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AMPOC FAR-EAST CO., LTD

2024

Annual Report

Published on April 30, 2025

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Acting spokesperson: Zheng, Fei-Wen/Manager of the Finance

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IV. Name of CPAs, for the financial statements of the most recent year, name, address, website, and tel. of CPA's firm

Name of CPA: Lin, Se-Kai and Chih, Ping-Chiun

CPA's firm: PricewaterhouseCoopers, Taiwan (PwC Taiwan)

Address: 27f, No.333, Section 1, Keelung Road, Taipei City

Website: www.pwc.tw

Tel.: (02)2729-6666

V. Name of any exchanges where the Company's securities are traded offshore, and the method by which to access information on said offshore securities: None

VI. Company website: www.ampoc.com.tw

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One. Letter to Shareholders

Dear shareholders,

In 2024, the global electronics industry continued to face transformation and challenges, but it was also full of new opportunities. Despite sluggish global economic growth, ongoing inflationary pressures, and geopolitical uncertainties, Taiwan's electronics industry demonstrated remarkable resilience and vitality. With the rapid development and application of emerging technologies such as artificial intelligence, 5G, and high-performance computing, the electronics sector is gaining new momentum for growth. In this environment, AMPOC has continued to strengthen its technological innovation and market presence. In 2023, we successfully completed the investment and construction of a new manufacturing facility, laying a solid foundation for future technological advancements. Furthermore, we have actively invested in green and sustainable development initiatives, aiming to reduce carbon emissions, enhance the environmental performance of our products, and improve recycling and circular resource utilization. These efforts not only contribute to environmental protection but also generate positive impacts for our long-term development.

Looking ahead to 2025, as the market gradually recovers and the adoption of new technologies continues to expand, AMPOC will further deepen its technological footprint across various fields and proactively embrace future growth opportunities. We are confident that through continued efforts and strategic adjustments, we will be well-positioned to face future challenges and deliver stable returns to our shareholders.

I. The 2024 business report

(I) Implementation achievements of the business plan

The 2024 net consolidated sales revenue was NT\$3,657,780 thousand, 9.05% increase over the 2023 net consolidated sales revenue of NT\$3,354,285 thousand. The 2024 consolidated net profit after tax was NT\$692,598 thousand, the profit margin is 18.93%, and the earnings per share after tax is NT\$6.05.

As AMPOC steps into 2025, it will steadfastly hold to how it carried out business in the past, commit to the production and development of high-end products, reinforce the R&D capacity, increase profits, create greater profits, and develop energy-saving and waste-reduction equipment to align itself with global requirements of environment protection and duly carry out its corporate social responsibilities.

(II) Budget execution

The Company did not disclose its financial forecast for 2024.

(III) Financial income and expenses and analysis of profitability

1. Financial income and expenses

The Company's net profit in 2024 was similar to that in 2023, but the current ratio of 291.53% was significantly higher than that of 226.35% in 2023, and the debt ratio of 29% was significantly lower than that of 40% in 2023. From the above figures, it can be seen that the Company's financial structure is sound

2. Profitability analysis

Item		2023	2024
Return on assets (%)		14.37	14.73
Return on equity (%)		23.95	22.52
Ratio to paid-in capital (%)	Operating profit	73.07	71.57
	Income before tax	76.31	75.48
Profit margin (%)		20.58	18.93
Earnings per share (NT\$)		6.03	6.05

(IV) Status of R&D

In response to global competition and to continue maintaining our leading position in the industry, the Company is committed to the research and development of PCB, 5G, MINI LED-related products, HDI, BGA, FPC, Low Earth Orbit Satellite, LEOS and Optical Transmission Module , AI High-Performance Computing Server (AI HPC Server), IC Mfg, IC Pkg, EVs, solar power, touch panel, high luminance LED and other process chain equipment with the objective to improve manufacturing yield and global marketing. AMPOC has been actively developing high-efficiency and high-quality process equipment and pursues a TQM-free zero deficiency spirit to create common value with its customers. AMPOC is also the only multi-faceted enterprise in Taiwan that possesses concurrent distribution, R&D, and technological integration functions.

In welcoming the 5G era in the area of professional technologies, AMPOC invests in multiple relevant R&D equipment to respond to new procedure requirements and provide the best solutions to customers, improve procedure yield and AI automated equipment detection systems, and reduce the labor required for procedures and contact of machines and tools with product parts translates to "Achieve unmanned, dust-free, and contactless automated processing equipment, improve the yield of high-end products, reduce checking and repairing time, and accurately calculate the timing to change consumables and parts for the benefit of the production scheduling of production lines, production capacity improvement, and reduction of unnecessary suspension. For wet PCB process equipment, in response to global trends of reducing energy consumption and carbon dioxide emissions, we released the AMPOC ECO heat recovery system which significantly reduces the power consumption of user equipment, allowing energy to be effectively utilized. In terms of process improvements, we adopt the automated AMPOC Intelligent Arm (AI ARM) to effectively assist users in precisely measuring and automatically adjusting etching and compensation to improve the full manual processing in the past, avoid human-made mistakes, and make more effective use of labor. As for

our production lines, we exclusively launched the AMPOC PURE system which effectively blocks minuscule dissolved films in developers, hence eliminating re-adhesion and improving yield. AMPOC has also made joint progress with customers and efforts for dust-free high-end products. The contactless magnet pulley system adopted actively reduces dust generation and improves yield. The AMPOC SARA SARA system which processes waste from production lines makes use of exclusive patents to effectively dry the film residue after stripping to reduce customers' waste processing costs. In order to improve the rapid response management of production staff, AMPOC present the "AMPOC EYES" board behavior inspection system in 2024, which can immediately identify the correct location and deal with the appropriate disposal when the product is abnormal.

II. Summary of the 2025 business plan

(I) Business policy

1. Quality first
2. Innovation and advancement
3. Professionalism-oriented
4. Employee engagement
5. Global production and sales
6. Premium service
7. Sustainable operation

(II) Estimated sales volume and basis

As the Company did not voluntarily disclose its financial forecast in 2025, relevant forecasts and data are not provided.

(III) Material production and sales policy

1. Adopt professional technology marketing as the development orientation and determine the development of electronic industries based on customers' requirements. Leverage relationships with suppliers, product marketing and customer channels to expand our business scope and increase product items so as to effectively minimize our operating risks, actively create operating income, and improve profitability.
2. Reinforce the integration capacity of relevant series of products and include premium products locally produced to provide comprehensive product portfolios and overall solutions to customers and improve the added value of products.
3. The Company is committed to developing ultra-high precision horizontal wet procedure equipment for PCB, HDI, and BGA and horizontal wet procedure production equipment for FPC (flexible) to fully satisfy market demands and actively develop energy-saving and waste-reduction equipment to reduce environmental pollution in the hope of contributing to the environment.
4. As we uphold a customer-first service calling, not only do we go the extra mile to assist our customers in reducing production costs, but we also actively provide procedure management recommendations to our customers to improve both production yield and product quality.

III. Future development strategy of the Company

Looking ahead, AMPOC will actively develop and introduce new process technologies, and continuously improve through joint development with customers to meet the evolving needs of the high-tech industry while also addressing environmental concerns. In response to the impacts of environmental policies in China, political changes, and rising labor costs, major domestic and international manufacturers are gradually shifting their production focus to Southeast Asia. To meet growing customer demand, AMPOC is expanding its service network and enhancing its global service capabilities.

In the long term, AMPOC will optimize its market deployment by balancing sales across Japan, China, Southeast Asia, and Taiwan, thereby mitigating risks associated with regional economic fluctuations and ensuring steady business development.

IV. Impact from external competition, legal environment, and overall business environment

Since its establishment, AMPOC has adhered to a philosophy of steady development, carefully monitoring economic trends and implementing effective countermeasures. Over the past four decades, the Company has achieved stable growth despite numerous economic fluctuations.

AMPOC is dedicated to serving the electronics industry, actively positioning itself as a bridge within the information and electronics sectors, with a clear focus on defining its service targets and business direction. Over the years, we have grown alongside Taiwan's leading electronics industries while effectively mitigating the impact of cyclical market changes. Starting from the PCB sector, the Company has gradually expanded into IC wafer manufacturing, packaging, and testing, and in recent years has actively invested in the development of products for the solar energy sector.

Today, AMPOC has become a key supplier of equipment and materials across multiple segments of Taiwan's electronics industry. Through professional technical marketing, we have successfully entered diverse fields, broadened our operational scope, and provided a wide range of products—further dispersing the risks associated with reliance on any single industry.

Shareholders' meeting of Ampoc Far-East Co., Ltd.

Charman: Su, Sheng-Yi

Two. Corporate Governance Report

I. Directors, President, Vice Presidents, Assistant Vice-Presidents and Heads of Departments and Branches

(I) Director Information

April 13, 2025

Unit: Share

Position	Nationality or place of registration	Name	Gender Age	Date of Election (Take Office)	Term	Date first elected	Shareholding when elected		Current shareholding		Current shareholding of spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director			Remarks
							Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
Chairman	Republic of China	Su, Sheng-Yih	Male 76-85	2022.6.16	3 years	1983.4.1	11,325,114	9.90%	11,325,114	9.90%	4,579,272	4.00%	0	0.00%	Master's degree, Law Enforcement Dept., Michigan State University Chairman, Taipei Chemical Machinery Limited Managing director, TPCA	President, AMPOC Far-East Co., Ltd. Chairman, Qualibond Technology Co., Ltd. Chairman, Yang Yi Investment Co., Ltd. Corporate representative and chairman of Yang Sheng Investment Co., Ltd. Director, AMPOC TECH LIMITED	Directors	Su Wendell Ronald	Father and son	Note
Directors	Republic of China	Representative of Nova Technology Corp.: Wu, Jian-Nan	-	2022.6.16	3 years	2022.6.16	3,969,000	3.47%	4,309,000	3.77%	0	0.00%	0	0.00%	Director, Winmega Technology Corp. Director, RAYZHER INDUSTRIAL CO.,LTD. Director, DADEWIN TECHNOLOGY CORP. Director, Theory High Tech Solutions Co., Ltd. Master's degree in manufacturing engineering, University of South Australia Vice president, Nova Technology Corp. President, Ale Global Technology	Director, Winmega Technology Corp. Director, RAYZHER INDUSTRIAL CO.,LTD. Director, DADEWIN TECHNOLOGY CORP. Director, Theory High Tech Solutions Co., Ltd. President/corporate representative and Director of Winmega Technology Corp.	None	None	None	None
			Male 56-65	-	-	-	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	None	None	None	None
Directors	Republic of China	Wu, Kun-Sing	Male 56-65	2022.6.16	3 years	2022.6.16	200,000	0.17%	200,000	0.17%	0	0.00%	0	0.00%	Master's degree in mechanical engineering, National Central University Assistant vice president of Taipei Chemical Machinery Limited	Vice President, Ampoc Far-East Co., Ltd. Director, AMPOC FAR-EAST (THAILAND) CO., LTD.	None	None	None	None

Position	Nationality or place of registration	Name	Gender Age	Date of Election (Take Office)	Term	Date first elected	Shareholding when elected		Current shareholding		Current shareholding of spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director			Remarks
							Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
Directors	The U.S.	Su Wendell Ronald	Male 26-35	2022.6.16	3 years	2016.6.17	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master's degree in biological engineering, Boston University Cellanyx Diagnostics Lead Product Engineer	Director, Somnics, Inc. Director, Yang Yi Investment Co., Ltd. Director and Special assistant to Chairman, Yang Sheng Investment Co., Ltd. Special assistant to Chairman, AMPOC FAR-EAST CO.,LTD Special assistant to chairman, Qualibond Technology Co., Ltd.	Chairman	Su, Sheng-Yih	Father and son	None
Independent director	Republic of China	Chen, Rong-Jie	Male 76-85	2022.6.16	3 years	2016.6.17	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Department of Law, National Taiwan University M.A. and Ph.D. in laws of Southern Methodist University (SMU) Adjunct associate professor and professor, College of Law of Soochow University and Graduate School of Central University Director-General of the Ministry of Foreign Affairs, vice chairman of the Overseas Compatriot Affairs Council, and Secretary-General, Straits Exchange Foundation Deputy representative to the U.S. and deputy representative to Russia	Member of the Audit Committee and Remuneration Committee, Ampoc Far-East Co., Ltd.	None	None	None	None

Position	Nationality or place of registration	Name	Gender Age	Date of Election (Take Office)	Term	Date first elected	Shareholding when elected		Current shareholding		Current shareholding of spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director			Remarks
							Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
Independent director	Republic of China	Lin, Ming-Qin	Female 56-65	2022.6.16	3 years	2022.6.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Ph.D. in business, National Chengchi University Associate professor, Department of Finance, Chaoyang University of Technology	Member of the Audit Committee and Remuneration Committee, Ampoc Far-East Co., Ltd.	None	None	None	None
Independent director	Republic of China	Chen, Zhi-Cheng	Male 66-75	2022.6.16	3 years	2022.6.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Ph.D., RWTH Aachen University Professor, Central University	Member of the Audit Committee and Remuneration Committee, Ampoc Far-East Co., Ltd. Honorary professor, Department of Information Management, Tatung University	None	None	None	None
Independent director	Republic of China	Wang Lin, Li-Zhu	Female 66-75	2023.6.14	2 years	2023.6.14	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Bachelor, National Taiwan University MBA, San José State University, California, USA CFO, Parade Technologies, Ltd.	Member of the Audit Committee and Remuneration Committee, Ampoc Far-East Co., Ltd. Consultant, Super Micro Computer, Inc.	None	None	None	None

Note: In the event that the Chairman and President or a position of the same level (top-level manager) of the Company are the same person, or a spouse or a relative within the first degree of kinship, the reasons, rationality, necessity, and countermeasures (i.e., adding the number of Independent Directors, having more than half of the Directors not concurrently being the employees or managers, and other methods), and relevant information shall be specified:

The Chairman of the Company concurrently serves as President to enhance operational efficiency and decision-making effectiveness. The Chairman maintains close and regular communication with the Board of Directors regarding the Company's current operations and strategic plans, thereby ensuring sound corporate governance. Additionally, more than half of the Directors do not concurrently serve as employees or managerial officers. To further strengthen the independence of the Board, the Company has appointed four Independent Directors to enhance the Board's functionality and reinforce its supervisory role.

1. Major shareholders of corporate shareholders:

March 22, 2025

Corporate shareholder	Major shareholders of corporate shareholders
Nova Technology Corp.	Acter Group Corporation Limited (55.52%), Citibank (Taiwan) Ltd. in custody for DBS Bank Ltd. – External Account Manager JPMorgan Investment Account (0.95%), Shih, Wei-Ta (0.92%), HSBC Bank in custody for Merrill Lynch International Investment Account (0.75%), Liang, Chin-Li (0.74%), Ma, Wei (0.60%), ISUI Inc (0.53%), MasterLink Securities Corporation (0.52%), HSBC (Taiwan) Commercial Bank Ltd. in custody for Société Générale European Options Investment Account (0.48%), Hsu, Tsung-Cheng (0.46%)

2. Major shareholders of major corporate shareholders:

March 22, 2025

Corporation	Major shareholders of corporate shareholders
Acter Group Corporation Limited	Hsiang Hui Development Co., Ltd. (4.35%), Jiu Chang Investment Co., Ltd. (3.95%), Liang, Chin-Li (3.72%), Citibank in custody for Norges Bank Investment Account (3.22%), HSBC in custody for Morgan Stanley International Limited Account (2.70%), Sumitomo Chemical Engineering Co., Ltd. (2.23%), Hu, Tai-Chen (1.70%), Tsai, Chih-Cheng (1.30%), JPMorgan in custody for AvantStar Advanced Total International Stock Index (1.17%), JPMorgan in custody for Vanguard Group Emerging Markets Fund Investment Account (1.08%)
ISUI Inc. (Note)	Lin, Jun-Yao (99.99%)
MasterLink Securities (Note)	Shin Kong Financial Holding Co., Ltd. (100%)

Note: The source is the Get information about companies or businesses in Taiwan of the Department of Commerce, Ministry of Economic Affairs.

(II) Related disclosures of the Board of Directors

1. Disclosure of professional qualification of Directors and independence of supervisors:

Criteria Name	Qualification and experience	Independence	Number of concurrent duties as an independent director at a public company
Chairman Su, Sheng-Yih	For the professional qualifications and experience of the Directors, please refer to this annual report P.5.-P.7. None of the circumstances specified in subparagraphs of Article 30 of the Company Act occurred to the Directors.	Apart from Director Su, Sheng-Yih and Director Su, Wendell Ronald, who are relatives within the second degree of kinship, the Directors have complied with requirements under paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act. Four independent Directors comply with the requirements under paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	None of the Director is an independent director of another public company.
Representative of Nova Technology Corp.: Wu, Jian-Nan			
Director, Wu, Kun-Sing			
Director, Su, Wendell Ronald			
Independent Director, Chen, Rong-Jie			
Independent Director, Lin, Ming-Qin			
Independent Director, Chen, Zhi-Cheng			
Independent Director, Wang Lin, Li-Zhu			

2. Board diversification and independence:

The Company's Board of Directors diversity policy aims to have at least 4 independent directors, 1 female director, and the board members should have different professional backgrounds, professional knowledge and skills, and industry experience. This goal will be adjusted according to the laws and regulations, the world situation, and the economic environment.

Regarding the Board structure of the Company, an appropriate number of five or more Directors has been determined based on the scale of the Company's business development and the shareholding of major shareholders, taking into account practical operational needs. Currently, the Board comprises 8 Directors, including 4 Independent Directors (accounting for 50%, with none having served more than 9 years as of the publication date of this annual report), 2 female Directors (accounting for 25%), and 2 Directors concurrently serving as Company managers (accounting for 25%). The Board collectively possesses the following competencies:

- (1) Ability to make operational judgments.
- (2) Ability to perform accounting and financial analysis.
- (3) Ability to conduct management administration.
- (4) Ability to conduct crisis management.
- (5) Knowledge of the industry.
- (6) An international market perspective.
- (7) Ability to lead.
- (8) Ability to make policy decisions.

