	Started the mass production of 6 bits 384/642 channels source driver for LCD monitors.
	Started the mass production of 256/300/350 channels gate driver for LCD monitors.
	Completed the verification of 6 bits 720/840 channels source driver for LCD monitors.
	Completed the verification of 8 bits source driver and 400 channels gate driver for LCD monitors.
	Completed the verification of 1200 channels source with 480/600 channels gate for AV monitors.
2008	Established a complete digital photo frame product system.
	Built a multi-functional personal karaoke player.
	Introduced the Palette Driver for mass production.
	Researched and developed the E-Paper driver ICs.
	Introduced the LCD driver IC for CABC & Dot Inversion TFT mobile phones.
	Started the mass production of 6 bits 642/720 channels source driver for LCD monitors.
	Started the mass production of 400 channels gate driver for LCD monitors.
	Completed the verification of 6 bits 960 channels source driver for LCD monitors.
	Completed the verification of 88 bits source driver for LCD TV.
	Started the mass production of 1200 channels source driver and 600 channels gate driver for low-price notebook panels and completed the verification of 480 channels gate driver.
	Completed the output of the source driver engineering sample of the 1200 channels built-in timing controller for digital photo frame panels.
2009	Personal portable Karaoke Audio Player product.
	Completed the design of speech book system and development of software.
	Developed the TFT LCD drive single-chip green driver technology for mobile phones.
	Started the mass production of small-size TFT LCD driver single-chip built-in capacitor technology.
	Started the mass production of small-size TFT LCD driver single-chip built-in backlight power-saving technology.
	Started the mass production of mini-LVDS 6-bit 960 channels COF driver for LCD monitors.
	Started the mass production of RSDS 6-bit 960 channels COF driver for LCD monitors.
	Completed the verification of mini-LVDS 6-bit 1026 channels COF driver for LCD monitors.

Year	Content of Technologies
	<p>Completed the verification of mini-LVDS 768 channels COG source driver for the Netbook panel.</p> <p>Completed the verification 800 ch and 600 ch COG gate drivers supporting Dual gate architecture for the Netbook panel.</p> <p>Completed the output of the source driver of 1200 Channels built-in Timing controller for digital photo frame panels.</p>
2010	<p>A new generation of multi-functional control chips and processing platforms.</p> <p>Portable music singing solution.</p> <p>Audio and sound control platform.</p> <p>The program of 32-bit processor is applied in the learning machine market.</p> <p>A new generation of 32-bit processor chips.</p> <p>The controller chips for Apple accessories products.</p> <p>Expanded the driver ICs' built-in capacitor products for mobile phones.</p> <p>Built the small-size, medium, and high-resolution driver IC technology without capacitors.</p> <p>Researched and developed the small-size driver ICs of integrated circuits for reducing memory units.</p> <p>Built the driver ICs high-speed single-channel interface technology for mobile phones.</p> <p>Started the mass production of mini-LVDS 768 channels COG source driver for notebook panels.</p> <p>Completed the verification of the 960ch gate driver supporting Dual gate architecture for medium-size panels.</p> <p>Completed the verification of source drivers with 1200 channels built-in Timing Controller for automotive panels.</p> <p>Started the mass production of mini-LVDS 6 bits 1026 channels COF source drivers for LCD monitors.</p> <p>Started the mass production of Source/Gate drivers for industrial panels.</p>
2011	<p>Expanded the TFT LCD single-chip driver built-in capacitor products for mobile phones.</p> <p>Built the TFT LCD medium and high-resolution drive single-chip technology without capacitors for mobile phones.</p> <p>Built the driver single-chip high-speed single-channel interface technology for mobile phones.</p> <p>Introduced the new STN Driver IC for customer testing and successfully introduced it for mass production at the end of the year.</p> <p>Completed the research and development of TN Driver COG IC and introduced it to marketing promotion.</p> <p>Developed the medium-sized TFT 800*480 resolution 2 chip solution, high pin count gate driver, built-in timing generation circuit, driver IC supporting 1024*768 resolution, and arbitrary resolution timing generation circuit.</p> <p>Developed the driver IC built-in timing generation circuits, real 8-bit driver ICs, and temperature compensation circuits for automotive TFT panels.</p> <p>Started the mass production of multi-finger touch solutions for tablet computers.</p> <p>Passed the certification of Win7 10-finger touch Logo.</p> <p>Built the Single-layer ITO touch sensing technology.</p> <p>Started the mass production of a new generation of five-finger touch single-chip for smartphones.</p> <p>Launched a multi-finger touch single chip designed specifically for tablet computers.</p> <p>Completed the support of OGS (One Glass Solution) multi-finger touch technology.</p> <p>Built the multi-touch technology that is resistant to high noise of power adapters.</p>
2012	<p>Built the drive single-chip technology with small-size, TFT LCD, medium and high resolution, without capacitor.</p> <p>Developed the driver ICs with built-in timing generation circuits and power circuits.</p> <p>Developed the control chip for 3D glasses.</p> <p>Mono-STN green driver external power supply system.</p> <p>Developed the 1024*600 resolution 2 Chip solution.</p>
2013	<p>Built the technology of TFT LCD driver IC with a high-speed interface, high-speed SRAM, Line buffer for mobile phones.</p>