The following table shows the industrial experience and professional skills of all directors:

Name	Concurrently an employee	Nationality	Gender Age	Term of office and seniority of Independent Director		Industry experience						Professional ability		
				0 to 3 years	6 to 9 years	Machinery	Chemical engineering	Biotech	Construction	Electronics	Law and governmental agency	Technology	Finance and accounting	Law
Chairman Su, Sheng-Yih	V	Republic of China	Male 76-85			V	V				V		V	
Representative of Nova Technology Corp.: Wu, Jian-Nan		Republic of China	Male 56-65			V			V			V	V	
Director, Wu, Kun-Sing	V	Republic of China	Male 56-65			V						V		
Director, Su, Wendell Ronald	V	The U.S.	Male 26-35					V				V		
Independent Director, Chen, Rong-Jie		Republic of China	Male 76-85		V						V			V
Independent Director, Lin, Ming-Qin		Republic of China	Female 56-65	V							V		V	
Independent Director, Chen, Zhi-Cheng		Republic of China	Male 66-75	V								V		
Independent Director, Wang Lin, Li-Zhu		Republic of China	Female 66-75	V							V		V	

3. Members of the Board and the succession plan of the management

The Company stated in its Articles of Incorporation that a candidate nomination system shall be adopted for the election of Directors. The “Corporate Governance Best-Practice Principles” stipulated that the composition of the Board shall consider diversification. The Company cultivates senior managers to join the Board to allow them to familiarize themselves with the operations of the Board and the operations of all departments of the Group and deepen their industry experience through work rotation. The Company currently has several high-level management specialists, so there is sufficient talent pool to elect as future directors. Among the current Directors, Wu, Kun-Sing joined the management team in 1991, and held positions of chief of the Production and Sales Section, assistant manager of the Sales Department, manager of the Sales Department, Assistant Vice President of the Sales Department, and Vice President, and joined the Board in 2022.

The Company has stipulated its “Regulations for Evaluations of Board Performance” to confirm whether the operation of the Board is effective and rate the performance of Directors by adopting the measuring items for performance evaluation, including alignment of the goals and missions of the Company, awareness of the duties, participation in the operation, management of internal relationship and communication, professionalism and continuing education, internal control, and substantial opinion presentation, to serve as a reference for the nomination of Directors for re-appointment.

In terms of management succession planning, the Company selects high-potential employees and, through a combination of external continuing education (such as professional courses, seminars, and workshops) and individual career planning, assigns them to various positions within their areas of expertise to develop their capabilities and prepare them for future roles in key management. Mr. Li, Zhi-Sheng, the current Vice President, possesses extensive past experience in semiconductor assembly and testing and front section with comprehensive academic background and work experience. He joined Ampoc in 2006 and led the Equipment Sales Team and the Material Sales Team; he was appointed as the Assistance Vice President of the Sales Management Department in 2019, and made material contributions in terms of setting advanced assembly procedures, semiconductor front section, AI/5G-related industries as operating objectives, which further strengthened Ampoc’s business layout in the semiconductor industry; he was promoted to Vice President in 2022.

(III) President, Vice Presidents, Assistant Vice Presidents, and directors of departments and branches

April 13, 2025 Unit: Share

Position	Nationality	Name	Gender	Date of Election (Take Office)	Shareholding		Shareholding of spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of the second degree or closer acting as managers			Remarks
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
President	Republic of China	Su, Sheng-Yih	Male	2021.11.5	11,325,114	9.90%	4,579,272	4.00%	0	0.00%	Master's degree, Law Enforcement Dept., Michigan State University Chairman, Taipei Chemical Machinery Limited Managing director, TPCA	Chairman, Qualibond Technology Co., Ltd. Chairman, Yang Yi Investment Co., Ltd. Corporate representative and chairman of Yang Sheng Investment Co., Ltd. Director, AMPOC TECH LIMITED	None	None	None	Note
Vice President	Republic of China	Wu, Kun-Sing	Male	2021.11.22	200,000	0.17%	0	0.00%	0	0.00%	Master's degree in mechanical engineering, National Central University Assistant vice president of Taipei Chemical Machinery Limited	Director, AMPOC FAR-EAST (THAILAND) CO., LTD.	None	None	None	None
Vice President	Republic of China	Li, Zhi-Sheng	Male	2021.11.22	100,000	0.09%	0	0.00%	0	0.00%	MBA, University of Warwick Assistant manager, United Microelectronics Corp.	None	None	None	None	None
Manager, Finance Department	Republic of China	Zheng, Fei-Wen	Female	2023.01.01	34,253	0.03%	0	0.00%	0	0.00%	Department of Accounting, National Taiwan University MBA, Kyushu University	None	None	None	None	None
Manager, Accounting Department	Republic of China	Huang, Yu-Hua	Female	2023.01.01	59,165	0.05%	0	0.00%	0	0.00%	Department of Accounting, Fu Jen Catholic University EMBA, National Chengchi University	None	None	None	None	None

Note: In the event that the President or a position of the same level (top-level manager) and the Chairman of the Company are the same person, or a spouse or a relative within the first degree of kinship, the reasons, rationality, necessity, and countermeasures (i.e., adding the number of Independent Directors, having more than half of the Directors not concurrently being the employees or managers, and other methods), and relevant information shall be disclosed:

The Chairman of the Company concurrently serves as President to enhance operational efficiency and decision-making effectiveness. The Chairman maintains close and regular communication with the Board of Directors regarding the Company's current operations and strategic plans, thereby ensuring sound corporate governance. Additionally, more than half of the Directors do not concurrently serve as employees or managerial officers. To further strengthen the independence of the Board, the Company has appointed four Independent Directors to enhance the Board's functionality and reinforce its supervisory role.

II. Remuneration paid to Directors, supervisors, President, and Vice Presidents in the most recent year

(I) Remuneration of Directors (including Independent Directors)

December 31, 2024 Unit: NT\$ thousand

Position	Name	Directors' compensation								Sum of A, B, C, and D and as a % of the net profit after tax		Compensation received as an employee								Sum of A, B, C, D, E, F, and G and as a % of the net profit after tax	Compensation from the parent company or business investments other than subsidiaries					
		Compensation (A)		Retirement pay and pensions (B)		Remuneration of Directors (C)		Expenses for business execution (D)				Salary, bonus, and special allowance (E)		Retirement pay and pensions (F)		Remuneration of employees (G)										
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements				The Company	All companies included in the financial statements			
																Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares							
Chairman	Su, Sheng-Yih																									
Directors	Representative of Nova Technology Corp.: Wu, Jian-Nan	2,400	2,400	0	0	9,525	9,525	0	0	11,925	11,925	1.72%	1.72%	13,207	13,207	0	0	3,809	0	3,809	0	28,941	28,941	4.18%	4.18%	0
Directors	Wu, Kun-Sing																									
Directors	Su Wendell Ronald																									
Independent director	Chen, Rong-Jie																									
Independent director	Lin, Ming-Qin	2,400	2,400	0	0	5,475	5,475	0	0	7,875	7,875	1.14%	1.14%	0	0	0	0	0	0	0	0	7,875	7,875	1.14%	1.14%	0
Independent director	Chen, Zhi-Cheng																									
Independent director	Wang Lin, Li-Zhu																									

1. Please describe the policy, system, standards, and structure of the remuneration of Independent Directors and describe the linkage of duties and risks assumed, time invested, and other factors to the amount of remuneration: The Company adopts the "Regulations for Evaluations of Board Performance" as the basis for evaluation, and determine the remuneration based on their participation in the Company's operations and the value of contributions with reference to the general standard within the industry; the remuneration paid is positively correlated to the contributions to the Company and operating performance of individuals.

2. Except as disclosed in the above table, the remuneration received by the Company's Directors for providing services to all companies in the financial statements (such as serving as a consultant in the parent company/all companies in the financial statements/investees in a non-employee capacity) in the most recent year: Nil.

Note 1: (C) refers to the remuneration of Directors approved by the Board on March 12, 2025.

Note 2: (G) is the amount of remuneration of employees to be distributed for the year calculated based on the actual distribution amount and ratio last year that was approved by the Board on March 12, 2025.

Remuneration Range Table

Range of remuneration paid to the Company's Directors	Name of director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company	All companies included in the financial statements H	The Company	All companies included in the financial statements I
Below NT\$ 1,000,000	—	—	—	—
NT\$ 1,000,000 (inclusive) - NT\$ 2,000,000 (non-inclusive)	Chen, Rong-Jie; Wang Lin, Li-Zhu	Chen, Rong-Jie; Wang Lin, Li-Zhu	Chen, Rong-Jie; Wang Lin, Li-Zhu	Chen, Rong-Jie; Wang Lin, Li-Zhu
NT\$ 2,000,000 (inclusive) - NT\$ 3,500,000 (non-inclusive)	Nova Technology Corp.; Wu, Kun-Sing; Su, Wendell Ronald; Lin, Ming-Qin; Chen, Zhi-Cheng	Nova Technology Corp.; Wu, Kun-Sing; Su, Wendell Ronald; Lin, Ming-Qin; Chen, Zhi-Cheng	NOVA TECHNOLOGY CORP.; Su, Wendell Ronald; Lin, Ming-Qin; Chen, Zhi-Cheng	NOVA TECHNOLOGY CORP.; Su, Wendell Ronald; Lin, Ming-Qin; Chen, Zhi-Cheng
NT\$ 3,500,000 (inclusive) - NT\$ 5,000,000 (non-inclusive)	Su, Sheng-Yih	Su, Sheng-Yih	—	—
NT\$ 5,000,000 (inclusive) - NT\$ 10,000,000 (non-inclusive)	—	—	Su, Sheng-Yih	Su, Sheng-Yih
NT\$ 10,000,000 (inclusive) - NT\$ 15,000,000 (non-inclusive)	—	—	Wu, Kun-Sing	Wu, Kun-Sing
NT\$ 15,000,000 (inclusive) - NT\$ 30,000,000 (non-inclusive)	—	—	—	—
NT\$ 30,000,000 (inclusive) - NT\$ 50,000,000 (non-inclusive)	—	—	—	—
NT\$ 50,000,000 (inclusive) - NT\$ 100,000,000 (non-inclusive)	—	—	—	—
NT\$ 100,000,000 and above	—	—	—	—
Total	8	8	8	8

(II) Remuneration to supervisors: N/A

(III) Remuneration of President and Vice Presidents

December 31, 2024 Unit: NT\$ thousand

Position	Name	Salary (A)		Retirement pay and pensions (B)		Bonus and special allowance (C)		Employee profit-sharing compensation (D)				Sum of A, B, C, and D and as a % of the net profit after tax (%)		Compensation from the parent company or business investments other than subsidiaries
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
President	Su, Sheng-Yih	9,767	9,767	108	108	8,348	8,348	5,430	0	5,430	0	23,653 3.42%	23,653 3.42%	0
Vice President	Wu, Kun-Sing													
Vice President	Li, Zhi-Sheng													

Note : (D) is the amount of remuneration of employees to be distributed for the year calculated based on the actual distribution amount and ratio last year that was approved by the Board on March 12, 2025.

Remuneration Range Table

Range of remuneration paid to the President and Vice Presidents	Names of President and Vice Presidents	
	The Company	All companies included in the financial statements
Below NT\$ 1,000,000	—	—
NT\$ 1,000,000 (inclusive) - NT\$ 2,000,000 (non-inclusive)	—	—
NT\$ 2,000,000 (inclusive) - NT\$ 3,500,000 (non-inclusive)	—	—
NT\$ 3,500,000 (inclusive) - NT\$ 5,000,000 (non-inclusive)	—	—
NT\$ 5,000,000 (inclusive) - NT\$ 10,000,000 (non-inclusive)	Su, Sheng-Yih; Li, Zhi-Sheng	Su, Sheng-Yih; Li, Zhi-Sheng
NT\$ 10,000,000 (inclusive) - NT\$ 15,000,000 (non-inclusive)	Wu, Kun-Sing	Wu, Kun-Sing
NT\$ 15,000,000 (inclusive) - NT\$ 30,000,000 (non-inclusive)	—	—
NT\$ 30,000,000 (inclusive) - NT\$ 50,000,000 (non-inclusive)	—	—
NT\$ 50,000,000 (inclusive) - NT\$ 100,000,000 (non-inclusive)	—	—
NT\$ 100,000,000 and above	—	—
Total	3	3

(IV) Names of managers who distribute employee remuneration and the distribution status

December 31, 2024 Unit: NT\$ thousand

Position		Name	Amount paid in shares	Amount paid in cash	Total	Total as a percentage of net profit after tax (%)
Managers	President	Su, Sheng-Yih	0	6,676	6,676	0.96%
	Vice President	Wu, Kun-Sing				
	Vice President	Li, Zhi-Sheng				
	Manager, Finance Department	Zheng, Fei-Wen				
	Manager, Accounting Department	Huang, Yu-Hua				

Note: Refer to the amount of remuneration of employees to be distributed for the year calculated based on the actual distribution amount and ratio last year that was approved by the Board on March 12, 2025.

(V) Compare and describe the analysis of the ratio of total remuneration to net profit after tax in the parent company only or separate financial statements, as paid by the Company and all companies in the consolidated statements during the most recent two years to the Directors, supervisors, President, and Vice Presidents of the Company, and describe the remuneration policies, standards, and packages, the procedures for determining remunerations, and its linkage to business performance and future risks:

1. Analysis of remuneration of Directors, President, and Vice Presidents

Unit: NT\$ thousand

Position \ Item	2023				2024			
	Total remuneration as a percentage of net profit after tax (%)				Total remuneration as a percentage of net profit after tax (%)			
	The Company		All companies included in the financial statements		The Company		All companies included in the financial statements	
Directors	19,528	2.82%	19,528	2.82%	19,800	2.86%	19,800	2.86%
President and Vice Presidents	23,000	3.33%	23,000	3.33%	23,653	3.42%	23,653	3.42%

2. Remuneration policies, standards and package, procedures for establishing remunerations, and their linkage to business performance and future risks:
- (1) The Company has established the “Regulations for Directors’ Remuneration” and the “Regulations for Board Performance Evaluation.” In accordance with the Company’s Articles of Incorporation, if there is any remaining profit before tax, before the distribution of employee and director remuneration, and after offsetting accumulated losses, 5% to 8% shall be allocated as employee remuneration, and no more than 3% shall be allocated as director remuneration. The amount of director remuneration is reviewed by the Remuneration Committee and submitted to the Board of Directors for resolution, based on the Company’s “Regulations for Board Performance Evaluation.” Evaluation criteria include alignment with corporate goals and missions, level of participation in operations, director professionalism and continuing education, management of internal and external relationships, and compliance with laws and regulations.
 - (2) The amount of remuneration paid to the President and Vice Presidents is reviewed and discussed by the Remuneration Committee based on the Regulations for Remuneration” and submitted to the Board for resolution. Assessment criteria considered by the Board include performance achievement rate, customer development, accounts receivable and inventory management, with business unit profitability carrying the greatest weight—over 50% of the evaluation.
 - (3) The remuneration paid is positively correlated to the contributions to the Company and the operating performance of individuals.
 - (4) The Company has established an Audit Committee to assume the responsibilities of supervisors; therefore, there is no remuneration for supervisors.

III. Corporate governance status

(I) Operation of the Board

Six Board meetings (A) were held in 2024, and the attendance (presence) of Directors and supervisors is as follows:

Position	Name	Number of attendance in person (B)	Number of proxy attendance	Attendance Rate (%) (B/A) (Note)	Remarks
Chairman	Su, Sheng-Yih	6	0	100	
Directors	Nova Technology Corp.	6	0	100	
Directors	Wu, Kun-Sing	6	0	100	
Directors	Su Wendell Ronald	6	0	100	
Independent director	Chen, Rong-Jie	6	0	100	
Independent director	Lin, Ming-Qin	6	0	100	
Independent director	Chen, Zhi-Cheng	6	0	100	
Independent director	Wang Lin, Li-Zhu	5	1	83.33	Newly elected on June 14, 2023

Note: The attendance (presence) rate (%) shall be calculated based on the number of Board meetings and the number of attendance (presence) during its term of office.

Other mandatory disclosures:

I. In 2024, Independent Directors approved the matters set out in Article 14-3 of the Securities and Exchange Act as proposed with no dissenting opinion and had no opposing or qualified opinions for matters not set out in Article 14-3 of the Securities and Exchange Act. For proposals related to matters set out in Article 14-3 of the Securities and Exchange Act, please refer to pages 53 to 55.

II. The execution status regarding the recusal of Directors for proposals of conflict of interests:

On January 24, 2024, the Board of Directors discussed and voted on the proposal for managers' year-end bonuses for 2023 and the salary adjustment plan for 2024. Chairman Su, Sheng-Yih, who concurrently serves as President, recused himself from the discussion and voting regarding his own year-end bonus and salary adjustment. Director Su, Wendell Ronald, being the son of Chairman Su, Sheng-Yih, also recused himself from the discussion and voting on Chairman Su's year-end bonus and salary adjustment. Director Wu, Kun-Hsing, who concurrently serves as Vice President, likewise recused himself from the discussion and voting regarding his own year-end bonus and salary adjustment.

On June 26, 2024, the Board of Directors discussed and voted on the proposal for the distribution of directors' remuneration. All directors recused themselves from the discussion and voting regarding their individual remuneration. As for the proposal concerning the distribution of remuneration and salary adjustments for managers, Chairman Su, Sheng-Yih and Director Wu, Kun-Hsing recused themselves from the discussion and voting on their respective remuneration and salary adjustments. Director Su, Wendell Ronald also recused himself from the discussion and voting regarding the remuneration and salary adjustment of Chairman Su, Sheng-Yih.

III. Information related to the self-evaluation of the Board and functional committees is as follows:

Evaluation cycle	Evaluation period	Evaluation scope	Method of evaluation	Content of evaluation
Once a year	2023/1/1~2023/12/31	Board of directors	Internal self-evaluation of the Board	There are a total of five major aspects, including participation in the operation of the Company, improvement of the quality of the Board's decision-making, composition and structure of the Board, election and continuing education of the Directors, and internal control.
Once a year	2023/1/1~2023/12/31	Individual Board member	Self-evaluation of directors	Alignment of the goals and missions of the Company, awareness of the duties of Directors, participation in the operation of the Company, management of internal relationships and communication, and professionalism and continuing education of Directors.
Once a year	2023/1/1~2023/12/31	Remuneration Committee	Self-evaluation of members	Participation in the operation of the Company, awareness of the duties of the member, improvement of quality of decisions made by the functional committee, the makeup of the functional committee and election of its members, and internal control.
Once a year	2023/1/1~2023/12/31	Audit Committee	Self-evaluation of members	Participation in the operation of the Company, awareness of the duties of the member, improvement of quality of decisions made by the functional committee, the makeup of the functional committee and election of its members, and internal control.