Year	Content of Technologies
	HD720(800*1280) For LTPS LCD Driver.
	Built the small-size drive single-chip technology with TFT LCD, medium and high resolution without capacitor for feature phones.
	Developed the ES of PND 480x272 0C driver ICs.
	Researched and developed the STN DRIVER NEW BOOST SYSTEM WITH ZERO CAPS.
2014	2/4 direction gesture control proximity sensor.
	Small sensor hole proximity sensor.
	320*240 resolution STN display driver ICs for industrial instrument.
	480*272 resolution color TFT display driver ICs for Smart Home products.
	HVGA(480*320) Zero Cap a_Si TFT LCD driver IC.
	HD720(1280*800) a_Si TFT LCD driver IC.
	WVGA Burst Out DC/DC Converter for Zero Cap Driver IC.
	MIPI with 1.5G PbS Lane Speed.
	Touch IP for TDDI (Touch + display driver) Integrated IC.
2015	320*240 STN with LVDS display driver ICs for industrial instrument.
	800*480 STN display driver ICs for industrial instrument.
	1.5 m/m small-sensor-hole proximity sensors.
	1920*720 1440-channel TFT display driver ICs for automotive center stack/instrument cluster.
2016	Announced to launch the HD720 zero-capacity version.
	Announced to launch the FHD Zero capacitor version.
2017	Started the mass production of automotive touch controller.
	Launched the upgraded version of the proximity sensor.
2018	Launched the low-power consumption industrial DDI products.
	Launched the micro-gap proximity sensor and under-screen proximity sensor.
2019	Launched the upgraded version of proximity and ambient light sensors.
	Launched the advanced driver ICs for industrial displays.
	Launched the driver IC for wearable display.
2020	Launched the RGB + Flicker sensor for mobile phones and cameras.
	Launched the driver IC for AMOLED wearable display.
	Launched the driver IC for PMOLED industrial display.
2021	High sensitivity slit-type light sensor.
	TFT display driver ICs with QSPI interface for wearable devices.
	MCU-based generator voltage regulator control chip for automobiles.
	Capacitive touch control IC for advanced wearable devices.
	HD TFT integrated display driver and capacitive touch control IC.
	Display driver ICs for smart meters.
2022	Ultra low power consumption industrial display driver ICs.
	Second generation of 7" STN display driver ICs for industrial instrument.
	360x390 display driver ICs with RAM TFT for wearable devices.
	400x400 AMOLED display driver IC for wearable devices.
	High-sensitivity under-screen InP distance sensor and light sensor.
	Pressure sensor for height detection.
2023	Ultimate borderless touch and display driver integrated IC for AIoT.
	560*560 ultra-high resolution touch and display driver integrated IC for wearable device.
	High-brightness PMOLED display driver IC designed for industrial. It also includes a 5-inch panel STN display driver IC.
	Display driver IC with automotive enhanced EMI/ESD solution.

Year	Content of Technologies
	Display supports VESA DSC and a high/dynamic frame rate for Full HD TFT.
	Integrated a multi-channel ambient light (UV+ALS+RGB) sensor with a flicker sensing chip.
	Atmospheric pressure sensor chip with a waterproof feature.
2024	AMOLED COG extreme bezel display driver IC.
	Waterproof touch and display driver IC.
	Long wavelength (light emission wavelength of 1300nm) three-in-one OLED under-display ambient light RGB and proximity sensor chip.
	Development of new generation miniaturized pressure sensor chip.
	Integrated touch and display driver IC for mid-to-large-sized automotive OEM displays.
	Energy-saving display driver IC for electric vehicles.
	Integrated touch and display driver IC for automotive rear-view mirrors and central control.

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

1. Short-term business development plans

(1) Marketing strategy:

Continuously adjust the organization to align with business expansion, systematize processes, manage key brand clients, and strengthen cooperation with potential module manufacturers to maintain market share. Provide timely support and services to customers when new products are launched

(2) Production strategy:

Strengthen the layout and development of cooperation relationships with domestic and international foundries, packaging plants, and testing plants to enhance and stabilize supply sources and flexibility. Actively establish and control real-time production progress and quantities within the supply chain.

(3) Product strategy:

Continuously develop new products for in-depth applications to meet specific uses and niche markets. We will accelerate product updates to respond more quickly to new market demands and actively enter new markets to penetrate product value to downstream customers, becoming an important development partner for end customers.

2. Long-term business development plans

(1) Expand product applications and establish comprehensive sales points and customer support capabilities. Adopt an internationalization strategy to enhance recognition among international brand customers and improve market presence.

(2) Collaborate with supply chain partners to develop new processes and technologies to share risks.

(3) Fully grasp market trends, targeting the development of high-profit, high-growth niche products. Continuously invest in research and development,

mastering key technologies to maximize profits.

- (4) Provide comprehensive analysis for business growth and market development, and conduct holistic financial planning and periodic audits to reduce operational risks and enhance company competitiveness.
- (5) Uphold the philosophy of sustainable operation, establish an excellent corporate culture, and continue the direction of short-term development plans to accommodate the growth of operational scale.

II. Overview of Market and Production and Marketing

(I) Market Analysis

1. Sales area of major products

Unit: NT\$ thousand

Sales Area	2023		2024	
	Amount	Percentage (%)	Amount	Percentage (%)
Taiwan	880,864	5.27	1,132,039	6.35
Hong Kong and Others	15,842,027	94.73	16,694,466	93.65
Total	16,722,891	100.00	17,826,505	100.00

2. Market share

The Company's main products are medium and small-sized display driver ICs, and sensor chips for smart devices (including proximity sensors, ambient light sensors, flicker detection sensors, gravity accelerometers, atmospheric pressure sensors, specific absorption rate sensors, and high-end gyroscopes). Sitronix Technology Corp. is the global market leader for medium and small-sized display driver ICs, holding more than half of the global market share for wearable devices and feature phones. For smartphone proximity sensor chips, we are the primary supplier for global Android platform brands. Our existing products maintain a solid market position, and we are gradually increasing the market share of new products.

3. Future supply and demand and growth of the market

Display driver ICs and mobile sensor chips are expected to experience steady growth driven by the major trends of AI and the AIoT. As new products are gradually introduced, shipment volumes are anticipated to increase steadily.

4. Competitive niche

(1) Professional and stable management team

The management team at Sitronix Technology Corp. is highly experienced, makes well-considered decisions, and adheres to a long-term, stable operational

strategy. We possess key product technologies, continuously invest in new product development, and maintain strong partnerships across the supply chain, ensuring a solid competitive edge.

(2) Comprehensive product portfolio

Sitronix Technology Corp. primarily focuses on DDIs, offering a complete product lineup that spans from monochrome TN and STN to full-color TFT & AMOLED, covering low to high resolutions.

Beyond DDI, Sitronix Technology Corp. provides a diverse range of products, including touch and display integrated chips, MCUs, power management chips, ambient light sensors, proximity sensors, flicker detection sensors, accelerometer sensors, pressure sensors, specific absorption rate sensors, capacitive touch sensors, and strobe detection sensors. These products serve various industries, including mobile devices, wearables, automotive, and industrial applications.

The advantages of this diversified product portfolio include: A. A comprehensive product lineup that meets various customer needs, offering a one-stop shopping experience. B. Reduced risks associated with reliance on a single product or industry application. C. The ability to balance growth cycles and profit trends across different industries.

(3) Strong partnerships with foundries

The Group has established long-term collaborations with multiple leading foundries, ensuring stable production capabilities. These partnerships not only help mitigate manufacturing risks but also enable precise control over production schedules, ensuring quality and cost efficiency. Additionally, during off-peak seasons, our ability to adjust capacity allocation helps optimize manufacturing costs, further enhancing the competitiveness of our products in terms of cost, quality, and performance.

5. Favorable and unfavorable factors for future development and response strategies

(1) Favorable factors

A. Growing demand for AI and automotive applications

The rapid development of AI combined with AIoT applications and the increasing adoption of intelligent automotive technologies continue to drive demand for display and sensor chips.

B. Expansion in display volume and size

The demand for consumer electronics such as smartphones and wearables continues to grow, while displays are increasingly being integrated into automotive, medical, industrial, and electronic paper applications.

Additionally, the trend toward larger display sizes is evident. As screen sizes increase, more DDIs are required—for example, automotive displays are shifting from under six inches to between seven and nine inches, and even beyond nine inches, further driving DDI demand.

C. Specialized semiconductor industry structure

The semiconductor industry follows a highly specialized division of labor, with IC design companies focusing on design while manufacturing is outsourced to foundries and packaging/testing facilities. This allows IC design companies to concentrate on enhancing existing products and developing new technologies in a dynamic industry environment.

(2) Unfavorable factors and response strategies

A. Increasing complexity of display driver ICs

As technology evolves, the complexity of display driver IC design continues to increase. Different types of display technologies, such as LCD and OLED, require continuous innovation and adaptation.

Response strategies

(A) The Company has a clear market positioning and will continue to refine its product portfolio. By integrating more intelligent and modular elements during the design phase, we will offer advanced technologies that meet market needs while mitigating risks.

(B) Strengthen collaboration with customers to jointly explore industry trends and develop next-generation display technologies, ensuring innovation in driver solutions.

B. Pricing pressure on products

Pricing for consumer electronics such as smartphones is highly influenced by supply and demand fluctuations. To maintain profitability, display driver IC suppliers must control costs while ensuring product differentiation to reduce the impact of price declines.

Response strategies

(A) Continue investing in R&D to develop differentiated products, establishing technological barriers and maintaining high market share to widen the competitive gap.

(B) Diversify the product portfolio by focusing on higher-margin applications with stronger price resilience, such as industrial and

automotive applications.

- (C) Strengthen supply chain management to rigorously control production costs while optimizing power consumption to enhance energy efficiency. Implement new technologies to reduce costs.
- (D) Improve production processes and design techniques to increase die output per wafer, while strategically managing inventory during off-peak seasons.
- (E) Enhance customer service and expand into new markets to sustain competitive advantages.

C. Rapid market changes and shorter product life cycles

Fast-paced advancements in semiconductor technology and evolving product functionalities are accelerating product replacement cycles, driving competitors to continuously develop new products.

Response strategies

- (A) Expand into new applications and develop niche products to adapt to dynamic market conditions.
- (B) Strengthen product planning by leveraging accumulated design expertise to maintain a leading position in R&D, ensuring differentiation through technological superiority and quality rather than price competition.
- (C) Maintain strong partnerships with upstream foundries and downstream packaging/testing facilities to optimize chip production timelines and enhance efficiency.

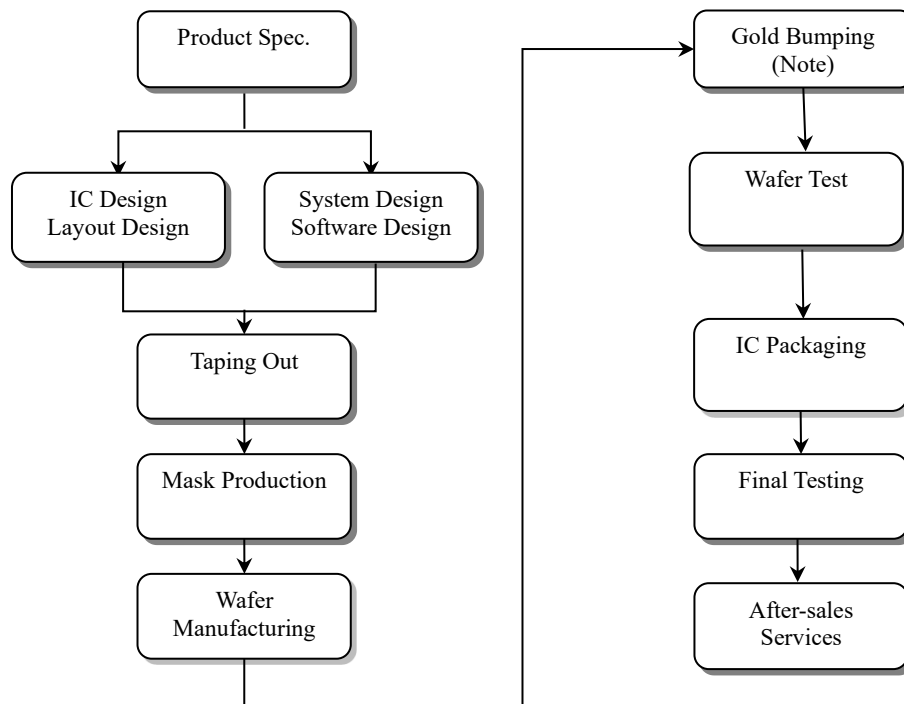
(II) Key applications and manufacturing process of main products

1. Key applications of main products

- (1) AIoT applications: Display driver ICs for consumer electronics, wearable devices, feature phones, smartphones, and healthcare equipment.
- (2) Industrial products: Display driver ICs for POS systems, multi-function products, communication and conferencing equipment, and smart meters.
- (3) Sensor chips: Proximity sensors, ambient light sensors, flicker detection sensors, accelerometer sensors, pressure sensors, specific absorption rate sensors, capacitive touch sensors, and high-end gyroscopes for mid-to-high-end smartphones and wearable devices.
- (4) Automotive applications: Display driver ICs for both OEM and aftermarket automotive displays.