Evaluation results showed that the operations of the Board and functional committees were favorable.

IV. Objectives to reinforce the functions of Directors and implementation evaluation of the year and in the most recent year:

1. The Remuneration Committee of the Company evaluates the Board performance in 2023 according to the Regulations for Evaluations of Board Performance.
2. Material resolutions made by the Board of the Company are immediately and entirely disclosed on MOPS according to the law to improve our information transparency.
3. The CPAs shall communicate with the independent directors at least once a year on the audit results, key audit matters, audit quality, etc.

(II) The operations of the Audit Committee or the participation of supervisors in the operation of the Board of Directors

1. Operation of the Audit Committee: The Company established its Audit Committee following the election of four Independent Directors at the Regular Shareholders' Meeting on June 16, 2022, and one additional Independent Director was elected in a by-election on June 14, 2023.

Five Audit Committee meetings (A) were held in 2024, and the attendance of Independent Director is as follows:

Position	Name	No. of meetings attended in person (B)	Number of proxy attendance	Presence rate (%) (B/A)	Remarks
Independent director	Chen, Rong-Jie	5	0	100	
Independent director	Lin, Ming-Qin	5	0	100	
Independent director	Chen, Zhi-Cheng	5	0	100	
Independent director	Wang Lin, Li-Zhu	4	1	80	Newly elected on June 14, 2023

Other mandatory disclosures:

一、In 2024, members of the Audit Committee approved the matters set out in Article 14-5 (as set out in the following table) of the Securities and Exchange Act as proposed with no dissenting opinion.

Date of the meeting of the Audit Committee	Session	Motion
January 24, 2024	8th meeting of the 1st term	1. Expanded the scope of pre-approved non-assurance services provided by the CPA firm. 2. Decided not to proceed with the private placement of ordinary shares through a cash capital increase as approved at the 2023 Annual Shareholders' Meeting.
March 13, 2024	9th meeting of the 1st term	1. Issued the 2023 Declaration of Internal Control System. 2. 2023 financial statements. 3. Capital increase in cash through the private placement of common stock.
May 8, 2024	10th meeting of the 1st term	1. 2024 Q1 consolidated financial statements. 2. CPA remuneration. 3. Budget for renovation work of the new plant.
August 8, 2024	11th meeting of the 1st term	1. 2024 Q2 consolidated financial statements.
November 7, 2024	12th meeting of the 1st term	1. 2025 Audit plan. 2. Amendment to the internal control system. 3. 2024 Q3 consolidated financial statements.

Any other proposals not approved by the Audit Committee that were approved by two-thirds of all Directors other than the abovementioned matters: None.

II. In 2024, no Independent Director was required to be recused due to the conflict of interest for any proposal at the meetings of the Audit Committee.

III. Communication between the Independent Directors and chief auditor and CPAs: Independent Directors review the audit report on a monthly basis and supervise the execution of audit operations of the Company via video conferences, e-mails, and phone calls. CPAs communicate with Independent Directors by meetings or in writing in terms of material matters found during the audit or review of the Company's financial statements and internal control each quarter.

(III) Implementation of corporate governance and the deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Assess criteria	Implementation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	✓		The Company has established its Corporate Governance Best Practice Principles and disclosed them on the Company's website and MOPS.	No deviation
II. Shareholding structure and shareholders' equity				
(I) Has the Company created a set of internal procedures to handle shareholders' suggestions, queries, disputes, and litigations and enforced them accordingly?	✓		(I) The Company has established its internal control system for "stock affairs operations" and has a spokesperson and an acting spokesperson in place to handle relevant matters.	No deviation
(II) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	✓		(II) The Company keeps abreast of relevant information via the list provided by its stock affairs agency and declares the shareholding of Directors and major shareholders each month according to the requirements of the Securities and Exchange Act.	No deviation
(III) Has the Company established and implemented risk management practices and firewalls for its affiliated companies?	✓		(III) The Company has established relevant control in its internal control system.	No deviation
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?	✓		(IV) The Company has established the "Procedures for Handling Material Inside Information" and "Codes of Ethical Conduct" to regulate Directors, managers, and employees.	No deviation
III. Composition and responsibilities of the board of directors				
(I) Has the board of directors formulated diversification policies, and specific management objectives and implemented them?		✓	(I) The Company has established the principle of diversity of the Board of Directors in the Corporate Governance Best Practice Principles. There are two female Directors among the current eight Board members. The Directors' academic backgrounds and professional experience span across industry, law, business management, and finance, achieving Board diversity. (Please refer to P.4)	No material deviation
(II) In addition to the Remuneration Committee and the Audit Committee established in accordance with the law, has the Company voluntarily set up other		✓	(II) Except for the Remuneration Committee and the Audit Committee, the Company has not established other functional committees, which will be	No material deviation

Assess criteria	Implementation status		Summary	Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies																					
	Yes	No																							
functional committees?																									
(III) Has the Company established its Regulations for Performance Evaluation of the Board and the evaluation methods and conducted regular performance evaluations each year?	✓		established based on the actual conditions and requirements. (III) The Company has been evaluation the performance of the Board each year starting from 2014 according to the Regulations for Evaluations of Board Performance.	No deviation																					
(IV) Are external auditors' independence assessed regularly?	✓		(IV) The Company's Audit Committee and Board of Directors evaluate the independence and suitability of the certifying CPAs in the first half of each year. The CPAs are required to provide an "Independence and Audit Engagement Declaration" and Audit Quality Indicators (AQIs) annually. Evaluations are conducted based on specific criteria covering the five dimensions of AQIs. The most recent evaluation was approved by the Audit Committee on March 12, 2025, and subsequently approved by the Board of Directors on the same day, confirming the independence and suitability of the certifying CPAs.	No deviation																					
<table border="1"> <thead> <tr> <th>Assess criteria</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>1. Whether there is any direct or material indirect financial interest relationship with the Company and its related parties.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> <tr> <td>2. Whether there is financing or guarantee with the Company and its related parties or directors and supervisors.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> <tr> <td>3. Whether the possibility of losing the customer is considered.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> <tr> <td>4. Whether there is a close business relationship with the Company and its related parties.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> <tr> <td>5. Whether there is any potential employment relationship with the Company and its related parties.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> <tr> <td>6. Whether there is any contingent fee related to the audit case.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> </tbody> </table>					Assess criteria	Yes	No	1. Whether there is any direct or material indirect financial interest relationship with the Company and its related parties.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	2. Whether there is financing or guarantee with the Company and its related parties or directors and supervisors.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	3. Whether the possibility of losing the customer is considered.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	4. Whether there is a close business relationship with the Company and its related parties.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	5. Whether there is any potential employment relationship with the Company and its related parties.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	6. Whether there is any contingent fee related to the audit case.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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Assess criteria	Implementation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies						
	Yes	No	Summary							
			<table border="1"> <tr> <td>14. Whether the Company and its related parties request the CPAs to accept improper management choices or improper disclosures in financial statements.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> <tr> <td>15. Whether the Company or its related parties have applied pressure on the CPAs to inappropriately reduce the scope of audit procedures in order to lower audit fees.</td> <td><input type="checkbox"/>Yes</td> <td><input checked="" type="checkbox"/>No</td> </tr> </table>	14. Whether the Company and its related parties request the CPAs to accept improper management choices or improper disclosures in financial statements.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	15. Whether the Company or its related parties have applied pressure on the CPAs to inappropriately reduce the scope of audit procedures in order to lower audit fees.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
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15. Whether the Company or its related parties have applied pressure on the CPAs to inappropriately reduce the scope of audit procedures in order to lower audit fees.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No								
IV. Has the Company allocated an appropriate number of qualified persons and appointed a chief of corporate governance in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by Directors and supervisors, assisting Directors and supervisors to comply with laws, handling matters relating to Board meetings and shareholders' meetings according to laws, and preparing minutes of Board meetings and shareholders' meetings)?	✓		The Company's corporate governance officer is concurrently the head of the Finance Department. This officer is responsible for corporate governance matters as required by laws and regulations, serves as the liaison with regulatory authorities, and coordinates resources across departments to support the promotion of corporate governance initiatives led by the competent authorities.	No material deviation						
V. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	✓		<p>The Company publishes its monthly operating income on MOPS, publishes quarterly financial statements on MOPS and its website, and has set up a stakeholder section on its website and a spokesperson system, and discloses relevant information according to the requirements to allow shareholders, transacting banks, suppliers, and stakeholders to fully understand the Company's finance and operating status; when necessary, stakeholders may contact us for communication via phone calls or e-mails at any time.</p> <table border="1"> <tr> <td>Customers</td> <td>Issue concerned Product quality and information, delivery terms, payment conditions, and services</td> </tr> </table>	Customers	Issue concerned Product quality and information, delivery terms, payment conditions, and services	No deviation				
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Assess criteria	Implementation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>Contact Vice President Li, Zhi-Sheng Tel.: 886-3-4617200 E-mail:sam@ampoc.com.tw</p> <p>Vice President Wu, Kun-Sing Tel.: 886-3-4516410 E-mail : ttcm@ms14.hinet.net</p> <p>Communication channel Corporate website, tel., e-mail, and visit</p> <p>Communication status The Company updates the information on its website at least once every quarter; customers may call the Company or send e-mails to the Company at all times; there is a dedicated sales representative in place for each customer to handle the requirements.</p>	
			<p>Suppliers</p> <p>Issue concerned Delivery terms, quality warranty, and collection conditions</p> <p>Communication channel Corporate website, tel., and e-mail</p> <p>Contact Vice President Li, Zhi-Sheng Tel.: 886-3-4617200 E-mail:sam@ampoc.com.tw</p> <p>Vice President Wu, Kun-Sing Tel.: 886-3-4516410 E-mail : ttcm@ms14.hinet.net</p> <p>Communication status The Company updates</p>	

Assess criteria	Implementation status		Summary	Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
			the information on its website at least once every quarter; suppliers may call the Company or send e-mails to the Company at all times; there is a dedicated person in place for each supplier to be responsible for arrangements.	
			<p>Issue concerned Operating performance, operating status, and future prospects Communication channel Corporate website, tel., and e-mail Contact Spokesperson Su, Sheng-Yih Tel.: 886-2-27262220 E-mail : invest@ampoc.com.tw Communication status The Company updates the information on its website at least once every quarter; shareholders may call the Company or send e-mails to the Company at all times, and the spokesperson, acting spokesperson, chief accountant, and chief of finance will respond to the inquiries of shareholders or investors on a timely basis.</p>	
			<p>Shareholders' investors</p>	
			<p>Employees</p> <p>Issue concerned Functional development, benefits, and training Communication channel Tel., e-mail, employee's opinion box, intranet of</p>	

Assess criteria	Implementation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>the Company, and internal announcement of the Company</p> <p>Contact Vice President Li, Zhi-Sheng E-mail : lservice@ampoc.com.tw</p> <p>Communication status Employees may express their opinions via various communication channels and propose recommendations at all times. The Company announces matters of employees' benefits (i.e., company trips, quarterly birthday celebrations, and festive bonuses) from time to time; in 2024, two new employee educational training were held.</p>	
VI. Does the Company engage a share transfer agency to handle shareholder meeting affairs?	✓		The Company engages the Transfer Agency Department, CTBC Bank Co., Ltd., for handling matters related to stock affairs.	No deviation
VII. Information disclosure				
(I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	✓		(I) The Company has its website in place (website: www.ampoc.com.tw) to disclose relevant information and has dedicated personnel to maintain and update the information.	No deviation
(II) Has the Company adopted other means to disclose information (e.g., English website, assignment of dedicated personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the company website)?	✓		(II) The Company also has an English website; dedicated personnel is responsible for collecting and disclosing the information and regularly declaring and announcing our finance and operating information on MOPS; it also implements a spokesperson system. The video recordings of investor conferences are also uploaded to the Company's website.	No deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Has the Company published and declared its annual financial statements within two months from the end of the fiscal year and published and declared its Q1, Q2 and Q3 financial statements along with the monthly business performance statements before the prescribed deadline?	✓		(III) In 2024, the Company announced and filed the 2023 annual financial report and the 2024 first to third quarter financial reports ahead of the prescribed deadlines.	No material deviation
VIII. Does the Company have other important information helpful for understanding corporate governance, including but not limited to employee benefits, employee care, investor relations, supplier relationship, stakeholders' rights, directors' and supervisors' continuing education, execution of risk management policies and risk measures, implementation of customer policies, and the Company's purchase of liability insurances for the directors and the supervisors?	✓		<p>(I) The Company has formulated relevant regulations and systems to protect employees' legal interests in accordance with the Labor Standards Act, Gender Equality Act, and Sexual Harassment Prevention Act and cares for employees via various benefits measures (i.e., the Employee Benefits Committee, employees' group insurance, the retirement pension system, subsidies for marriages, funerals, and celebrations, and company trips).</p> <p>(II) The Company discloses information on MOPS and its website to allow investors to understand the operating status of the Company; it also has a spokesperson and an acting spokesperson to communicate with investors.</p> <p>(III) The Company trade with suppliers based on the procedures stated under the internal control and maintains mutually beneficial business relationships with suppliers.</p> <p>(IV) The Company has set up a stakeholder section on its website, and stakeholders may also communicate with the Company via phone calls and e-mails to maintain their interest.</p> <p>(V) The Company discloses the attendance and presence of Directors at Board meetings and the continuing education of Directors on MOPS; the majority of the Directors are able to attend Board meetings.</p> <p>(VI) For risk management, the Company has established its "Procedures for the</p>	No deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>Acquisition or Disposal of Assets,” “Procedures for Loans to Others,” and “Procedures for Endorsements and Guarantees” to regulate investments, loans to others, endorsements and guarantees, derivative, and other transactions, and auditors carry out audits of the Company’s internal control system regularly and from time to time and submits reports.</p> <p>(VII) The Company has established collection conditions and limits with customers, strives to consider for customers to provide services they require, strictly complies with contracts entered into with customers, and maintains stable and favorable relationships. In addition, we also established the “Specifications for the Guarantee of Environmental Quality of Products” to comply with customers’ requirements and have dedicated personnel in place to handle customer complaints.</p> <p>(VIII) The Company has been purchasing liability insurance for Directors and Supervisors each year starting from September 3, 2010.</p>	
<p>IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by TWSE Corporate Governance Center, and propose enhancement measures for any issues that are yet to be rectified.</p> <p>The Company's Board of Directors established the regulations for the whistle-blowing system on March 13, 2024. The Company's first sustainable development report was prepared in 2024, and was approved by the Board of Directors on August 8, 2024. The report was reported to the MOPS before the end of August 2024, and is expected to meet the statutory requirement of one year ahead.</p> <p>We will continue to cooperate with the amendments to the Corporate Governance Evaluation to improve our information disclosure in our annual reports and on the Company’s website and require Directors to increase the hours of continuing education.</p>				

(IV) Composition, duties, and operations of the Remuneration Committee

The Board of the Company approved the establishment of the Remuneration Committee on December 16, 2011; the committee composes of four members, and currently, it is currently the 5th term.

The duties of the Remuneration Committee are, primarily, to establish and examine the performance evaluation of Directors and managers and policies, systems, standards, and structures of remuneration, and regularly evaluate and set the remuneration of Directors and managers.

1. Information on Remuneration Committee members

Identity	Criteria Name	Qualification and experience	Independence	Number of positions as Remuneration Committee member in other public companies
Independent Director (Convenor)	Lin, Ming-Qin	Please refer to page 4 of the annual report	<p>All members fulfill the following conditions two years prior to the election and during the term of office:</p> <p>(1) Not an employee of the Company or its affiliates.</p> <p>(2) Not a director or supervisor of the Company or its affiliates. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)</p> <p>(3) Not a natural-person shareholder holding more than 1% of the total number of issued shares or among the top 10 natural-person shareholders in the name of itself, its spouse, minor children or others.</p> <p>(4) Not a managerial officer under (1) or a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship under (2), (3).</p> <p>(5) Not a director, supervisor, or employee of a corporate shareholder directly holding 5% or more of the total number of issued shares of the Company, or among the top 5 in shareholdings, or designating its representative to serve as a director or supervisor of the Company under Article 27, Paragraph 1 or 2 of the Company Act. (However, this restriction does not apply to independent directors elected in accordance with the</p>	None of the four members is a member of the remuneration committee of another public company.
Independent director	Chen, Rong-Jie			
Independent director	Chen, Zhi-Cheng			

Independent director	Wang Lin, Li-Zhu		<p>Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)</p> <p>(6) Not a director, supervisor, or employee of other company. If a majority of the Company's director seats or shares with voting rights and those of that other company are controlled by the same person: (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)</p> <p>(7) Not a director, supervisor, or employee of the other company or institution who is or whose spouse is the chairperson, president, or equivalent positions of the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)</p> <p>(8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has a financial or business relationship with the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent and when the specific company or institution holds more than 20% of the Company's total issued shares but not more than 50%.)</p> <p>(9) Not a professional, sole proprietor, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or its spouse that provides the Company or affiliates with audit services or commercial, legal, financial, accounting or related services with cumulative amount of remuneration in the last two years exceeding NT\$500,000. However, this shall not apply to members of the Remuneration Committee, Public Offer Review Committee, or Special Merger Committee who exercise their powers according to the Securities and Exchange Act, Business Mergers and Acquisitions Act, and relevant laws and regulations.</p>	
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2. Operation of the Remuneration Committee

- (1) Term of office of the 5th term of the members: From June 20, 2022 to June 15, 2025.
 (2) Four Remuneration Committee meetings (A) were held in the most recent year (2024), and the attendance is as follows:

Position	Name	Number of attendance in person (B)	Number of proxy attendance	Attendance (presence) rate (%) (B/A) (Note)	Remarks
Convener	Lin, Ming-Qin	4	0	100	Re-appointed
Member	Chen, Rong-Jie	4	0	100	Re-appointed
Member	Chen, Zhi-Cheng	4	0	100	Newly-appointed
Member	Wang Lin, Li-Zhu	4	0	100	Newly elected on June 20, 2023

Other mandatory disclosures:

- I. If the Board declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board, and the Company's response to the remuneration committee's opinion: The Board has adopted the recommendations of the Remuneration Committee.
- II. For any objections or qualified opinions raised by a member of the Remuneration Committee against a resolution with records or written statements, the date of the Remuneration Committee meeting, session, the content of the proposals, opinions of all members, and the Company's response to the opinions of members shall be described: None.

(3) Remuneration Committee meetings

Date	Motion	Resolution results	The Company's response to the opinions of the Remuneration Committee members
January 24, 2024 5th meeting of the 5th term	<ol style="list-style-type: none"> 1. Proposal for the 2023 year-end bonus and 2024 salary adjustment of the President 2. Proposal for the 2023 year-end bonus and 2024 salary adjustment of managers 3. Proposal for the 2023 performance evaluation of the Board of Directors, individual Directors, the Remuneration Committee, and the Audit Committee 	Approved by attending members with no dissenting opinion	Approved by all attending Directors and Independent Directors after being submitted to and discussed by the Board
March 13, 2024 6th meeting of the 5th term	<ol style="list-style-type: none"> 1. Proposal for the total remuneration of Directors and remuneration of employees in 2023 	Approved by attending members with no dissenting opinion	Approved by all attending Directors and Independent Directors after being submitted to and discussed by the Board
June 26, 2024 7th meeting of the 5th term	<ol style="list-style-type: none"> 1. Proposal for the remuneration of Directors and supervisors in 2023 2. Proposal for the remuneration of employees of the President in 2023 and the salary adjustment of the President in 2024 3. Proposal for the remuneration of employees of managers in 2023 and the salary adjustment of managers in 2024 	Approved by attending members with no dissenting opinion	Approved by all attending Directors and Independent Directors after being submitted to and discussed by the Board
August 8, 2024 8th meeting of the 5th term	<ol style="list-style-type: none"> 1. Director Su, Wendell Ronald concurrently serves as an employee 	Approved by attending members with no dissenting opinion	Approved by all attending Directors and Independent Directors after being submitted to and discussed by the Board

(V) Implementation of promoting sustainable development and the differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies															
	Yes	No	Summary																
I. Has the Company established a governance framework for promoting sustainable development and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the Board authorized the senior management to handle related matters under the supervision of the Board?	√		The Company established the Sustainable Development Promotion Team in 2024, with the General Manager serving as the convener. Five working groups were formed under this team: Corporate Governance, Environmental Sustainability, Customer Relations, Employee Care, and Social Engagement. Members of these groups include key personnel from various departments. The Greenhouse Gas Inventory Task Force reports progress to the Board of Directors on a quarterly basis.	No material deviation															
II. Has the Company conducted a risk assessment on environmental, social, and corporate governance issues that are relevant to its operations and implemented risk management policies or strategies based on principles of materiality?	√		<p>The Company has established the “Risk Management Best Practice Principles,” which outline the objectives, organizational structure, and processes of risk management. The risk management process includes risk identification, risk analysis, risk evaluation, and risk response.</p> <p>The scope of risk assessment is centered on the Company and includes existing locations in Taiwan, Mainland China, and other parts of Asia.</p> <table border="1" data-bbox="603 1480 1326 2011"> <thead> <tr> <th>Aspects</th> <th>Governance</th> <th>Environmental</th> <th>Social</th> <th>Governance</th> </tr> </thead> <tbody> <tr> <td>Risk items</td> <td>Financial risk</td> <td>Climate change risks</td> <td>Human resource risks</td> <td>Information security risk</td> </tr> <tr> <td>Risk factors</td> <td>Market risk, price risk, credit risk, and liquidity risk.</td> <td>Operational disruptions or losses resulting from total greenhouse gas emissions control, carbon taxes, carbon fees, and extreme weather events.</td> <td>Risks related to talent retention, employee development, and the workplace environment.</td> <td>The risk of sensitive customer or Company data being extorted or leaked due to external cyberattacks.</td> </tr> </tbody> </table>	Aspects	Governance	Environmental	Social	Governance	Risk items	Financial risk	Climate change risks	Human resource risks	Information security risk	Risk factors	Market risk, price risk, credit risk, and liquidity risk.	Operational disruptions or losses resulting from total greenhouse gas emissions control, carbon taxes, carbon fees, and extreme weather events.	Risks related to talent retention, employee development, and the workplace environment.	The risk of sensitive customer or Company data being extorted or leaked due to external cyberattacks.	No material deviation
Aspects	Governance	Environmental	Social	Governance															
Risk items	Financial risk	Climate change risks	Human resource risks	Information security risk															
Risk factors	Market risk, price risk, credit risk, and liquidity risk.	Operational disruptions or losses resulting from total greenhouse gas emissions control, carbon taxes, carbon fees, and extreme weather events.	Risks related to talent retention, employee development, and the workplace environment.	The risk of sensitive customer or Company data being extorted or leaked due to external cyberattacks.															

Assess criteria	Implementation status			Summary	Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No			
			Risk management policy and procedure	<p>The Finance Department works closely with operating units to identify, assess, and manage financial risks, ensuring appropriate risk avoidance and control.</p> <p>Currently, our Sustainable Development Promotion Team regularly conducts research and analysis to assess the impact of climate change on the broader economic environment and regulatory landscape. Going forward, we will further enhance our risk management policies and procedures to effectively respond to these evolving risks.</p> <p>To ensure compliance with relevant labor laws and regulations concerning employee safety, compensation, benefits, and the work environment—and to minimize risks and losses related to human resource factors—the Company has implemented the following policies:</p> <p>Talent Development Policy: Through on-the-job instruction, training programs, and a mentorship system, the Company fosters employee learning and growth.</p> <p>Education and Training Plans and Budgeting: An annual training budget is allocated to enhance employees' professional skills and leadership capabilities.</p> <p>Encouragement of Self-Development: Employees are encouraged to participate in external training courses for self-improvement and skill enhancement.</p> <p>To strengthen the Company's information security framework and management systems, we have established an Information Security Policy and detailed implementation guidelines, formed an Information Security Task Force, and developed an emergency incident reporting protocol for cybersecurity events.</p>	
<p>III. Environmental issues</p> <p>(I) Has the Company set up an appropriate environmental management system based on the characteristics of its industry?</p> <p>(II) Is the Company committed to improving the use efficiency of resources and to the use of</p>	√		<p>(I) The Company has established its Specifications for the Guarantee of Environmental Quality of Products” and “Operating Environment Monitoring Plan” to minimize the impacts the Company’s products on the environment, and has maintained work environments according to the Occupational Safety and Health Act and Waste Disposal Act.</p> <p>(II) To cope with climate risks and achieve medium- to long-term carbon reduction goals, our company is not only continuously identifying high carbon emission areas but is also prioritizing cost-effective and easy-to-implement energy-saving equipment improvements. Our current key actions include:</p> <p>1. Lighting efficiency upgrades: We are fully replacing</p>	<p>No material deviation</p> <p>No material deviation</p>	

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
renewable materials with low environmental impact?			<p>traditional lighting with LED sources and introducing motion-sensor lighting and zoned switch management to reduce unnecessary electricity consumption.</p> <p>2. Air conditioning efficiency enhancement: High-efficiency inverter air conditioning systems are being installed in areas with high electricity usage during peak times. In addition, we are reinforcing routine filter cleaning and scheduled maintenance to ensure optimal operating efficiency.</p> <p>3. Energy management of office and administrative equipment: Measures include promoting automatic shutdown of IT and office devices, using smart plugs to reduce standby power consumption, creating energy-saving usage guidelines, replacing old refrigerators, and installing energy-efficient appliances to enhance overall equipment efficiency.</p> <p>Through these measures, the company can gradually optimize its energy use structure and reduce Scope 2 carbon emissions without relying on large-scale investments. These efforts also lay the groundwork for the future implementation of energy monitoring and smart management systems.</p>	
(III) Has the Company evaluated the potential risks and opportunities of climate change to the Company at present and in the future and taken countermeasures for climate-related issues?	√		(III) The assessment of climate change-related risks, opportunities, and corresponding response measures for the consolidated entities is presented in Table 2-2-3 of this annual report.	No material deviation
(IV) Has the Company made statistics on GHG emissions, water consumption, and the total weight of waste for the most recent two years and formulated policies for energy-saving and carbon dioxide reduction, GHG emissions reduction, water consumption reduction, or other waste management?	√		(IV) The results of the consolidated greenhouse gas inventory, assurance status, and emission reduction policies are also disclosed in Table 2-2-3 of this annual report.	No material deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
IV. Social issues				
(I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	√		(I) The Company formulated operating regulations, attendance regulations, and employee reward and punishment regulations according to relevant labor regulations.	No deviation
(II) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	√		(II) The Company implements various employee benefits measures, including the Employee Benefits Committee, employees' group insurance, paid annual leaves, retirement pension system, subsidies for marriages, funerals, and celebrations, regular health inspections, and company trips. The Articles of Incorporation also protect employees' rights to share the Company's operating performance, and stated that "the Company, after compensating losses, if there is still a balance from the profit before tax of the year and before the distribution of remunerations of employees and Directors of the year, the Company shall appropriate 5% to 8% as the remuneration of employees."	No deviation
(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	√		(III)The Company's plants and offices comply with government-mandated safety regulations. Regular disinfection of facilities is carried out, along with periodic fire safety inspections and fire drills. First aid personnel are assigned, and personal safety management is implemented. No occupational injuries or fire incidents occurred in 2024. Since 2020, the Company has implemented on-site occupational health services. During the initial phase, internal health protection programs were developed, and periodic health check results have been analyzed. In response to common issues such as hypertension, hyperglycemia, and hyperlipidemia ("three highs"), the Company has organized health seminars led by professional physicians, followed by tracking of abnormal cases. Regular health checkups are conducted every two years. Results include an explanation of historical trends for each employee, along with personalized health guidance. For individuals with particularly abnormal results or poor condition management, a health risk notification and response form is provided to emphasize the importance of medical attention and proper treatment,	No deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(IV) Has the Company established effective career development training programs for employees?	√		<p>especially for high-risk cases.</p> <p>Since 2022, the Company has also introduced management measures specifically for middle-aged and older employees. Additionally, the Company continues to manage employee health and promote four key occupational health protection programs: prevention of overload hazards, prevention of ergonomic hazards, maternal health protection, and prevention of workplace violence or unlawful harm.</p> <p>(IV) The Company encourages the continuing education of employees. Apart from educational training organized by the Company, employees may choose programs organized by the government or private parties, and the Company will provide subsidies. We have also established the Regulations for Overseas Training of Outstanding Employees.</p>	No material deviation
(V) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	√		<p>(V) The Company has established the SOP for handling customer complaints to establish customer-oriented services. Machinery and equipment, chemical drugs, and other products we sell are in compliance with relevant national regulations.</p>	No material deviation
(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	√		<p>(VI) The Company requires raw material suppliers to promise that their products are in compliance with the specifications stated in relevant environmental protection regulations.</p>	No material deviation
V. Does the Company prepare a sustainability report or any report of non-financial	√		<p>The Company prepared the "2023 Sustainability Report" in accordance with the General Standards, Sector Standards, and Topic Standards issued by the Global Reporting Initiative (GRI). The report was approved by the Board of Directors on August 8,</p>	

Assess criteria	Implementation status			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
information based on international reporting standards or guidelines? Are the abovementioned reports supported by the assurance or opinion of a third-party certifier?			2024, and published on the Market Observation Post System (MOPS) on August 30, 2024. The Company obtained an independent assurance statement from AFNOR ASIA LTD. on January 21, 2025.	
VI. If the Company has established its own Sustainable Development Best Practice Principles based on the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any differences from the Principles in the Company’s operations: The Company has not established its “Sustainable Development Best Practice Principles.”				
VII. Other information useful to the understanding of the implementation of sustainable development: The Company has expanded the statistics of greenhouse gas emissions to expand the statistics of water consumption and domestic waste, and will gradually improve the efficiency of the use of various resources. Quality management is conducted in accordance with internal procedures to reduce the impact on the environment.				

1. Implementation of climate-related information

Item	Execution			
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The highest unit of climate governance of PoTech is the Board of Directors, responsible for promoting and making decision on the Company's climate-related strategic direction, and plays a supervisory role in the Company's overall climate action promotion. The Board of Directors is also a key player in the Company's climate commitment and goal. It discusses the current climate risk opportunity trends from time to time, and proposes overall strategies for key climate risks to stabilize and maintain the Company's sustainable operation. The Board of Directors has established the "Sustainable Development Promotion Team" under its jurisdiction, and the General Manager acts as the convener of the team. The team must hold meetings on the Company's key climate risk issues every year.			
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Aspects	Issue	Impact schedule	Climate risk opportunities
	Transformation risks	Changes in customer preferences	Mid-term (3-10 years)	<p>As sustainability trends and carbon reduction efforts have intensified in recent years, brand owners have begun adjusting their procurement preferences to support effective carbon reduction across the value chain. In addition to raising environmental requirements for supplier products—such as demanding low-carbon and high-energy-efficiency solutions—they are increasingly requiring suppliers to participate in international sustainability initiatives. This is to better track carbon inventory data and carbon reduction targets throughout the supply chain. Upstream suppliers that fail to respond proactively risk a decline in competitiveness, potentially resulting in the loss of orders. Moreover, participating in sustainability initiatives and implementing carbon inventory processes will increase the Company's baseline operating costs.</p> <p>In recent years, AMPOC has received numerous customer requests related to sustainability—such as the requirement to respond to CDP's Carbon Disclosure Questionnaire to report carbon inventory data and emission reduction targets. Additionally, some customers have requested higher-efficiency PCB motors. These demands not only raise manufacturing costs but also impact product profitability. Participation in sustainability initiatives also entails additional consulting and advisory expenses.</p>
	Physical risks	Average temperature rise	Long-term (after 10 years)	Limiting global warming to 1.5°C above pre-industrial levels is a shared goal among companies worldwide. However, in recent years, global decarbonization efforts have lagged behind the pace of global warming. If the world fails to meet the 1.5°C target in time, the Taiwan Climate Change Science Report 2017 indicates that under the worst-case RCP 8.5 scenario, Taiwan's average temperature could increase by 3.0 to

Item	Execution			
				<p>3.6°C by the end of the 21st century. This would likely lead to increased energy consumption for temperature control equipment at manufacturing sites, as well as higher storage costs for chemical products.</p> <p>At AMPOC's Taipei chemical plant, the primary output is chemical solutions, which are highly sensitive to temperature and require controlled storage conditions. A continued rise in ambient temperatures is expected to increase the electricity consumption of climate control systems. Additionally, increased demand for air conditioning in factory and office spaces would further raise electricity usage. In the long term, this trend is projected to gradually increase the Company's baseline operating and production costs.</p>
	Opportunities	Development and/or increase of low-carbon products and services	Short-term (within 2 years)	<p>As carbon fees and carbon tax mechanisms have been introduced across various countries in recent years, the era of carbon pricing has arrived. In addition to reducing emissions by phasing out outdated equipment and purchasing green electricity, companies must also focus on selecting low-carbon raw materials and improving production processes. If a company can develop products that assist others in reducing carbon emissions, it has the opportunity to expand its niche market in line with sustainability trends, thereby increasing both orders and revenue.</p> <p>AMPOC is actively investing in the research and development of low-carbon products. Its patented ECO System heat recovery design applies energy conversion principles to process equipment, converting waste heat into hot water. This system can save at least 50% of the electricity used compared to traditional electric heating methods. In response to growing corporate demand for energy efficiency and carbon reduction, AMPOC will continue to develop low-carbon products that help customers reduce energy consumption at the process level. These efforts are expected to positively impact the Company's order volume and revenue.</p>
3. Describe the financial impact of extreme weather events and transformative actions.	<p>Extreme weather events may increase the power consumption of basic temperature equipment in the plant and the cost of chemical storage and storage. The plant and office may also increase the power consumption due to the increase in air-conditioning cooling intensity. Over the long term, this will gradually increase the cost of the company's basic operations and production.</p> <p>The initial stage of transformation will increase the cost. Inventory the old refrigeration and temperature control equipment, and replace them with more efficient equipment to reduce the power consumption of daily operating equipment. When the new plant is being constructed, the solar panels are assessed to be installed on the roof. The solar panels reduce the heat energy transmission to the building, and can also save the cost of purchased electricity from outside the plant through the solar panels. The Company is evaluating the introduction of an automated energy management system that reduces power consumption during peak and off-peak hours by grasping the start time of air conditioning and refrigeration equipment. This system also reduces the opportunity for waste air conditioning in empty spaces.</p>			

Item	Execution				
4. Describe the integration of the identification, assessment and management procedures of climate risks into the overall risk management system.	Number	Risk/Opportunity	Aspects	Type	
	R1	Transformation risks	Policies and regulations	Increase the pricing of greenhouse gas emissions	
	R2			Requirements and supervision of existing products and services	
	R3			Strengthening of reporting obligations for emissions	
	R4			Market	The cost of raw materials increased
	R5				Changes in customer preferences
	R6			Honor	Increasing stakeholder concern and negative feedback
	R7	Physical risks	Instantaneaneity	Increase in severity of extreme weather events such as hurricanes and floods	
	R8		Long-term	Average temperature rise	
	O1	Opportunities	Resource efficiency	Recycling and Reuse	
	O2			Adopt more efficient transportation methods/product distribution processes	
	O3		Products and services	Development and/or increase of low-carbon products and services	
	O4		Energy source	Use of low-carbon energy	
	5. If a scenario analysis is used to evaluate the resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used shall be explained.	<p style="text-align: center;">Climate Risk and Opportunity Matrix –</p> <p>The chart is a 2x2 matrix with 'Impact level' on the vertical axis (Low to High) and 'Impact possibility' on the horizontal axis (Low to High). A shaded purple area in the top-right quadrant indicates high-impact, high-possibility risks. Items are plotted as follows:</p> <ul style="list-style-type: none"> High Impact, High Possibility (Purple Area): R8 (Rising average global temperatures), R5 (Shifts in customer preferences), O3 (Development of human resources / increase in low-carbon products and services). High Impact, Low Possibility: R6 (Increasing stakeholder concern and negative feedback), R3 (Strengthened emissions reporting obligations). Medium Impact, High Possibility: R7 (Increased severity of extreme weather events such as typhoons and floods), R4 (Rising raw material costs). Medium Impact, Low Possibility: O2 (Adoption of more efficient transportation and production/distribution processes), O4 (Use of low-carbon energy sources). Low Impact, High Possibility: R2 (Regulatory and compliance changes for existing products and services). Low Impact, Low Possibility: O1 (Recycling and reuse), R1 (Increase Greenhouse Gases). 			
6. If there is a transformation plan in	In order to help the Company identify and respond to key climate-related risks and opportunities, the Greenhouse Gas Inventory Task Force collects annual climate risk response data from relevant factories and departments. Through interviews with units involved in climate-related issues, the task force gathers				