- (5) Touch controller chips for wearable devices, industrial instruments, and automotive applications.

2. Manufacturing processes of main products



Note: The gold bumping process is subject to the requirements of products or customers

In the aforesaid process of grain production, Sitronix is responsible for the specification, IC design, system design, and after-sales services. The mask production, wafer manufacturing, gold bumping, wafer testing, IC packaging, and final testing are commissioned by professional manufacturers.

(III) Supply situation of major raw materials

The main raw materials of the Sitronix Group are wafers, which are mainly provided by Taiwan Semiconductor Manufacturing Co., Ltd. (TSMC) and Vanguard International Semiconductor Corporation. With the stable quality of their products and high cooperation on the capacity of supply and demand and delivery time, the Group has a good relationship with these two suppliers and has cooperated for a long time, thus there is no risk of a shortage of supply.

(IV) Names of customers who have accounted for more than 10% of the total amount of goods purchased (sold) in any of the most recent two years and the amount and proportion of the goods purchased (sold), and state the reasons for the increase or decrease

1. Information of major suppliers in the most recent two years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	As a Percentage of the Annual Net Purchases (%)	Relationship with the Issuer	Name	Amount	As a Percentage of the Annual Net Purchases (%)	Relationship with the Issuer
1	Manufacturer A	2,144,868	37	None	Manufacturer A	2,151,117	27	None
2	Manufacturer C	1,284,609	22	None	Manufacturer B	2,121,102	26	None
3	Manufacturer B	1,077,157	18	None	Manufacturer C	2,059,944	26	None
4	Others	1,365,530	23	None	Others	1,715,879	21	None
Total	Net purchases	5,872,164	100	None	Net purchases	8,048,042	100	None

Reasons for increase or decrease:

The main purchased products of Sitronix and its subsidiaries are wafers. As a result of the changes in the sales portfolio and the manufacturing process, there are some changes in the suppliers, amounts and proportions.

2. Information of major customers in the most recent two years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	As a Percentage of the Annual Net Sales (%)	Relationship with the Issuer	Name	Amount	As a Percentage of the Annual Net Sales (%)	Relationship with the Issuer
1	Customer A	1,589,793	10	None	Customer B	1,717,243	10	None
2	Others	15,133,098	90	None	Others	16,109,262	90	None
Total	Net sales	16,722,891	100	None	Net sales	17,826,505	100	None

Reasons for increase or decrease:

As a result of the changes in the sales portfolio and the market environment, the amounts and proportions of sales of major customers of Sitronix and its subsidiaries have changed.

III. Employees

Year		2023	2024	The Current Fiscal Year up to March 31, 2025
Numbers of Employees	Management	224	232	246
	Professional	683	741	739
	Assistant	140	154	154
	Technician	149	175	179
Total		1,196	1,302	1,318
Average Age		38.72	39.23	39.31
Average Years of Services		6.48	6.89	6.85
Educational Ratio at All Levels	Doctor Degree	1.6%	1.8%	1.8%
	Master Degree	39.8%	39.2%	39.3%
	College Degree	52.4%	53.0%	53.0%
	High School	5.9%	5.8%	5.7%
	Below High School	0.3%	0.2%	0.2%
Total		100%	100%	100%

IV. Information on Environmental Protection Expenditure

Any Losses Suffered by the Company in the Most Recent Fiscal Year and up to the Annual Report Publication Date due to Environmental Pollution Incidents (Including Any Compensation Paid and Any Violations of Environmental Protection Laws or Regulations Found in Environmental Inspection, Specifying the Disposition Dates, Disposition Reference Numbers, the Articles of Law Violated, and the Content of the Dispositions), and Disclosing an Estimate of Possible Expenses that Could be Incurred Currently and in the Future and Measures Being or to be Taken. If a Reasonable Estimate Cannot be Made, an Explanation of the Facts of Why It Cannot be Made Shall be Provided: None.

V. Labor Relations

- (I) Employee Benefits, Continuing Education, Training, Retirement Systems, and the Status of their Implementation, as Well as the Status of Agreements Between Labor and Management, and All Measures Aimed at Preserving the Rights and Interests of Employees.

1. Benefits from the Company:

Provides diverse and thoughtful benefits for employees, allowing them to devote themselves wholeheartedly to their work without any worries. Moreover, it provides a variety of leisure and entertainment and rich club activities, enabling employees to balance work and life and always maintain full vitality. The Company provides employee benefits as follows:

- (1) Humanized management and a comfortable working environment.
- (2) Weekends off, flexible leave system.
- (3) Leave calculation method and engagement leave based on the Labor Standards Act.
- (4) Annual travel subsidies.
- (5) Employee parking subsidies.
- (6) Providing high-value group insurances, ensuring medical quality and household economy.
- (7) Regular free and comprehensive health check every year, benefiting employees' physical and mental health.
- (8) Festival gift certificates and bonuses; Birthday gift certificates; marriage and funeral subsidies.
- (9) Free afternoon tea and snacks are provided daily.
- (10) Organizing team-building activities occasionally.
- (11) Club activities and financial subsidies.
- (12) Comprehensive education and training system and subsidies.

To foster stronger relationships among employees, the Company organizes various sports competitions, family days, parent-child events, and lifestyle seminars. These activities enhance interaction and connections between employees, supervisors, and the Company. The Company also prioritizes employee well-being by providing facilities such as a gym and massage chairs. Additionally, a dedicated health section on the Company's website regularly shares physical and mental health information. Various health promotion activities and wellness seminars are held annually to raise health awareness among employees.

2. Benefits from the Employee Welfare Committee:

In compliance with regulations, the Company has established an Employee Welfare Committee and allocates monthly welfare funds. The committee is responsible for planning and organizing annual employee trips, festive celebrations, and distributing holiday gift vouchers and travel subsidies.