Item	Execution																	
<p>response to the management of climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.</p>	<p>perspectives on the potential impact and likelihood of various climate topics. These insights are compiled and used to identify AMPOC's key climate risks and opportunities for the year. The results are submitted to the Board of Directors for resolution and to guide the formulation of the Group's overall strategy.</p> <table border="1" data-bbox="375 342 1468 577"> <thead> <tr> <th data-bbox="375 342 614 392">Collecting issues</th> <th data-bbox="614 342 917 392">Identification of risk</th> <th data-bbox="917 342 1189 392">Propose</th> <th data-bbox="1189 342 1468 392">Tracking management</th> </tr> </thead> <tbody> <tr> <td data-bbox="375 392 614 577"> <ul style="list-style-type: none"> Sustainability report of peer companies - climate issues <input type="checkbox"/> Peer CDP survey TCFD Report </td> <td data-bbox="614 392 917 577"> <ul style="list-style-type: none"> Interviewing of units in each plant Employees of each company are scoring the materiality of risks and <input type="checkbox"/> </td> <td data-bbox="917 392 1189 577"> <ul style="list-style-type: none"> Inventory the current situation of each operating location <input type="checkbox"/> Management measures are </td> <td data-bbox="1189 392 1468 577"> <ul style="list-style-type: none"> Each branch reports to the head office on an annual basis to report on its progress in accomplishing the goals set out by the </td> </tr> </tbody> </table>	Collecting issues	Identification of risk	Propose	Tracking management	<ul style="list-style-type: none"> Sustainability report of peer companies - climate issues <input type="checkbox"/> Peer CDP survey TCFD Report 	<ul style="list-style-type: none"> Interviewing of units in each plant Employees of each company are scoring the materiality of risks and <input type="checkbox"/> 	<ul style="list-style-type: none"> Inventory the current situation of each operating location <input type="checkbox"/> Management measures are 	<ul style="list-style-type: none"> Each branch reports to the head office on an annual basis to report on its progress in accomplishing the goals set out by the 									
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<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>Not in use</p>																	
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of</p>	<p>The Company seeks to create a green operation model featuring "high production efficiency and low environmental impact" to create a win-win situation for the economy and the environment. Through source reduction and enhanced efficiency, the Company hopes to improve ecological benefits in four aspects: energy conservation, water conservation, waste reduction, and greenhouse gas reduction. The following is a list of climate-related targets and achievements set by the Company:</p> <table border="1" data-bbox="375 1305 1465 1630"> <thead> <tr> <th data-bbox="375 1305 534 1350">Target type</th> <th data-bbox="534 1305 1236 1350">Description of goals</th> <th data-bbox="1236 1305 1465 1350">Status of</th> </tr> </thead> <tbody> <tr> <td data-bbox="375 1350 534 1541" rowspan="4">Carbon reduction target</td> <td data-bbox="534 1350 1236 1395">The annual carbon intensity is declining by 1% year by year from</td> <td data-bbox="1236 1350 1465 1395">under execution</td> </tr> <tr> <td data-bbox="534 1395 1236 1440">Total carbon emissions of the Group in 2030 is 10% lower than</td> <td data-bbox="1236 1395 1465 1440">under execution</td> </tr> <tr> <td data-bbox="534 1440 1236 1485">Total carbon emissions of the Group in 2040 is 20% lower than</td> <td data-bbox="1236 1440 1465 1485">under execution</td> </tr> <tr> <td data-bbox="534 1485 1236 1529">Total carbon emissions of the Group in 2050 is 30% lower than</td> <td data-bbox="1236 1485 1465 1529">under execution</td> </tr> <tr> <td data-bbox="375 1541 534 1630" rowspan="2">Response to climate change</td> <td data-bbox="534 1541 1236 1585">The Company did not suspend shipment due to the supply chain</td> <td data-bbox="1236 1541 1465 1585">Accomplishments</td> </tr> <tr> <td data-bbox="534 1585 1236 1630">There were no factory shutdowns due to high temperature limit</td> <td data-bbox="1236 1585 1465 1630">Accomplishments</td> </tr> </tbody> </table>	Target type	Description of goals	Status of	Carbon reduction target	The annual carbon intensity is declining by 1% year by year from	under execution	Total carbon emissions of the Group in 2030 is 10% lower than	under execution	Total carbon emissions of the Group in 2040 is 20% lower than	under execution	Total carbon emissions of the Group in 2050 is 30% lower than	under execution	Response to climate change	The Company did not suspend shipment due to the supply chain	Accomplishments	There were no factory shutdowns due to high temperature limit	Accomplishments
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	There were no factory shutdowns due to high temperature limit	Accomplishments																

Item	Execution
carbon credits or RECs to be offset should be specified.	
9. Greenhouse gas inventory and assurance, reduction goals, strategies and concrete action plans	Please refer to the following table for details

(1) Greenhouse gas inventory and assurance for the last 2 years

(a) Greenhouse gas inventory information

Since 2023 Ampoc has conducted its greenhouse gas (GHG) inventory in accordance with the GHG Protocol. In 2024, the company's total annual GHG emissions amounted to 1,150.0706 metric tons of CO₂e. Of this, Scope 1 direct emissions accounted for 16.18%, mainly from company vehicles (diesel/gasoline) and process-related emissions. Scope 2 emissions, representing 83.82%, primarily came from electricity consumption for factory/office lighting and process equipment. Ampoc's facilities will continue routine carbon inventories to track progress toward its short-, medium-, and long-term carbon reduction targets, contributing to the global decarbonization effort.

Unit	2023		2024	
	tonCO ₂ e	%	tonCO ₂ e	%
Scope 1	177.9705	15.72%	186.2732	16.18%
Scope 2	954.3853	84.28%	964.4333	83.82%
Total Emissions (ton)	1,132.3558	100%	1,150.0706	100%
Emission Intensity (CO ₂ e / million revenue)	0.338		0.314	

Notes:

1. GHG inventory coverage:

- 2023: He-Ding Plant, Ding-An Plant, Headquarters, Overseas Plant
- 2024: He-Ding Plant, Ding-An Plant, Nan-Yuan Plant, Headquarters, Overseas Plant

2. Emission factors: Adopted from Taiwan EPA's Greenhouse Gas Emission Factor Management Table, Version 6.0.4

3. Methodology: GHG Protocol

4. GHG categories covered: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃) – 7 gases in total

5. Inventory boundary approach: Operational control method

6. Emission intensity formula: Total CO₂e emissions from Scope 1 and 2 ÷ total annual revenue

(b) Greenhouse Gas Assurance Information

Describe the assurance status in the last two years up to the date of publication of the annual report, including the scope of assurance, the assurance organization, the assurance standards and the assurance opinions.

The Company's 2023 Sustainability Report was verified by AFNOR ASIA LTD. in accordance with the AA1000 Assurance Standard (v3) and the Global Reporting Initiative (GRI) Sustainability Reporting Standards. The scope of verification included material sustainability issues, response mechanisms, performance data and related management systems, materiality assessments, and stakeholder engagement processes. An independent assurance statement with a moderate level of assurance was issued.

(2) Greenhouse gas reduction goals, strategies and concrete action plans

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.

The year 2024 has been designated as the baseline year for greenhouse gas (GHG) reduction, with relevant data detailed on page 25. The current reduction target is set at an annual 1% decrease in carbon emission intensity compared to the baseline year. In addition to continuously identifying high carbon emission areas, the company is prioritizing energy-saving equipment improvements that are cost-effective and relatively easy to implement. Key actions currently underway include:

1. Lighting efficiency upgrades: Complete replacement of traditional lighting with LED sources, along with the introduction of motion-sensor lighting systems and zoned switch control to reduce unnecessary electricity consumption.
2. Air conditioning efficiency enhancement: Replacement of systems in high electricity usage areas with high-efficiency inverter air conditioners, coupled with enhanced routine filter cleaning and scheduled maintenance to ensure optimal performance.
3. Energy management of office and administrative equipment: Implementation of automatic shutdown policies for IT and office devices, adoption of smart plugs to reduce standby energy use, establishment of energy-saving usage guidelines, replacement of old refrigerators, and installation of energy-efficient appliances to improve overall equipment performance.

(VI) Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Assess criteria	Implementation status			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Establishment of integrity policies and solutions				
(I) Does the Company have an ethical corporate management policy approved by its Board, and rules and publicly available documents addressing its policy and measures of ethical corporate management, and commitment regarding active implementation of such policy from the Board and the senior management?	✓		(I) The Company has established the Ethical Corporate Management Best Practice Principles, a Code of Ethical Conduct, various management regulations, rules, and an internal control system. Both the Board of Directors and senior management adhere to these frameworks to ensure the effective implementation of ethical business practices.	No deviation
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyzed and assessed on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and established prevention programs accordingly which at least cover the prevention measures against the conducts listed in paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”?	✓		(II) The Company’s Ethical Corporate Management Best Practice Principles explicitly defines unethical behavior. The internal control system is designed to prevent dishonest practices and includes an annual internal control risk assessment.	No deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Has the Company clearly specified operating procedures, guidelines for conduct, and a violation punishment and complaint system in the unethical conduct prevention plan and duly implemented them? Does the Company regularly review and revise said plan?	✓		(III) The Company's Ethical Corporate Management Best Practice Principles clearly specifies the standards of conduct that employees must observe when carrying out business activities. Specific regulations are in place for operational areas such as sales and procurement to prevent unethical behavior within these processes. The prevention of unethical conduct is also included in the internal control system. The Company regularly examines the implementation and execution of relevant specifications and makes amendments according to the amendments to laws and regulations, and operating practices.	No deviation
II. Enforcement of business integrity (I) Does the Company assess the ethics records of whom it has business relationships and include business conduct and ethics-related clauses in the business contracts?	✓		(I) The Company evaluates the risks of transacting with any customer or supplier. If any unethical conduct is found in business dealings, the Company will no longer deal with the counterparty.	No material deviation
(II) Has the Company set up a dedicated department that is subordinated to the Board to promote ethical		✓	(II) If any unethical conduct is found by the management departments and the Audit	No material deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>corporate management, and does it regularly (at least once a year) report to the Board on its ethical corporate management policy and unethical conduct prevention program and monitor their implementation?</p> <p>(III) Has the Company established policies to prevent conflict of interests, provide appropriate communication and complaint channels, and implement such policies properly?</p>	✓		<p>Department, the Company reports it for handling based on the authority. The chief of audit presents at Board meetings to report the results of the internal audit.</p> <p>(III) The Company has established its Ethical Corporate Management Best Practice Principles and Code of Ethical Conduct that require personnel of the Company to avoid involving in conflicts of interest with the Company's overall interest due to their personal interest. The Company has set up an employee opinion box as the channel to express relevant opinions.</p>	No material deviation
<p>(IV) Has the Company established effective accounting and internal control systems in place for the implementation of ethical corporate management? Has the internal audit department formulated relevant audit plans based on the assessment results of unethical conduct risk to perform audits on compliance with the unethical conduct prevention program or engage CPAs to perform such audits?</p>	✓		<p>(IV) The accounting system and internal control of the Company are established based on the implementation of ethical corporate management; internal auditors regularly perform audits for the effectiveness of the audit system's operations and report to the Board, and CPAs also execute the audit of the internal control system.</p>	No material deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(V) Does the company provide internal and external ethical corporate management training programs on a regular basis?	✓		(V) The management of the Company periodically promotes the Company's business philosophies at meetings to execute ethical operating activities.	No material deviation
III. Whistleblowing system				
(I) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle-blowers?	✓		(I) The Company has established the Regulations Governing the Whistleblower System, with the President designated as the responsible unit. An email address has been set up for reporting, and appropriate rewards may be granted to whistleblowers.	No deviation
(II) Has the company established standard operation procedures for investigating the complaints received, and has relevant confidentiality systems?	✓		(II) The regulations clearly define the standard operating procedures (SOP) for investigations and strictly protect the identity of whistleblowers and the content of their reports.	No deviation
(III) Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?	✓		(III) The regulations also explicitly stipulate provisions to protect whistleblowers from retaliation.	No deviation
IV. Enhanced information disclosure Has the Company disclosed its Ethical Corporate Management Best	✓		The Company discloses the Ethical Corporate Management	No deviation

Assess criteria	Implementation status			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
Practice Principles and the results of their implementation on its website and MOPS?			Best Practice Principles on its website at http://www.ampoc.com.tw/Investor/Rule and the MOPS.	
<p>V. If the Company has adopted its own Ethical Corporate Management Best Practice Principles based on the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any differences from the principles in the Company’s operations: The Company has established its own Ethical Corporate Management Best Practice Principles in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” and implements ethical business practices accordingly. There are no material differences between the Company’s operational practices and the principles it has adopted.</p>				
<p>VI. Other important information that helps to understand the Company’s implementation of ethical corporate management: The Company’s major business policies, financing arrangements with financial institutions, investment projects, acquisitions and disposals of assets, lending of funds, and endorsements and guarantees are all assessed by the relevant authorized departments and submitted to the Board of Directors for resolution. During procedures, Directors strictly adhere to the principles of recusal for conflicts of interest and recuse themselves from discussion and voting when they or the corporations that they represent have any interest in proposals that may harm the Company’s interest.</p>				

(VII) Other important information to facilitate a better understanding of the Company’s implementation of corporate governance: To establish a healthy system for handling and disclosing material inside information, avoid inappropriate leakage of information, and ensure the consistency and accuracy of the Company’s information disclosed to external parties, the Company has established the Procedures for Handling Material Inside Information, which were approved by the Board on March 27, 2009, and announced to all employees.

(VIII) Implementation of the internal control system

1. Internal control statement

Ampoc Far-East Co., Ltd.
Declaration of Internal Control System

Date: March 12, 2025

Based on the results of a self-assessment, the Company states the following with regard to its internal control system during the year 2024:

- (I) The Company acknowledges and understands that establishing, operating and maintaining an internal control system are the responsibilities of its Board of Directors and management, and such a system has been established. Internal control is a process designed to provide reasonable assurance that the following objectives are achieved: the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets); reliability, timeliness, transparency, and regulatory compliance of reporting; and compliance with applicable laws, regulations, and bylaws.
- II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes in the environment or circumstances. However, the internal control system of the Company features a self-monitoring mechanism that enables immediate rectification of deficiencies upon discovery.
- III. The Company assesses the design and operating effectiveness of its internal control system based on the criteria set forth in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the “Regulations”). The criteria adopted by the Regulations identify five key components of internal control based on the process of management control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities. Each element further encompasses several sub-elements. Please refer to “The Governing Principles” for details.
- IV. The Company has assessed the design and operating effectiveness of its internal control system according to the aforesaid criteria.
- V. Based on the results of the assessment, the Company believes that, as of December 31, 2024, its internal control system (including the supervision and management of its subsidiaries) was effective in providing reasonable assurance that the control objectives were achieved, including the effectiveness and efficiency of operations; reliability, timeliness, transparency, and regulatory compliance of reporting; and compliance with applicable laws, regulations, and bylaws.
- VI. This Statement is an integral part of the annual report and prospectus of the Company and will be released to the public. Any illegal misrepresentation or omission in the public statement above is subject to the legal consequences described in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This Statement has been approved by the Company’s Board of Directors at the meeting held on March 12, 2025, at which this Statement was unanimously endorsed by 8 attending directors without any opposing opinions.

Ampoc Far-East Co., Ltd.

Chairman: Su, Sheng-Yi signature and seal

President: Su, Sheng-Yi signature and seal

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: None.

(IX) Legal penalty imposed against the Company or its internal personnel, or any disciplinary penalty imposed by the Company against its internal personnel for violation of the requirements under its internal control system, during the most recent year and up to the publication date of the annual report, specify the penalty, the main shortcomings, and condition of improvement: None.

(X) Material resolutions of shareholders' meetings or Board meetings during the most recent year and up to the publication date of the annual report:

1.Shareholder meetings

Date of meeting	Summary of material proposal	Execution
June 17, 2024 Regular Shareholders' Meeting	1. Ratified the Company's 2023 business report and financial statements	Approved as proposed by shareholders through a ballot
	2. Ratified the Company's 2023 earning distribution.	The ex-dividend date was set on July 15, 2024, and the distribution was made on August 2, 2024.
	3. Capital increase in cash through the private placement of common stock.	Not executed in 2024, and announced on March 12, 2025 that it will not be continued.

2.Board of directors

Date of meeting	Summary of material proposal
January 24, 2024 12th meeting of the current Board	<ol style="list-style-type: none"> 1. Approved the proposal for the year-end bonus of President in 2023 and the salary adjustment in 2024. 2. Approved the proposal for the year-end bonus of managerial officers in 2023 and the salary adjustment in 2024. 3. Approved the proposal for the performance evaluation of the Board and functional committees in 2023. 4. Approved the general principles for non-assurance service policies of CPA's firm approved by the Company in advance. 5. Approved the proposal not to continue the cash private placement of common shares for the 2023 Annual Shareholders' Meeting.
March 13, 2024 13th meeting of the current Board	<ol style="list-style-type: none"> 1. Issued the 2023 Declaration of Internal Control System of the Company. 2. Approved the proposal for the CPA's independence evaluation. 3. Approved the proposal for the 2023 distribution of remuneration of employees and remuneration of Directors and supervisors. 4. Approved the Company's 2023 financial statements. 5. Approved the 2023 business report and the 2024 business plan highlight. 6. Approved the proposal for the Company's 2022 earning distribution. 7. Approved the 2023 cash dividend distribution, and the ex-dividend date for the cash dividends and the distribution date was July 15, 2024 and August 2, 2024. 8. Approved the proposal for the capital increase in cash through the private placement of ordinary shares. 9. Approved the Company's regulations on the whistle-blowing system. 10. Convened the 2024 Annual Shareholders' Meeting of the Company.

May 8, 2024 14th meeting of the current Board	<ol style="list-style-type: none"> 1. Approved the 2024 Q1 consolidated financial statements. 2. Approved the remuneration to the appointed CPAs for 2024. 3. Approved the budget for the renovation of the buildings at the new plant of Nanyuan Road.
June 26, 2024 15th meeting of the current Board	<ol style="list-style-type: none"> 1. Approved the proposal for the 2023 distribution of remuneration of Directors and supervisors. 2. Approved the proposal for the remuneration of President in 2023 and the salary adjustment in 2024. 3. Approved the proposal for the remuneration of managerial officers in 2023 and the salary adjustment in 2024.
August 8, 2024 16th meeting of the current Board	<ol style="list-style-type: none"> 1. Approved the salary proposal for Director Su, Wendell Ronald, who concurrently serves as an employee. 2. Approved the Company's consolidated financial statements for the second quarter of 2024. 3. Approved the Company's 2023 Sustainability Report.
November 7, 2024 17th meeting of the current Board	<ol style="list-style-type: none"> 1. Approved the Company's 2025 audit plan. 2. Approved the addition of the Company's written internal control system. 3. Approved the Company's operational guidelines for financial and business transactions between related parties. 4. Approved the Company's consolidated financial statements for the third quarter of 2024.
January 15, 2025 18th meeting of the current Board	<ol style="list-style-type: none"> 1. Approved the proposal for the year-end bonus of President in 2024 and the salary adjustment in 2025. 2. Approved the proposal for the year-end bonus of managerial officers in 2024 and the salary adjustment in 2025. 3. Approved the proposal for the 2024 year-end bonus for Director Su, Wendell Ronald, who also serves as an employee. 4. Approved the proposal for the 2024 performance evaluation of the Board of Directors and functional committees.
March 12, 2025 19th meeting of the current Board	<ol style="list-style-type: none"> 1. Issued the 2024 Declaration of Internal Control System of the Company. 2. Approved the proposal for the independence evaluation of CPAs for financial statements. 3. Approved the proposal for the 2024 distribution of remuneration of employees and remuneration of Directors and supervisors. 4. Ratified the 2024 financial statements. 5. Approved the 2024 business report and the 2025 business plan highlight. 6. Approved the proposal for the Company's 2024 earning distribution. 7. Approved the proposal for capitalization of 2024 earnings by way of issue of new shares. 8. Approved the distribution of the Company's 2024 cash dividends. 9. Approved the scope of the Company's entry-level employees. 10. Amended the Articles of Incorporation. 11. Approved the election of Directors (including Independent Directors).

	<p>12. Approved the period for accepting the nomination of Directors (Independent Directors) candidates, number of Directors to be elected and venue for acceptance of the nomination.</p> <p>13. Approved the list of Director (including Independent Director) candidates nominated by the Board.</p> <p>14. Approved lifting the non-competition restriction on newly elected Directors (including Independent Directors).</p> <p>15. Approved the proposal not to continue the cash private placement of common shares for the 2024 Annual Shareholders' Meeting.</p> <p>16. Approved the proposal for the capital increase in cash through the private placement of ordinary shares.</p> <p>17. Convened the 2025 Annual Shareholders' Meeting of the Company.</p> <p>18. Approved the establishment of the Company's Risk Management Best Practice Principles.</p> <p>19. Approved the establishment of a subsidiary in Thailand.</p>
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IV. Information on CPA fees

(I) The amount of audit fees and non-audit fees paid to CPAs and CPA's firm and its affiliates, as well as the content of non-audit services, shall be disclosed.

Unit: NT\$ thousand

Name of accounting firm	Name of CPA	Audit period	Audit fees	Non-audit fees					Remarks
				System design	Business registration	Human resources	Others	Subtotal	
PricewaterhouseCoopers, Taiwan (PwC Taiwan)	Lin, Se-Kai	2024.1.1~2024.12.31	3,640	-	1	-	1,842	1,843	Non-audit fees - others: Fees for transfer pricing, taxation certification, translation, review of remuneration of non-directors, printing and binding, and business trips.
	Chih, Ping-Chiun	2024.1.1~2024.12.31							

(II) When the Company changes its CPA's firm and the audit fees paid for the year in which such change took place are lower than those for the preceding year, the amount of the audit fees before and after the change and the reasons shall be disclosed: None.

(III) When the audit fees paid for the current year are lower than those for the preceding year by 10% or more, the reduction in the amount of audit fees, reduction percentage, and reasons shall be disclosed: None.

V. Information on replacement of CPAs: None.

VI. Where the Company's Chairman, President, or any managerial officer in charge of finance or accounting matters has held a position at the CPA's firm of its CPAs or at an affiliate of the CPA's firm in the most recent year: None.

VII. Transfer of equity and changes in equity pledges of Directors, supervisors, managerial officers, and shareholders with a shareholding of 10% and above in the most recent year and up to the date of publication of the annual report:

(I) Changes in shareholding of Directors, managerial officers, and major shareholders

Unit: shares

Position	Name	2024		As of April 13 of the current year	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Concurrently the Chairman and President and a shareholder with a shareholding of 10% or above	Su, Sheng-Yih	0	0	0	0
Directors	Representative of Nova Technology Corp.: Wu, Jian-Nan	0	0	0	0
		0	0	0	0
Concurrently the Director and Vice President	Wu, Kun-Sing	0	0	0	0
Directors	Su Wendell Ronald	0	0	0	0
Independent director	Chen, Rong-Jie	0	0	0	0
Independent director	Lin, Ming-Qin	0	0	0	0
Independent director	Chen, Zhi-Cheng	0	0	0	0
Independent director	Wang Lin, Li-Zhu	0	0	0	0
Vice President	Li, Zhi-Sheng	0	0	0	0
Manager of Finance Department and Corporate Governance Officer	Zheng, Fei-Wen	0	0	0	0
Manager, Accounting Department	Huang, Yu-Hua	0	0	0	0

(II) Equity transfer: None of the counterparties of an equity transfer is a related party.

(III) Equity pledge: None of the counterparties of an equity pledge is a related party.

VIII. Information on shareholders with top ten shareholdings who are related parties, spouses, or relatives within the second degree of kinship:

April 13, 2025

Name	Shares held in own name		Shareholding of spouse and underage children		Shareholding under the title of a third party		Name and relationship of the top ten shareholders who are related parties, spouses, or relatives within the second degree of kinship.		Remarks
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Name	Relationship	
Su, Sheng-Yih	11,325,114	9.90%	4,579,272	4.00%	-	-	Peng, Yu-Feng	Spouse	-
							Yang Sheng Investment Co., Ltd.	Corporate Representative Chairman	
							Qualibond Technology Co., Ltd.	Chairman	
Representative of C SUN MFG LTD.: Liang, Mao-Sheng	5,466,000	4.78%	-	-	-	-	Gallant Precision Machining Co., Ltd.	The director is Corporate Director of the company	-
Representative of Gallant Precision Machining Co., Ltd.: Chen, Cheng-Hsing	5,000,000	4.37%	-	-	-	-	C SUN MFG LTD.	The Chairman is a director of the company	-
Peng, Yu-Feng	4,579,272	4.00%	11,325,114	9.90%	-	-	Su, Sheng-Yih	Spouse	-
							Yang Sheng Investment Co., Ltd.	Supervisor	
							Qualibond Technology Co., Ltd.	Supervisor	
Representative of Nova Technology Corp.: Liang, Chin-Li	4,309,000	3.77%	-	-	-	-	Acter Group Corporation Limited	The Chairman is the same person	-
Representative of Acter Group Corporation Limited: Liang, Chin-Li	2,598,000	2.27%	-	-	-	-	Nova Technology Corp.	The Chairman is the same person	-
Representative of Yang Sheng Investment Co., Ltd.: Su, Sheng-Yih	2,580,000	2.25%	-	-	-	-	Su, Sheng-Yih	The corporate representative of the company	-
	11,325,114	9.90%	4,579,272	4.00%	-	-	Peng, Yu-Feng	The supervisor of the company	
							Qualibond Technology Co., Ltd.	The Chairman is the same person	
Chen Lin, Feng-Chin	1,962,899	1.72%	1,401,674	1.22%	-	-	Chen, Ping-Chu	Spouse	-
Representative of Qualibond Technology Co., Ltd.: Su, Sheng-Yih	1,505,000	1.32%	-	-	-	-	Su, Sheng-Yih	The chairman of the company	-
	11,325,114	9.90%	4,579,272	4.00%	-	-	Peng, Yu-Feng	The supervisor of the company	
							Yang Sheng Investment Co., Ltd.	The Chairman is the same person	
Chen, Ping-Chu	1,401,674	1.22%	1,962,899	1.72%	-	-	Chen Lin, Feng-Chin	Spouse	-

IX. Number of Shares Held by the Company, Its Directors, Managerial officers, and Enterprises Controlled Directly or Indirectly by the Company in the Same Reinvestment Business and Its Consolidated Shareholding Percentage:

Total shareholding percentage

December 31, 2024 Unit: Share; %

Investee (Note)	Held by the Company		Investment of Directors, managerial officers, or any companies controlled either directly or indirectly by the Company		Aggregate ownership	
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage
Ampoc Tech. Limited	9,500,000	100%	-	-	9,500,000	100%

Note: Long-term investments accounted for by adopting the equity method.

Three. Fund Raising Status

I. Capital and shares

(I) Sources of share capital

1. Sources of share capital

Year/Month	Issued price	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
1996.11	10	19,800,000	198,000,000	19,800,000	198,000,000	Capital increase in cash 78,000,000	None	Jing-(85)-Shang-Zi No.118914
1998.12	10	60,000,000	600,000,000	30,000,000	300,000,000	Capital increase in cash 102,000,000	None	(87)-Tai-Cai-Zheng-(Yi) No.101089
1999.07	10	60,000,000	600,000,000	36,000,000	360,000,000	Capital increase from earnings 60,000,000	None	(88)-Tai-Cai-Zheng-(Yi) No.65571
2000.03	10	60,000,000	600,000,000	57,106,769	571,067,690	Capital increase from merger 211,067,690	None	(88)-Tai-Cai-Zheng-(Yi) No.107784
2000.10	10	92,000,000	920,000,000	73,729,085	737,290,850	Capital increase in cash 48,000,000 Capital increase from earnings 39,974,740 Capital reserve 74,238,800 Capital increase from employees' bonuses 4,009,620	None	(89)-Tai-Cai-Zheng-(Yi) No.58490
2001.06	10	92,000,000	920,000,000	90,500,000	905,000,000	Capital increase from earnings 167,709,150	None	(90)-Tai-Cai-Zheng-(Yi) No.134286
2002.08	10	128,800,000	1,288,000,000	101,200,000	1,012,000,000	Capital increase from earnings 90,500,000 Capital increase from employees' bonuses 16,500,000	None	Tai-Cai-Zheng-Yi-Zi No.0910138268
2003.09	10	178,800,000	1,788,000,000	106,535,000	1,065,350,000	Capital increase from the capital reserve 50,600,000 Capital increase from employees' bonuses 2,750,000	None	Tai-Cai-Zheng-Yi-Zi No.0920131475
2004.03	10	178,800,000	1,788,000,000	101,535,000	1,015,350,000	Capital decrease from treasury shares 50,000,000	None	Tai-Cai-Zheng-San-Zi No.0920158078
2004.09	10	178,800,000	1,788,000,000	98,067,000	980,670,000	Capital decrease from treasury shares 34,680,000	None	Tai-Cai-Zheng-San-Zi No.0930126825
2005.09	10	178,800,000	1,788,000,000	103,676,350	1,036,763,500	Capital increase from earnings 49,033,500 Capital increase from employees' bonuses 7,060,000	None	Jin-Guan-Zheng-Yi-Zi No.0940129041
2005.11	10	178,800,000	1,788,000,000	111,433,028	1,114,330,280	ECB conversion 77,566,780	None	Tai-Zheng-Shang-Zi No.0940033604

Year/Month	Issued price	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
2006.02	10	178,800,000	1,788,000,000	112,843,332	1,128,433,320	ECB conversion 14,103,040	None	Tai-Zheng-Shang-Zi No.0950003724
2006.09	10	178,800,000	1,788,000,000	117,243,632	1,172,436,320	Capital increase from earnings 33,853,000 Capital increase from employees' bonuses 10,150,000	None	Jin-Guan-Zheng-Yi-Zi No.0950131501
2007.08	10	178,800,000	1,788,000,000	121,814,941	1,218,149,410	Capital increase from earnings 35,173,090 Capital increase from employees' bonuses 10,540,000	None	Jin-Guan-Zheng-Yi-Zi No.0960032565
2008.05	10	178,800,000	1,788,000,000	116,814,941	1,168,149,410	Capital decrease from treasury shares 50,000,000	None	Jin-Guan-Zheng-San-Zi No.0970014558
2008.07	10	178,800,000	1,788,000,000	121,369,390	1,213,693,900	Capital increase from earnings 35,044,490 Capital increase from employees' bonuses 10,500,000	None	Jin-Guan-Zheng-Yi-Zi No.0970034144
2008.12	10	178,800,000	1,788,000,000	116,937,390	1,169,373,900	Capital decrease from treasury shares 44,320,000	None	Jin-Guan-Zheng-San-Zi No.0970054822
2009.04	10	178,800,000	1,788,000,000	114,437,390	1,144,373,900	Capital decrease from treasury shares 25,000,000	None	Jin-Guan-Zheng-San-Zi No.0980003641

2. Share category

Share category	Authorized capital			Remarks
	Outstanding shares (listed)	Unissued shares	Total	
Common Stock	114,437,390	64,362,610	178,800,000	

(II) List of major shareholders

April 13, 2025

Name of major shareholder	Shares	No. of shares held	Shareholding percentage
Su, Sheng-Yih		11,325,114	9.90%
C SUN MFG LTD.		5,466,000	4.78%
Gallant Precision Machining Co., Ltd.		5,000,000	4.37%
Peng, Yu-Feng		4,579,272	4.00%
Nova Technology Corp.		4,309,000	3.77%
Acter Group Corporation Limited		2,598,000	2.27%
Yang Sheng Investment Co., Ltd.		2,580,000	2.25%
Chen Lin, Feng-Chin		1,962,899	1.72%
Qualibond Technology Co., Ltd.		1,505,000	1.32%
Chen, Ping-Chu		1,401,674	1.22%

(III) Dividend policy and implementation status

1. Dividend policy

If the Company has earnings from the final account of the year, it shall pay profit-seeking business income tax, compensate prior losses, and, if there is any surplus, provide 10% as the legal reserve; however, if the legal reserve has reached the paid-in capital of the Company, the provision is exempted. After providing or reversing the special reserve when necessary according to the law and requirements of the competent authority, the remaining balance, plus the cumulative undistributed earnings from prior years, shall be the cumulative distributable earnings. The Board formulates the proposal for earning distribution above based on earnings available for distribution and submits it to the shareholders for the resolution of distribution. In response to the business expansion requirements and industrial growth, the Company may plan for the capital required based on the overall capital budgets of the Company. Based on the principle of retaining capital through the distribution of share dividends, the remaining part may be distributed in cash dividends; however, the cash dividend shall be no less than 10% of the total dividends distributed to the shareholders of the year; nonetheless, the Company may distribute share dividends if the cash dividends are less than NT\$0.5 per share. In the most recent decade, our cash dividend per share has never been lower than 75% of earnings per share.

2. Dividend distributions proposed at the shareholders' meeting:

According to the amended Articles of Incorporation approved by the shareholders' meeting on June 11, 2019, the Board of the Company shall distribute the entire or partial dividends and bonuses, or capital reserve or statutory reserve in cash based on a resolution made by over half of the attending Directors at a meeting attended by over two-thirds of the Directors and report it to the shareholders' meeting.

On March 12, 2025, the Board of Directors approved the distribution of dividends for fiscal year 2024, including a cash dividend of NT\$4.00 per share and a stock dividend of NT\$1.08 per share.

(IV) Effects of the intended stock grants proposed at the shareholders' meeting on the operating performance and earnings per share of the Company for the year: Not applicable.

(V) Remuneration to employees, directors

1. The percentages or ranges with respect to employees' and directors' remuneration, as set forth in the Articles of Incorporation:

The Company, after compensating losses, if there is still a balance from the profit before tax of the year and before the distribution of remunerations of employees and Directors of the year, the Company shall appropriate 5% to 8% as the remuneration of employees and no more than 3% as the remuneration of Directors.

2. Basis for estimation of the remuneration of employees and Directors during the period, the basis for the calculation basis of the number of shares for remuneration distributed in shares, and the accounting treatment if the distribution amount is different from the estimated amount:

The Company estimates the remuneration of employees and remuneration of Directors at 6% and 2% of net profits before tax, respectively, during the period. Differences between the actual amount of distribution and the amount estimated will be treated as changes in accounting estimated and presented as profit or loss of the distribution year.

3. Remuneration distribution approved by the Board:

(1) On March 12, 2025, the Board of Directors resolved to distribute NT\$53,695,059 in employee remuneration and NT\$15,000,000 in director remuneration, both to be paid in cash. The amount of employee remuneration is consistent with the provision recognized for 2024. The amount of director remuneration is NT\$2,898,354 less than the provision, representing the difference from the amount originally estimated.

(2) Proposed distribution of employee remuneration in shares and its proportion to the current period's net income after tax and total employee remuneration: Not applicable.

4. Distribution of remuneration of employees, Directors in the preceding year (including the number of shares, amount, and stock price of the distribution); if there is any difference with the remuneration of employees, Directors recognized, the difference, reason, and measures adopted:

	2023			
	Actual distribution	Amount recognized	Differences	Reason for differences
I. Distribution:				
1. Remuneration of employees in cash	NT\$55,096 thousand	NT\$55,096 thousand	NT\$0 thousand	
2. Remuneration of employees in shares	NT\$0 thousand	NT\$0 thousand	0	
(1) Number of shares	0	0	0	
(2) Amount	thousand	thousand	0	
(3) Ratio to the number of outstanding shares at the end of the year	NT\$0 thousand	NT\$0 thousand	NT\$3,365 thousand	Estimated difference
3. Remuneration of Directors	NT\$15,000 thousand	NT\$18,365 thousand		

(VI) Repurchase of the Treasury Stock

In 2024 and up to the publication date of the annual report, the Company had not repurchased any shares.