3. Education and Training:

In order to improve the quality of human resources and meet the needs of the Company's future internationalization and enterprise operation and management, the

Company has established Measures for the Administration of Education and Training and provides a complete on-the-job training system, increases on-the-job professional skills and management training, provides subsidies for training expenses, provides a complete training system for new employees to help them quickly integrate into the organizational team, to meet the needs of personal development, enabling employees to enjoy a full range of growth environment and space.

4. Retirement System and Implementation:

In accordance with the provisions of the “Labor Pension Act”, the Company contributes 6% of the monthly salary as labor pension funds to individual labor pension accounts at the Bureau of Labor Insurance, Ministry of Labor (hereinafter “the Bureau”) for employees covered by the Act. Employees may voluntarily submit pension deposits within 6% of their monthly income from professional practice. The employee’s pension deposits voluntarily contributed by themselves may be deducted in full from his/her annual comprehensive income of the year. In 2024, the total annual employer contributions to the pension fund amounted to NT\$29,072 thousand.

In addition, if the employee meets the retirement eligibility stipulated in the “Labor Standards Act” and applies for retirement, the Company will, according to the previous standards, pay the pension equivalent to two months’ average wages for every full year of employment, pay the pension equivalent to one month’s average wages for every full year of employment to whom has seniority of more than 15 years, up to a maximum of 45 months. In accordance with the Labor Standards Act, the Company allocates 2% of the total salary of the employees as the pension fund, which is deposited in the special account of Bank of Taiwan in the name of the Supervisory Committee of Workers’ Retirement Reserve Fund. As of the end of 2024, the accumulated amount of the labor retirement reserve fund was NT\$65,396 thousand.

5. Agreements between Labor and Management:

The Company attaches great importance to labor relations, and has smooth communication channels so that both parties can get a common understanding to promote all work smoothly.

- (II) Any Losses Suffered by the Company in the Most Recent Fiscal Year and up to the Annual Report Publication Date due to Labor Disputes (Including Any Violations of the Labor Standards Act Found In Labor Inspection, Specifying the Disposition Dates, Disposition Reference Numbers, the Articles of Law Violated, the Substance of the Legal Violations, and the Content of the Dispositions), and Disclosing an Estimate of Possible Expenses that could be Incurred Currently and in the Future and Measures Being or to be Taken. If a Reasonable Estimate Cannot be Made, an Explanation of the Facts of Why It Cannot be Made Shall be Provided: None.

VI. Information and Communication Security Management

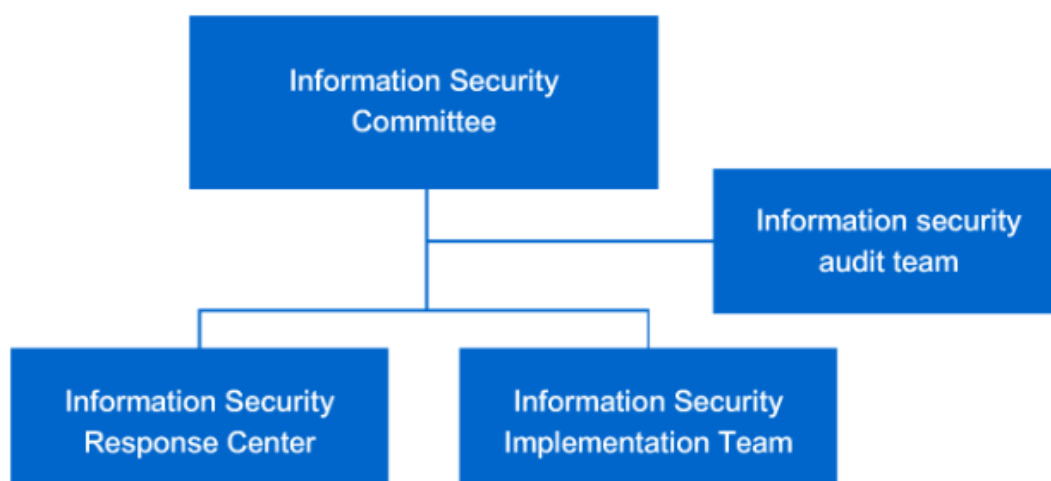
- (I) The risk management framework, policies, specific management solutions, and resources invested in information security management.

1. Information Security Risk Management Framework

The Company has implemented clear information security policies to fulfill its responsibilities in ensuring the robustness of the Company's information security management system. A management framework has been established within the organization to initiate and monitor the implementation of information security. A management task force involving the management executives has been established to approve information security policies, delegate information security management responsibilities, and facilitate the implementation of information security across the whole organization.

The Information Security Committee of the Company is convened by the CRO, under which an Information Security Response Center and an Information Security Implementation Team are established to manage, plan, oversee, and implement information security, reducing the risk of the Company's operations and information security. To fulfill the implementation of the Information Security Maintenance Program. The Information Security Committee holds regular meetings annually to review and examine the implementation of the Company's information security management policy. The findings are then reported to the Board of Directors.

Information Security Organization Structure and Responsibilities :



(1) Information Security Committee:

The CRO shall act as the convener of the committee, and the Information Security Response Center and the Information Security

Implementation Team set under the committee are responsible for the implementation of resolutions related to the information security management system.

(2) Information Security Implementation Team:

The team is composed of the personnel assigned by the convener of the Information Security Committee that is responsible for planning and implementing various information security works.

(3) Information Security Response Center:

The Center is responsible for responding to unexpected information security events with corresponding solutions, as well as tracking collection and event identification. The “Risk Improvement Plan” shall be prepared, controlled, and tracked continuously until the improvement.

(4) Information Security Audit Team:

It shall be assigned by the Information Security Committee or assisted by a third party to evaluate the implementation of the information security management system.

2. Information Security Policies and Specific Management Program

In order to ensure the confidentiality, integrity, and availability of the Company’s information assets, and to comply with relevant regulations, we have implemented specific management measures. These measures aim to protect our assets from both internal and external threats, enhance the security and stability of our information and communication operations, provide reliable information services, and raise user awareness of information security, the detailed management measures are as follows:

Management Project	Implementation measures
Information Security Policy and Education Training	<ul style="list-style-type: none">• Develop information security policies and enhance colleagues' awareness of information security through information security promotion.
Network Security Management	<ul style="list-style-type: none">• Effectively manage the network environment and partition access control between internal and external network environments based on operational requirements and security levels.
System Access Control	<ul style="list-style-type: none">• Based on the business needs of colleagues, formulate system access

Management Project	Implementation measures
	<p>control policies, clearly define the access permissions of users and personnel, and properly control the recording process of changes for future reference.</p> <ul style="list-style-type: none"> The office is separated from the research and development environment, blocking the direct access channels for confidential and sensitive information, and keeping key information confidential.
Terminal Device Management	<ul style="list-style-type: none"> Information security management and control of servers, personal computers, other devices and other terminal devices, including software and hardware asset inventory, anti-virus, system Patch update, and sensitive data access control.
Data Protection	<ul style="list-style-type: none"> Regularly schedule data preservation backup, including electronic files, documents, mails, server operating environment, personal computers, and network equipment.
Information Security Incident Management	<ul style="list-style-type: none"> Outsource information system vulnerability scanning and fix bugs for vulnerabilities. Generate solutions for unexpected information security incidents, collect tracks, identify such incidents, reduce the likelihood of occurrence and decrease the impact on operations.

3. Resources of Invested Information Security Management

The Information Security Committee meets regularly every year to examine and review the implementation status. The last time it was reported to the Board of Directors was on October 31, 2024. The information security incident in 2024 did not affect operations or goodwill. In addition, the ISO 27001 International Information Security Management Certification was obtained in 2024. The current certificate is valid from January 11,2024 to January 10,2027.

Resources of Invested Information Security Management in 2024:

- (1) Carry out information & communication security education and training, and through information security publicity and social engineering drills, enhance the information security awareness of colleagues.
 - (2) The access to the network environment is effectively partitioned and controlled based on operational requirements and security levels.
 - (3) Terminal device information security control, including software and hardware asset inventory, endpoint protection software (anti-virus), and data leakage protection.
 - (4) Outsource information system vulnerability scanning and fix bugs for vulnerabilities.
 - (5) Regularly schedule data preservation backup, including electronic files, documents, mails, server operating environment, personal computers, and network equipment.
 - (6) The manpower investment of information security includes one information security supervisor and several information security personnel, responsible for information and communication security management, planning, supervision, and promotion of execution, as well as information and communication security incident response and investigation.
 - (7) The Information Security Committee holds regular meetings annually to review matters related to the information & communication security management of the Company and the implementation of the information & communication security policies. The findings are then reported to the Board of Directors.
- (II) Any Losses Suffered due to Material Information Security Incidents, Estimated Impact and Countermeasures, or the Reasons for Why the Impact Cannot be Reasonably Estimated, if any, in the most recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report shall be stated: None.

VII. Important Contracts: None.

Chapter 5 Review, Analysis, and Risks of Financial Conditions and Performance

I. Review and Analysis of Financial Conditions

Unit: NT\$ thousand

Item \ Year	2024	2023	Differences		Remarks
			Amount	Ratio (%)	
Current assets	16,036,440	14,501,002	1,535,438	11%	
Property, Plant and Equipment	2,095,638	1,867,934	227,704	12%	
Intangible Assets	182,497	195,713	(13,216)	-7%	
Other Assets	3,302,499	3,018,214	284,285	9%	
Total Assets	21,617,074	19,582,863	2,034,211	10%	
Current Liabilities	4,973,410	4,565,465	407,945	9%	
Non-current Liabilities	391,452	422,386	(30,934)	-7%	
Total Liabilities	5,364,862	4,987,851	377,011	8%	
Share Capital	1,201,369	1,201,369	0	0%	
Capital Surplus	2,075,699	1,839,449	236,250	13%	
Retained Earnings	8,504,299	8,086,767	417,532	5%	
Other Equities	135,603	(76,388)	211,991	278%	
Treasury Shares	(56,009)	(56,009)	0	0%	
Non-controlling Interest	4,391,251	3,599,824	791,427	22%	
Total Equity	16,252,212	14,595,012	1,657,200	11%	
<p>Explanation on the change of 20% or more in the current period over the previous period, and the amount of change up to NT\$10 million or more:</p> <ol style="list-style-type: none"> 1. Increase in Other Equities: This was mainly due to the impact of changes in the unrealized valuation gains and losses from financial assets measured at fair value through other comprehensive income. 2. Increase in Non-controlling Interests: This increase is primarily attributable to the sale of subsidiary shares by Sitronix Technology Corp. and an increase in subsidiary cash capital which the parent company did not recognize in accordance with its shareholding ratio. 					

Note: The financial position for the years 2024 and 2023 is presented with the consolidated financial data.

II. Review and Analysis of Financial Performance

Unit: NT\$ thousand

Item \ Year	2024	2023	Increase (Decrease) Amount	Changes Ratio (%)
Net Revenue	17,826,505	16,722,891	1,103,614	7%
Gross Profit	6,078,292	5,713,702	364,590	6%
Income from Operations	2,489,929	2,503,555	(13,626)	-1%
Non-Operating Income and Expenses	348,152	337,010	11,142	3%
Income before Income Tax	2,838,081	2,840,565	(2,484)	0%
Net Profit for the Current Period	2,452,442	2,416,544	35,898	1%
Other Comprehensive Income (Net of Tax)	238,924	213,466	25,458	12%
Total Comprehensive Income	2,691,366	2,630,010	61,356	2%
Net Income Attributable to Shareholders of the Parent	1,848,211	1,858,341	(10,130)	-1%
Net Income Attributable to Non-controlling Interests	604,231	558,203	46,028	8%
Total Comprehensive Income Attributable to Shareholders of the Parent	2,071,112	2,066,424	4,688	0%
Total Comprehensive Income Attributable to Non-controlling Interests	620,254	563,586	56,668	10%
<p>1. Explanation on the change of 20% or more in the current period over the previous period, and the amount of change up to NT\$10 million or more: None.</p> <p>2. The sales volume forecast and the basis thereof, and the possible impacts on the Company's future financial operations and response plans:</p> <p>The sales volume forecast in the next year depends on the industrial boom and the changes in market supply and demand. The Company has been actively developing new products to prepare a complete product line and provide customer solutions for future growth and development.</p>				

Note: The financial position for the years 2024 and 2023 is presented with the consolidated financial data.