II. Corporate bonds: None.

III. Preferred shares: None.

IV. Global depository receipts: None.

V. Employee stock options: None.

VI. Restricted stock awards: None.

VII. Mergers or receipt of new shares issued by other companies: None.

VIII. Implementation of capital utilization plans:

(I) Content of plan

As of the end of the quarter preceding the publication date of the annual report, the cash private placement of common shares approved at the 2024 Annual Shareholders' Meeting had not been executed, and the Company has decided not to proceed with the offering.

(II) Implementation

Analysis of the implementation and comparison with effects initially expected for the use of plans in the preceding paragraph: None.

Four. Operational Overview

I. Business activities

(I) Scope of business

1. Major scope of business

- CB01010 Mechanical Equipment Manufacturing
- C801010 Basic Chemical Industrial
- C801030 Precision Chemical Material Manufacturing
- C802060 Veterinary Drug Manufacturing
- C802080 Environmental Agents Manufacturing
- C802990 Other Chemical Products Manufacturing
- CF01011 Medical Devices Manufacturing
- E603050 Automatic Control Equipment Engineering
- E604010 Machinery Installation
- F107200 Wholesale of Chemical Feedstock
- F113010 Wholesale of Machinery
- F113030 Wholesale of Precision Instruments
- F113050 Wholesale of Computers and Clerical Machinery Equipment
- F113060 Wholesale of Measuring Instruments
- F115010 Wholesale of Jewelry and Precious Metals
- F213030 Retail Sale of Computers and Clerical Machinery Equipment
- F213040 Retail Sale of Precision Instruments
- F213050 Retail Sale of Measuring Instruments
- F213080 Retail Sale of Machinery and Tools
- F215010 Retail Sale of Jewelry and Precious Metals
- F401010 International Trade
- F107070 Wholesale of Veterinary Drugs
- F107080 Wholesale of Environmental Agents
- F108031 Wholesale of Medical Devices
- F207050 Retail Sale of Fertilizer
- F207070 Retail Sale of Veterinary Drugs
- F207080 Retail Sale of Environmental Agents
- F207200 Retail Sale of Chemical Feedstock
- F208031 Retail Sale of Medical Apparatus
- F601010 Intellectual Property Rights
- IG01010 Biotechnology Services
- G801010 Warehousing
- I301010 Information Software Services
- I501010 Product Designing
- ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

2. Business proportion

Unit: NT\$ thousand

Operating revenue	2024	
	Amount	Percentage (%)
Machinery and equipment income	2,169,483	59.31
Consumable income	1,381,486	37.77
Maintenance income	106,811	2.92
Total	3,657,780	100.00

3. Major product (service) items of the Company at present

The Company is a professional equipment and material supplier for major electronic industries of LED, LCD, IC wafer manufacturing, assembly, and PCB in Taiwan, and the major items of supplies are as follows:

Industry	PCB	LCD	Semiconductor	LED	OLED
Item of supply	PCB and chemicals Various wet procedure equipment Electroplating equipment Electroplating liquid O/S Tester FPC wet procedure equipment BGA horizontal wet procedure equipment Vacuum etching machine Ampoc Jet (two-phase) etching system Vertical Ampoc Wing Wet procedure heat recycling and energy-saving system Vertical contactless wet procedure equipment High-performance developer and film removal purification system Contactless anti-dust transmission system High-performance energy-saving film residue treatment system AI ARM smart etching system Contactless production equipment Room temperature drying machine Development defoamer system Plasma desmear machine (Plasma Desmear)	Automated procedure equipment LCD examination instrument Backlight module inspection machine Aluminum etch end testing machines Ordinary pressure plasma cleaning equipment LED procedure equipment Contactless carrier treatment system	Semiconductor testing and procedure equipment and materials Fine chemicals for photolithography Equipment and materials for assembly procedures Electroplating chemicals Molds for nanoimprint lithography Wafer mask aligner Laser processing machine Various AOI machines Bump inspection equipment Wafer/Chip bonding equipment BGA equipment	LED Aligner series equipment Stepper	UV Sealing System

4. New products to be developed

1	Automated testing equipment for 12 inches wafers below 0.13um	20	Procedure equipment and materials for emerging display (OLED/PLED/PDP)
2	Procedure material related to CMP of semiconductor	21	Embedded substrate procedure/material
3	Equipment and materials for flip chip assembly procedures	22	Procedures and relevant testing equipment for fine-pitch elements
4	Procedures and testing equipment for wafer-level CSP	23	Contact free wet procedure equipment for PCB
5	Procedure equipment related to GaAs/MENS	24	Air spray coater required for thick copper/HDI board of PCB
6	OLED UV Sealing System	25	Low-acid etching system for fine circuits of PCB
7	OLED UV bonding materials	26	Single-spot etching and compensating system for fine circuits of PCB
8	Procedure materials related to TAB/COF	27	Touch panel UV hydrogel

9	Lead-free procedures and materials	28	Procedure materials for wafer bumping
10	Procedures and equipment related to PCB build-up BGA (high-end mask aligners, stepper or LPI, procedures/materials for bump, and AOI/AVI)	29	3D-TSV chemical electroplating for wafers
11	Polymer materials for PCB (i.e., solder mask, carbon ink, and photoresist)	30	Wafer-level BGA equipment and materials
12	Touch panel OCA/UV glue lamination equipment	31	PCB metal finish procedure materials
13	FPC wet procedure equipment and loader/unloader system	32	AOI inspection equipment for IC assembly
14	R&D of equipment related to solar power panel procedures	33	Laser cutting equipment for semiconductor/LED
15	12 inches Cu/W CMP grinding equipment and materials	34	Bump inspection equipment for bump and TSV
16	12 inches wafer high film dielectric vapor deposition equipment	35	Electroplating liquid for PCB copper process
17	Optical device assembly procedure equipment and materials	36	Vertical transmission wet procedure equipment
18	Green materials and lead-free halogen materials	37	AiP testing equipment
19	Roll-to-roll process		

(II) Industry overview

1. Current status and development of the industry

(1) PCB equipment manufacturing business

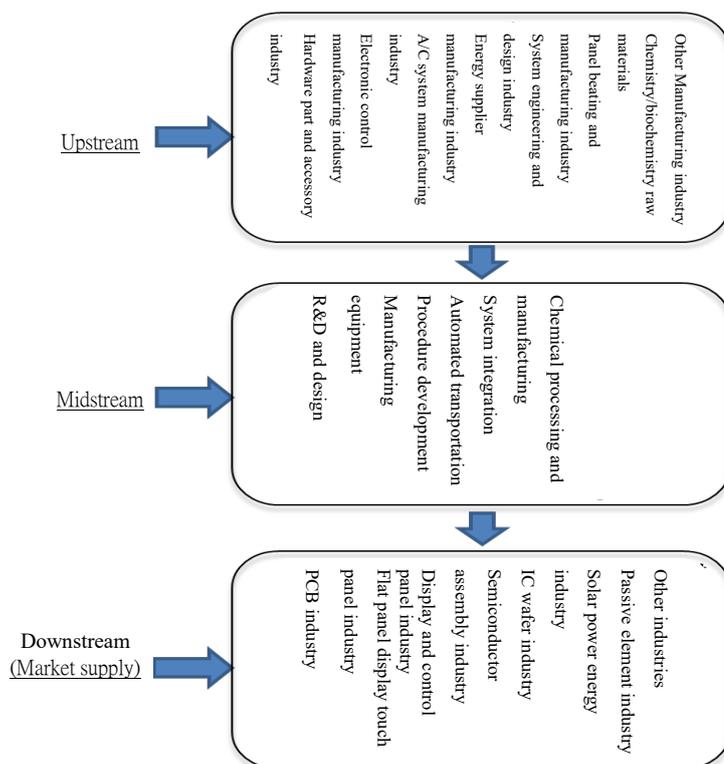
In the first half of 2024, the Company's self-developed equipment was primarily used for substrate, HDI, and substrate-like PCB manufacturing. These were applied across markets including smartphones, automotive electronics, servers, and more. The Company launched its new patented product, Ampoc 7A (Arrows), which was publicly unveiled at the TPCA Show from October 23–25, 2024. In addition to equipment for glass substrates, two of its patented designs—the ECO Heat Recovery System and Ampoc PURE Purification System—make significant contributions to global energy-saving, carbon-reduction, and waste-reduction efforts in response to climate change. With many customers shifting their manufacturing operations to Southeast Asia, the Company is currently installing equipment at those locations. To maintain close communication with clients, provide local after-sales service, and seize business opportunities, a service center will be established in Thailand. Future outlook of equipment R&D and demand:

- a. High-end procedure equipment requirements for ABF substrates.
- b. High-end product competition between PCB companies, including the requirements for 5G-related substrates, SLP, HDI, and FPC equipment requirements.
- c. Requirements for PCB equipment related to EV and safety.
- d. Continues to develop energy-saving and waste reduction equipment.

(2) Electronic and fine chemical distribution business

The core business of the Company is the agency of semiconductor packaging equipment and materials. Benefiting from the growth of AI demand, the Company's high-end process packaging, the yellow light process and overseas markets all exhibited outstanding growth momentum.

2. Connectivity between the upstream, midstream, and downstream of the industry



PCB: The Company produces our own manufacturing machinery and equipment, distributes machinery and equipment, and materials of various leading brands, and provides support and services of high-added value to the PCB industry.

Self-produced machinery products for PCB procedures include vacuum etching machines, room temperature super drying machines, stripping heat recycling/renewal heating systems, flip chip substrate wet procedure equipment, PCB fine circuit etching and compensating systems.

Flat panel display and touch panel: Automated liquid analyzers and dispensers, and light boxes/light bulbs.

Semiconductor assembly: The Company primarily provides procedure chemicals and consumables, including automated analyzers and dispensers, Sn-Bi electroplating liquid, tin anti-browning agents, selective copper etchant, pure tin electroplating liquid, and other products.

IC wafer industry: Selective copper etchant, selective titanium etchant, high-speed copper electroplating liquid, nickel aminosulfonate, bumping Sn-Pb electroplating liquid, bumping Sn-Ag electroplating liquid, and other products.

Solar power industry: Guide wheels and consumables for HCT line cutting equipment, guide wheels exclusive for HCT line cutting equipment, low wear and high stability PU materials, and relevant consumables for solar power procedure equipment.

3. Development trends and competition of products

(1) PCB equipment manufacturing business

PCB equipment manufacturing is focused on high-end wet process equipment. In response to the growing demand for ultra-fine line processes driven by AI, high-speed computing, and 5G applications, the Company continues to develop advanced equipment aligned with key trends such as fine-line capability, low pollution, and zero-contact processing. AI-powered automated detection systems have also been introduced to enhance the precision of consumable-free replacement and improve production scheduling efficiency. Under the momentum of high-frequency, high-speed requirements and heterogeneous integration, PCB manufacturers in China and Taiwan are continuing to expand their high-end production capacity. Equipment investment remains stable. Despite short-term industry fluctuations, long-term demand remains resilient and well-supported.

(2) Electronic and fine chemical distribution business

In the electronic and specialty chemical distribution business, the Company focuses primarily on semiconductor packaging materials, covering key consumables used in front-end semiconductor processes and the solar energy industry. Amid the rapid advancement of next-generation high-performance computing and sustainable energy applications, the Company is actively expanding its footprint into three high-growth areas: front-end semiconductor processes, advanced packaging technologies, and 5G communications and artificial intelligence (AI). It continues to enhance the competitiveness of its product portfolio and technical services to meet evolving industry demands and technological developments.

(III) Technology and R&D overview

1. R&D expenses in the most recent year and up to the publication date of the annual report

Unit: NT\$ thousand

Item \ Year	2023	2024	As of March 31, 2025
R&D expenses	34,623	43,673	10,584
Operating revenue	3,354,285	3,657,780	925,991
R&D expenses as a percentage of operating revenues	1.03%	1.19%	1.14%

2. Technologies or products successfully developed

- (1) Contact-free flip chip substrate wet procedure equipment
- (2) Etching and compensating system for fine circuits of PCB
- (3) Relevant consumables for solar power procedures
- (4) Fuel cell testing equipment
- (5) Touch panel ultrasonic cleaning machine
- (6) Bumping electroplating and etching procedure liquid

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

1. Short-term plan

- (1) With a development strategy centered on professional technical marketing, the Company analyzes trends in customer demand to track the development of various electronic industry sectors. By leveraging strong relationships with original manufacturers, effective product marketing, and expanding customer channels, the Company continues to broaden its business scope, increase product offerings, reduce operational risks, drive revenue growth, and enhance profitability.
- (2) The Company is dedicated to developing ultra-high-precision horizontal wet process equipment for PCBs, HDI, and BGA, as well as horizontal wet process equipment for FPC (flexible circuits) and LCDs. At the same time, it actively invests in the R&D of environmentally friendly process equipment to reduce environmental impact and support a greener planet.
- (3) With a customer-first philosophy, the Company goes beyond simply helping clients lower production costs—it also provides proactive recommendations to optimize process management, improve production yield, and enhance product quality.

- (4) The Company continues to strengthen its ability to integrate related product lines, incorporating high-quality, locally manufactured components to offer a more comprehensive product portfolio and deliver complete solutions that increase the added value for customers.

2. Long-term plan

- (1) To implement the market diversification strategy, the Company aims to evenly allocate its market share across Japan, Mainland China, Southeast Asian countries, and Taiwan to effectively mitigate the impact of regional economic fluctuations.
- (2) The Company actively develops and introduces new process technologies and continuously enhances its capabilities through collaborative development with customers to meet the evolving demands of the high-tech industry.

II. Overview of the market, production, and sales

(I) Market analysis

1. Sales region of major products

Unit: NT\$ thousand; %

Operating revenue		2023		2024	
		Amount	Percentage (%)	Amount	Percentage (%)
Domestic sales		1,509,471	45.00	1,391,454	38.04
Export sales	China	1,347,110	40.16	1,254,440	34.30
	Southeast Asia	382,525	11.41	864,362	23.63
	Japan	115,179	3.43	147,524	4.03
	Subtotal	1,844,814	55.00	2,266,326	61.96
Total		3,354,285	100.00	3,657,780	100.00

2. Market share

The Company specializes in acting as an agent for process equipment and consumables used in the IC and PCB industries and is also engaged in the R&D and manufacturing of PCB process equipment. Due to the highly complex nature of these industries, certain equipment must be professionally designed and customized based on specific customer requirements. As a result, most products are produced in small volumes with a wide variety of specifications and lack standardized formats. Consequently, there is a lack of comprehensive and objective market share statistics available in the industry.

3. Future market demand and supply and growth potential

In 2023, the PCB industry faced severe challenges due to weak consumer electronics demand and global inflationary pressures, resulting in an annual output decline of nearly 17%. As we enter 2024, inflation is gradually easing, and the destocking cycle at the end-user level is nearing completion. Meanwhile, the rapid development of generative AI is accelerating the adoption of new applications such as AI

servers, AI PCs, and AI smartphones, which is driving renewed demand for high-end PCBs and advanced packaging. The consumer electronics market is showing signs of recovery, and the overall electronics and PCB industries are expected to enter a new cycle of growth.

4. Competitive advantage

Since its establishment, the Company has adhered to a philosophy of steady management and continuous development, prudently responding to economic fluctuations while staying attuned to market trends. Through the effective implementation of various response strategies, the Company has achieved stable growth over more than 40 years, consistently navigating economic challenges and maintaining its competitive edge.

- A. The Company aims to provide services to the electronics industry and has been actively serving as the bridge to the information electronics industry. With explicit industrial counterparties and directions for operations that we engage in, we have been growing concurrently with the major electronic industries in Taiwan to minimize the unfavorable effects caused by economic changes based on industry trends.
- B. Adopting professional technology marketing as the development orientation, the Company possesses a strong ability to accurately determine the development trends of various electronic industries. Starting from providing services to the PCB industry four decades ago, the Company invested in IC wafer manufacturing, assembly and testing, and TFT-LCD industries and became an equipment and material supplier for major electronic industries in Taiwan. We engage in different industries through professional technology marketing, successive expansion in the scope of business and increases in product items, which minimize the adverse effects caused by economic changes on a single industry.
- C. With extensive experiences in professional technologies and marketing, the Company is highly competitive in terms of products and has outstanding product and technology upgrade ability, which is the strongest foundation for success when facing unfavorable economic changes, and solid profitability upon prosperous economic development.
- D. Apart from actively managing the distribution and sales businesses, the Company constantly selects competitive products and seeks to introduce the technologies into Taiwan for self-production. It also improves product functions, reduces costs, and creates the maximum room for profit through the efforts of its R&D team, allowing customers to acquire production equipment at a reasonable price.
- E. During the course of self-production and R&D, the Company carefully cultivate multiple satellite plants of standard for contracting foundry production for different scopes of machines to separate the risks of human resources and production capacity allocation during favorable and unfavorable economic development.

- F. The Company continues to reinforce the integration capacity of relevant series of products and include premium products locally produced to provide comprehensive product portfolios and overall solutions to customers and improve the added value of products. At present, we have achieved our objectives for the PCB industry and completed multiple successful cases with full confidence given by customers.
- G. The Company actively follows the development of the industry of moving to Mainland China, enhances the trend of industrial movement in Japan, and has grasped favorable business opportunities.

According to the above, the Company has always been adhering to the philosophy of professional orientation, innovation, and advances, actively performing various rooting and expansion works, and it has established outstanding development and response capacity, allowing the Company to stand firm and maintain its stable growth within the technology industry of intensive competition.

5. Favorable and unfavorable factors for the development prospects and countermeasures

*Favorable factors

- A. Rely on foreign companies for crucial parts and components, and the role of distributors has become more significant

Crucial parts and components required in Taiwan mostly rely on foreign suppliers; therefore, distributors often enter into contracts with one or more foreign suppliers to satisfy the requirements of customers for one-stop shopping. With the precondition of global comparative advantage and limited resources, Taiwan has become the major production joint for hi-tech products, with a focus on the reduction of production costs and the increase in manufacturing yield, and the suitable partner for large-scale international companies for foundry, and large-scale international companies may commit to the development of new products. Under the industry structure of the vertical division of labor, part distributors introduce new foreign products into Taiwan and rapidly convey the market information to upstream suppliers to jointly create business opportunities based on the complementary nature between the original suppliers and distributors.

- B. Solid capacity of the management team

The major management of the Company possesses extensive working experience in the industry and has abundant experience in research and marketing in the industry; also, the management has been providing services for the Company for years, representing the excellent quality of the Company's major management team which is beneficial for the business development of the Company.