III. Review and Analysis of Cash Flow

(I) Changes in Cash Flow of the Current Year

Unit: NT\$ thousand

Beginning Cash Balance	Net Cash Flow From Operating Activities	Net Cash Flow from Investment and Financing	Exchange Influence	Cash Surplus (Deficit)	Remedial Measures for Cash Deficit	
					Investment Plan	Financial Plan
5, 499, 342	2, 842, 220	(4, 558, 171)	82, 752	3, 866, 143	-	-

Analysis of changes:

1. Operating activities: net cash inflow generated from operating activities is mainly cash income from net revenue.
2. Investment activities and financing activities: mainly include continuing investments in the cost of masks and other equipments for the research and development of new products this year, purchasing property, plant and equipment, financial assets and bond investments, depositing the time deposits of more than 3 months and paying cash dividends.

(II) Remedial Measures for Cash Deficit and Liquidity Analysis: Not applicable.

(III) Cash Liquidity Analysis for the Coming Year:

Unit: NT\$ thousand

Beginning Cash Balance	Projected Net Cash Flow From Operating Activities Throughout The Year	Projected Net Cash Flow From Investment and Financing Activities Throughout The Year	Projected Cash Surplus (Deficit)	Remedial Measures for Projected Cash Deficit	
				Investment Plan	Financial Plan
3, 866, 143	3, 285, 245	(972, 436)	6, 178, 952	—	—

Analysis of changes:

1. Operating activities: mainly include the projected continued growth of operating profit in 2025 and the active control of related expenses and losses and inventory turnover.
2. Investment activities and financing activities: mainly include projected activities such as continuous investments in the cost of masks and other types of equipment for the research and development of new products in 2025, purchase of property, plant, and equipment, financial assets investments, cash capital increase in subsidiaries and the payment of cash dividends.

IV. Impact of Any Major Capital Expenditures during the Most Recent Fiscal Year

(I) The Use and Funding Sources of Major Capital Expenditures: None.

(II) Projected benefits: None.

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

The reinvestment policy of the Group is to focus on the core business, carry out investments in line with the business strategy, business expansion and long-term development, in order to increase operating revenue and profits. To conduct investment evaluation on the location, organization, shareholding ratio, financial condition and other aspects of the reinvestment in another enterprise as the basis for the reinvestment of the management; The Group also regularly evaluates the investment profit and loss status of the invested enterprises. In addition, the Company has enacted "Supervisory Measures for Subsidiaries" to supervise the operation status of the subsidiary company and set up an operation management mechanism in order to maximize the synergy of the Group.

The Company adopted the equity method to recognize the investment gains of NT\$678,953 thousand in the year 2024.

The investment plan for the coming year will be evaluated separately according to the overall industrial situation and the Company's business needs.

VI. Risk matters and Assessment

(I) The Effect upon the Company's Profits (Losses) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to be Taken in the Future

1. The Effect upon the Company's Profits (Losses) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate

The Group mostly uses its own funds to support its operation needs, thus has low demand for bank loans. Any loans it made is based on the consideration of the risk hedging of exchange rate with modest amount, and the borrowing cost increase from rising interest rate will not have greatly impact on the Group.

The Group's purchases and sales are mainly in US dollars, thus some exchange risks have been automatically avoided. In view of the impact of dollar exchange rate fluctuations on the Company's profits and losses, forward foreign exchange contracts and dollar loans are mainly adopted, so as to lower the risk of exchange rate fluctuations.

There was no material impact on the Group's annual profit or loss due to inflation.

2. Response Measures to be Taken in the Future for the Effect of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate

In the future, the Group will continue to collect information on exchange rate

fluctuations and pay attention to the global trend of favorable exchange rate, timely adjust foreign currency positions to reduce the impact of exchange rate fluctuations, and choose low-cost foreign exchange hedging instruments to avoid exchange rate risks according to the relevant regulations of the Company.

(II) The Company's Policy Regarding High-Risk Investments, Highly Leveraged Investments, Loans to Other Parties, Endorsements, Guarantees, and Derivatives Transactions; the Main Reasons for the Profits/Losses Generated thereby; and Response Measures to be Taken in the Future.

1. The Group is not engaged in high-risk and highly leveraged financial investments.
2. The Group has formulated "Operational Procedures for Lending Funds to Others", "Operational Procedures for Endorsements/Guarantees" and "Handling Procedure to engage in the Transaction of Derivative Products", and the relevant operations are conducted in accordance with the above procedures.
3. The Company is engaged in the trading of derivative products, mainly for the purpose of risk hedging, or engaged in the trading financial products related to the Company's business operations, to ensure the Company's operating profit.

(III) Research and Development Work to be Carried out in the Future, and Further Expenditures Expected for Research and Development Work

Please refer to the description of "Chapter 4 Operations Overview - New products and services planned for development" in this annual report for the research and development plan for this year. The R&D manpower and expenditure that the Group continues to invest in the coming year are estimated to account for approximately 10%~15% of the net revenue. The Group will carefully assess the market risks and expected investment returns before investing in various R&D expenses.

(IV) Effect on the Company's Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to be Taken in Response

There is no material impact on the Company's financial operations from important policies adopted and changes in the legal environment at home and abroad. In the future, the Company will obtain relevant information from time to time and develop necessary countermeasures to meet the Company's operational needs.

(V) Effect on the Company's Financial Operations of Developments in Science and Technology (including Information Security Risks) as well as Industrial Change, and Measures to be Taken in Response

The IC industry is changing rapidly, as well as the technology advancing, which will affect

the members of the industry to a certain extent. If the Company fails to timely adjust its strategy or launch competitive products in line with technology changes or industry changes, it may have a negative impact on the Company's financial business. In order to avoid adverse effects caused by changes in industry and technology, the Group always pays attention to and evaluates the possible impact of those changes, and proposes effective response strategies and develops products that meet market demand, so that the Group is able to timely launch competitive products, maintain and improve the Company's competitive strategy.

Based on the requirements of risk control, the Company adopts a complete set of control measures for information security, including policies, organizations, processes, software and hardware tools to meet the management requirements, And by planning, operation, supervision and continuous improvement measures, we can ensure to reduce improper threats so as to reduce management risk.

The Company has established information security measures for the protection of network and computer-related information to ensure the confidentiality, integrity and availability of the Company's information assets, comply with relevant laws and regulations, prevent the misuse, leakage, alteration and destruction of the Company's information systems and data, and ensure the appropriateness and effectiveness of its information security management procedures through ongoing inspection and evaluation. However, information security threats are changing rapidly. There is no guarantee that the company will not face new risks and attacks. It is possible that trade secrets and other confidential information, such as customer or other stakeholder information and employee personal information, could be stolen from a company as a result of a cyber attack.

The Company was attacked by future inadvertent purchases and installations of devices containing malware due to business needs. To prevent and reduce the damage caused by such attacks, the Company continues to improve and implement information security protection and management mechanisms, such as establishing a virus scanning mechanism to prevent machines containing malware from entering the company, strengthening the management and monitoring of network firewalls to prevent the spread of computer viruses in the enterprise, strengthening employees' awareness of information security through regular education and training, introducing new information technologies to enhance data protection, and commissioning external experts to evaluate and test information security. Although the Company continues to strengthen its information security measures, the Company is still unable to guarantee the protection from malware and hacker attacks.

(VI) Effect on the Company's Crisis Management of Changes in the Company's Corporate Image, and Measures to be Taken in Response

The Company is currently a public company with good reputation and business performance, and will continue to improve the product quality and service to maintain a

good corporate image in the future, thus there is no effect on the Company's crisis management.

(VII) Expected Benefits and Possible Risks Associated with Any Merger and Acquisitions, and Mitigation Measures being or to be Taken

The Group has no plans for mergers or acquisitions.

(VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Mitigation Measures being or to be Taken

With an eye toward anticipated operational needs, the Group has conducted a comprehensive assessment of current and future business development and human resource allocation. The Company plans to acquire additional office space, which is expected to expand the workspace for R&D, sales, and production management personnel. This initiative aims to attract exceptional R&D talent and enhance various R&D facilities, thereby improving product development and production. In addition, the construction of the new factory and capacity expansion by subsidiary Sync-Tech System Corp. will contribute to stabilizing future production and operations. This will further strengthen the operational momentum and revenue performance of the Group, while also achieving the goals of sustainable development and continuous growth.

The primary risk that the Group may face is the turnover risk associated with operating capital. However, the Group's financial structure is robust, and its operating capital is sufficient. The impact of the expansion plan on the Group's overall finances and operations is manageable, and the investment risk remains limited in scope.

The Group's expansion plans have been carefully crafted to ensure that capital expenditures are aligned with the requirements of new product development and business growth. We aim to optimize the efficiency of capital utilization and thoroughly assess each investment to ensure the strength of industry development and sustain a competitive advantage.

(IX) Risks Associated with Any Consolidation of Sales or Purchasing Operations, and Mitigation Measures being or to be Taken

The primary material for our Group is wafers, and as a fabless professional IC design company, it is necessary to consider capacity, equipment, quality yield, process technology and confidentiality when selecting a suitable foundry. Therefore, the consolidation of purchasing is a major characteristic of the domestic IC design industry. The Group has distributed procurement sourcing around TSMC, VIS and Nexchip, and maintained a long-term stable cooperative relationship with packaging and testing manufacturers to eliminate the risk of procurement consolidation.

In terms of sales, the Group's products are widely applied in multiple aspects, with two modes of sales counterparty: agents and manufacturers. The Group distinguishes different

agents according to sales area and sales conditions, has dedicated application engineers to directly contact the end customers and provide technical services for the products sold through agents. Therefore, there is no risk of consolidation of sales based on calculation for end-customers.

(X) Effect upon and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director, Supervisor, or Shareholder Holding Greater than a 10 Percent Stake in the Company has been Transferred or has otherwise Changed Hands, and Mitigation Measures being or to be Taken: None.

(XI) Effect upon and Risk to Company Associated with Any Change in Governance Personnel or Top Management, and Mitigation Measures being or to be Taken: None.

(XII) Litigious and Non-Litigious Matters. List Major Litigious, Non-Litigious or Administrative Disputes That Involve the Company and/or Any Company Director, Any Company Supervisor, the President, Any Person with Actual Responsibility for the Firm, Any Major Shareholder Holding a Stake of Greater than 10 Percent, and/or Any Company or Companies Controlled by the Company; and Have Been Concluded by Means of a Final and Unappealable Judgment, or are still under Litigation. Where Such a Dispute Could Materially Affect Shareholders' Equity or the Prices of the Company's Securities, the Annual Report Shall Disclose the Facts of the Dispute, Amount of Money at Stake in the Dispute, the Date of Litigation Commencement, the Main Parties to the Dispute, and the Status of the Dispute as of the Date of Publication of the Annual Report.

As of the date of publication of the annual report, the Company did not incur any such matters.

(XIII) Other Important Risks, and Mitigation Measures being or to be Taken: None.

VII. Other Important Matters: None.

Chapter 6 Special Notes

I. Affiliates Information

(I) Consolidated Business Reports Covering Affiliated Enterprises

Please refer to the “Market Observation Post System > Single Company > Electronic Document Download > Affiliated Enterprises Reports Section” for further information. (Website https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

(II) Consolidated Financial Statements Covering Affiliated Enterprises

The companies required to be included in the consolidated financial statements of affiliated enterprises are the same as those included in the parent company’s consolidated financial statements in accordance with International Financial Reporting Standards. Accordingly, the Company does not prepare separate consolidated financial statements for affiliated enterprises. For the Company’s consolidated financial statements, please refer to the “Market Observation Post System > Single Company > Electronic Document Download > Financial Statements” for further information.

(Website https://mops.twse.com.tw/mops/#/web/t57sb01_q1)

(III) Affiliation Reports

Not applicable.

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

III. Other Matters that Require Additional Description: None.

IV. Matters that Materially Affect Shareholders' Equity or the Price of the Company's Securities Specified in Article 36, Paragraph 3, Item 2 of Securities and Exchange Act, Occurred during the Most Recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report: None.

Sitronix Technology Corp.

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