- C. Stable distribution rights

Stable distribution rights are the key to success for the distribution industry. The Company maintains a healthy relationship of trust, dependence, and support with original suppliers.

D. Diversified distribution lines and comprehensive product lines

Cerma, Ishihara, and other Japanese brands formed our strong and diverse supplier team. Currently, such suppliers provide various products that can satisfy the requirements for product development, design, and production, which provides the convenience of one-stop shopping for customers and reduces the risk of changes in a single product.

E. Professional image and professional services

Since our establishment in 1980, the Company has been adhering to the business philosophy of integrity, professionalism, and sustainability for stable operations, and its professional image is highly recognized within the industry. Meanwhile, the Company holds the spirit of dedication and professionalism to manage operations and relationships with suppliers and customers through comprehensive, professional services before and after sales. Apart from being a business partner of its suppliers and customers, the Company is also a loyal friend and professional consultant.

*Unfavorable factors and countermeasures

A. Short life cycle of products

There are constant replacements in the electronic industry due to the launches of new products, and changes in the sales of computer information, communication, and consumer products arise from the development of trends and the economy; therefore, the pressure on inventory volume increased.

Countermeasures

- a. Actively grasp product development, keep abreast of new trends of products and markets at all times, study relevant technologies to provide technical information for securing customers' trust, and proactively introduce new products for distribution and explore new customers.
- b. Stringently control the quality of inventory, obtain inventory aging analysis each month via the information system, and regularly examine the "purchase/sales/inventory" status of parts and components to handle inventory volume and adopt preventive measures in due course.
- c. Seek the completeness and diversification of product, expand the economic scale by way of small profits and quick returns, and separate economic risks through seeking the completeness and diversification of product application to ensure stable operations and profits.

B. Intense price competition

Transactions after intense competition result in low gross profit, giving rise to operational risks.

Countermeasures

- a. Reduce cost by way of mass procurement to provide competitive prices to customers and concurrently maintain a reasonable room for profit.
- b. Improve transaction quality, enhance transaction condition and credit limit management, and prevent crisis of the overall operations arising from abnormal transactions.

- c. Increase distributions of products with high gross profit to contribute to our profitability.

C. Risk of change in exchange rates

60% of the Company's operating income is from export sales, in which the majority is denominated in foreign currencies; therefore, any change in exchange rates will result in exchange gains or losses.

Countermeasures

Regarding the exchange risk management method, apart from the natural hedging by offsetting assets and liabilities in foreign currencies, the Company also engages in forward currency operations based on the circumstances in the hope of reducing the effects caused by the volatility of exchange rates.

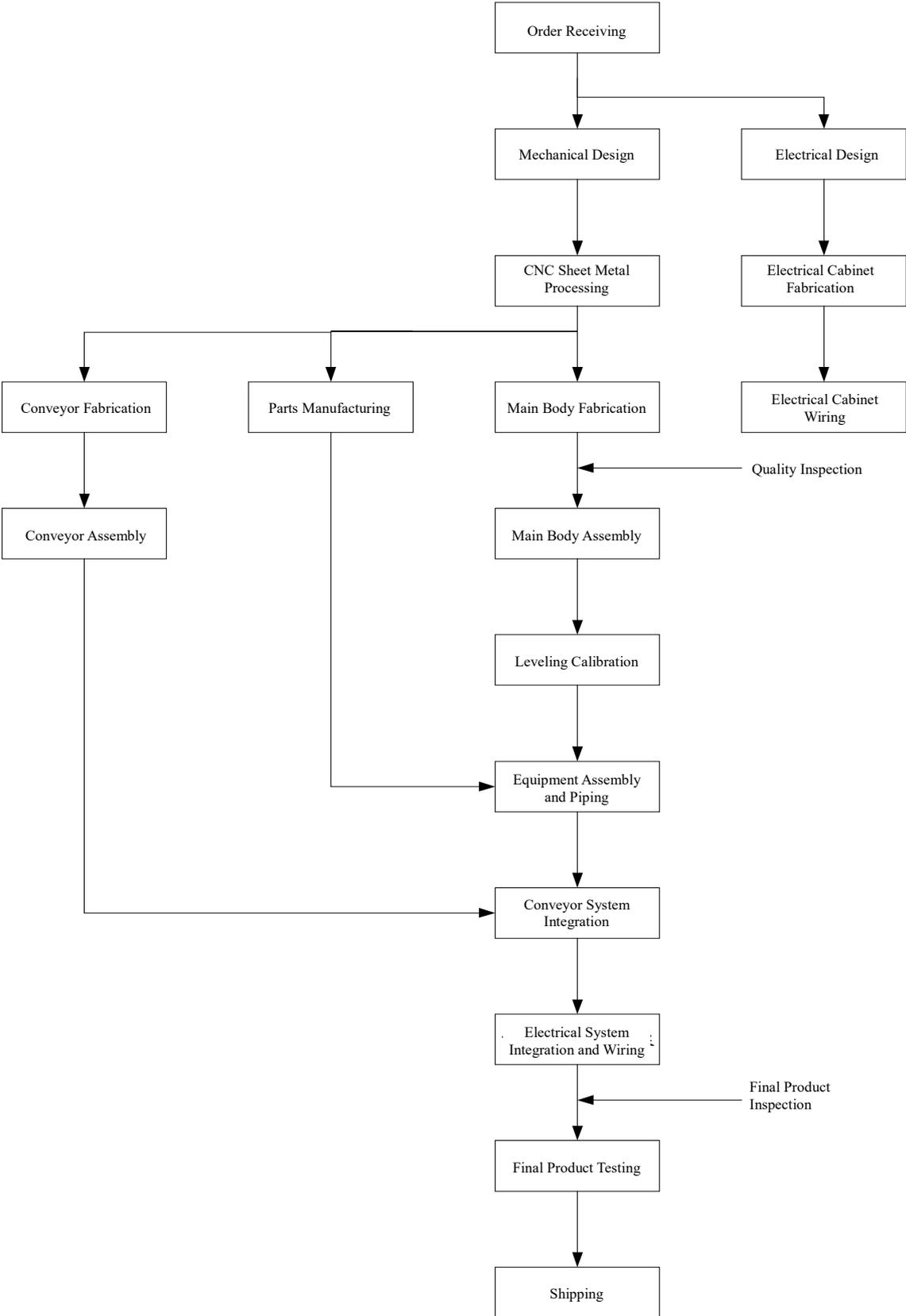
(II) Main usage and manufacturing processes of the Company's main products

1. Main usage of the Company's main products

Product	Usage
Inner layer Line	Etching and photoresist stripping for the photoresist development and copper layer of inner boards for multi-layer PCB
Outer layer Line	Photoresist stripping, copper layer etching, and Sn-Pb stripping of the external board of PCB
Developer	Photoresist development of PCB
Desmear Line	Desmear for holes on PCB
PTH Line	Chemical treatment of copper for PCB
Electrolytic & ElectrolessNi/Au Plating Line	Electroless nickel/gold plating of PCB
Photoresist	Photoresist is a major material for the development of semiconductor procedures and is related to the level of fineness and density.
PCB wet procedure equipment	Internal/external layer development, solder mask development, internal/external layer etching, internal/external layer stripping, Sn-Pb stripping, pre-treatment, and cleaning equipment in the PCB procedures
Coater Line	PR coating for PCB
single-wafer wet procedures	Cleaning, development, etching, and stripping
Vertical wet procedures	Cleaning, development, etching, and stripping
Full Automatic Cutting M/C	Automated cutting of glass panel
Full Automatic Beveling M/C	Chamfering and polishing
Sputter	α -Si、Metal、ITO deposition
EPD	For LCD wet etching end point detector
EPD	For wet or dry etching end point detector
IC EPL	Electroplating machines used in IC assembly procedure equipment
Stepper	Mask aligner for PCB and substrates

Product	Usage
Equipment related to solar power panel procedures	Cleaning and etching before coating and glass cleaning
Light Source & Lamp	Light box and light bulb of automated optical inspection machines for LCD and PCB
Stamp	Semiconductor and MEMS fine circuit printing die
Ordinary pressure plasma equipment	SMT and LCM surface cleaning equipment
Vacuum plasma equipment	PKG cleaning and PCB desmear equipment
Batch Type Cleaner	Solar cell and touch panel ultrasonic cleaning equipment
Bump Inspection System, Model: BHT-1000G	WLI is used for the 3D measurement (height and depth) on fine surfaces to conclude the principles; the precision of measurement is able to achieve the Nano-level.
Metal finish	Chemical tin process equipment and liquid for PCB
Metal finish	IC assembly electroplating liquid (Sn, Sn/Bi, and Sn/Pb)
Metal finish	Solder bump electroplating liquid (eutectic, high lead, and Sn/A)
Metal finish	Bumping copper electroplating liquid
Metal Etching	Bumping procedures UMB etching liquid
Fuel cell testing equipment	Methanol concentration testing in DMFC fuel cells and collection and analysis of data on voltage, current, temperature, and flow
Relevant consumables for solar power procedures	Consumables used in the upstream solar wafer procedure equipment
Solder bump plating chemical	Sn-Pb and Sn-Ag electroplating liquid
Laser processing machine	Cutting engineering for LCD and semiconductor industries
Plasma desmear	Plasma desmear is able to effectively perform desmear via holes below 100um to improve the yield of BVH electroplating and hole plating.
Mask aligner equipment	LED mask aligner series equipment (i.e., MDA-400M, MDA-40FA, and other equipment)

2. Manufacturing processes of the Company's main products



(III) Supply of major raw materials

Regarding major raw materials self-produced by the Company (i.e., board materials, PVCs, axels, and pumps), the Company extensively cooperates with domestic and foreign excellent companies of competitiveness based on the requirements of equipment specifications, nature, and quality. With accurate backup systems and long-term and stable cooperation, the Company is able to secure the source of goods and quality effectively.

(IV) List of major purchase and sales customers in the most recent two years

1. Major suppliers in the most recent two years

Unit: NT\$ thousand

Item	2023				2024				As of 2025 Q1			
	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of net purchases up to the Q1 of the current year (%)	Relationship with the issuer
1	Supplier A	580,338	33.86	None	Supplier A	734,286	38.89	None	Supplier A	131,590	22.82	None
2	Others (less than 10%)	1,133,678	66.14		Others (less than 10%)	1,154,023	61.11		Others (less than 10%)	445,000	77.18	
	Net purchase	1,714,016	100.00		Net purchase	1,888,309	100.00		Net purchase	576,590	100.00	

Note 1: List the name of all suppliers accounting for 10% or more of the total procurement amount in the most recent two years and the purchase amounts and the ratio. If the Company is prohibited by contract from revealing the name of a supplier, or a trading counterparty is an individual who is not a related party, it may use a code in place of the actual name.

2. Major sales customers in the most recent two years

Unit: NT\$ thousand

Item	2023				2024				As of 2025 Q1			
	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	Name	Amount	Percentage of net sales up to the Q1 of the current year (%)	Relationship with the issuer
1	Company A	-	-	None	Company A	-	-	None	Company A	-	-	None
	Others (less than 10%)	3,354,285	100.00		Others (less than 10%)	3,657,780	100.00		Others (less than 10%)	925,991	100.00	
	Net sales	3,354,285	100.00		Net sales	3,657,780	100.00		Net sales	925,991	100.00	

Note 1: List the name of all customers accounting for 10% or more of the total sales amount in the most recent two years and the sales amounts and the ratio. If the Company is prohibited by contract from revealing the name of a customer, or a trading counterparty is an individual who is not a related party, it may use a code in place of the actual name.

III. Employees

(I) Employees in the most recent two years and up to the publication date of the annual report
April 30, 2025

Year		2023	2024	As of April 30, 2025
Emplo ye e c o u n t	Direct personnel	212	214	222
	Indirect personnel	139	137	135
	Total	351	351	357
Average age		41.77	41.67	41.85
Average years of service		13.11	13.38	13.32
Acade mic backgr ound	Ph.D.	-	-	-
	Masters Degree	3.70%	4.27%	4.20%
	Bachelors Degree	43.02%	41.31%	41.46%
	Senior high school	48.15%	50.15%	50.14%
	Below senior high school	5.13%	4.27%	4.20%

IV. Contribution to environmental protection

(I) Losses incurred due to environmental pollution in the most recent year and up to the publication date of the annual report: None.

(II) Future countermeasures and possible expenses: None.

V. Labor-management relations

For over four decades since its establishment, the Company has been known for its harmonious labor-management relations; the management and our employees are like family members, and there is rarely any dispute; all employees may have aligned targets and jointly grow with the Company. The Company also considers employees its most precious assets. Since its establishment, it has been adhering to the corporate philosophy of “Quality First, Innovation and Advancement, Professionalism-Oriented, Employee Engagement, Global Production and Sales, and Premium Service”; it values employees’ benefits and interest, seeks employees’ well-being, and improves labor-management relations. Employees also treasure such achievements and take delight in contributing their wisdom and efforts to promote the development and progress of the Company in order to build a future filled with hopes and happiness.

(I) Material labor-management agreements at present and implementation:

1. Benefit measures of employees

The Company is committed to enhancing employee welfare across all aspects, including work, life, safety, and health. In addition to providing stable compensation, employees also receive various subsidies and protections, allowing them to feel the Company's care and support both at work and in their personal lives. These initiatives help strengthen employees' sense of belonging and unity within the Company.

Benefit measures implemented by the Company at present are as follows:

- (1) Domestic and foreign continuing education of employees
- (2) Implementation of the salary adjustment and bonus system for employees
- (3) Regular health inspection for employees
- (4) Group insurance for all employees
- (5) Subsidies for marriages, funerals, and celebrations for employees and additional bonuses for the three major Chinese festivals
- (6) Unscheduled employee gatherings and leisure activities each year

2. Continuing education and training of employees

To improve the overall personnel quality, work performance, and quality, the Company has established the "Regulations for In-service Degree Subsidies of Outstanding Employees" and "Regulations for Overseas Training of Outstanding Employees" to introduce new technologies, new knowledge, and align with the requirements of work and future development of the Company.

In response to the rapid changes in industrial technologies and to ensure the talent and career development of employees so as to achieve the Company's operating objectives, the Company set employees' learning and development as the focus for human resources management. The educational training of the Company in the most recent year is as follows:

Program	Total number of participants	Total number of hours	Total expenses (NT\$)
Professional training for management talents	40	500	167,317
New employee training	24	154	
General knowledge training	99	396	
Total	163	1,050	

3. Employees' code of conduct or ethics

For employees' code of conduct or ethics, the Company has established many regulations and requirements for employees to observe in terms of ethical concepts, rights, obligations, and conducts; relevant regulations are summarized as follows:

- (1) Table of approval authorization: Improve work efficiency and regulate the rights at work for different grades of employees to achieve the objective of decentralized management.
- (2) Job scope of different departments and job description: Explicitly specify the job scope and organizational functions of different departments.
- (3) Regulations for attendance: Optimize the attendance management system and establish favorable discipline for employees.
- (4) Employees' reward and punishment regulations: Maintain the internal order of the Company and provide incentives to employees.

4. Retirement pension system and implementation

- (1) To care for the retirement life of employees, facilitate labor-management relations, and improve work efficiency, the Company has established its Supervisory Committee of Labor Retirement Reserve according to the Labor Standards Act in 1998 and has been appropriating labor pension reserve to the account with the Bank of Taiwan according to the law for the payment of employees' retirement pension in the future.
- (2) The Company has established retirement regulations with defined appropriations according to the Labor Pension Act in July 2005; for employees who chose to apply the labor pension system under the Labor Pension Act, the Company appropriates 6% of their salaries as labor pension to their personal accounts with the Bureau of Labor Insurance on a monthly basis.

5. Labor-management agreement

The Company has always been handling labor-management issues by seeing the management and employees as a whole and adopting the business philosophy of co-existence and joint prosperity. Employees may reflect on issues they encountered in life or at work via formal or non-formal communication channels of the Company so as to gain mutual understanding and consideration, build consensus, and jointly create favorable performances.

- (II) List any losses suffered by the Company in the most recent two years and up to the publication date of the annual report due to labor disputes, and an estimate of possible expenses that could incur currently and in the future and countermeasures:

VI. Cybersecurity management

(I) Describe the risk management structure of cybersecurity, cybersecurity policies, substantial management plans, and resources invested in cybersecurity management.

1. Cybersecurity Risk Management Framework

1-1. Personnel Allocation

1-1-1. Dual Chief Information Security Officers (CISOs):

Ampoc has appointed two Deputy General Managers, one from the Business Operations Division and the other from the Manufacturing Division, to serve jointly as Chief Information Security Officers. Their responsibilities include:

- Approving and overseeing cybersecurity management policies and objectives.
- Approving cybersecurity-related regulations, procedures, and system documentation.
- Coordinating the assignment of responsibilities, resource allocation, and implementation of cybersecurity measures.
- Supervising and reviewing cybersecurity incidents.
- Approving other cybersecurity-related matters.

1-1-2. Dedicated Cybersecurity Officer (1 position):

Key responsibilities:

- Promoting information system classification, implementing cybersecurity management systems, conducting internal audits, and organizing training programs.
- Managing system classification and security standards, performing security assessments, ensuring business continuity drills, monitoring cybersecurity mechanisms, building protective infrastructure, reporting and responding to incidents, and ensuring legal compliance.

1-2. Cybersecurity Task Force

1-2-1. Convened by the CISOs, this cross-functional team comprises department heads or designated representatives. Member roles and responsibilities are documented in the “Cybersecurity Task Force Roles and Responsibilities Matrix” and updated as necessary.

1-2-2. Responsibilities include:

- Coordinating inter-departmental roles and responsibilities for cybersecurity-related matters.
- Evaluating and recommending cybersecurity technologies, methods, and procedures.
- Coordinating and reviewing overall cybersecurity measures and plans.
- Formulating and promoting cybersecurity policies and objectives.
- Establishing cybersecurity regulations and procedures, ensuring compliance with laws and contracts.

- Developing annual work plans aligned with cybersecurity objectives.
- Communicating cybersecurity policies and goals throughout the organization.
- Researching and evaluating cybersecurity technologies.
- Overseeing the implementation of cybersecurity rules and procedures.
- Conducting system and data asset inventories and risk assessments.
- Implementing data and information system protection measures.
- Executing incident reporting and response mechanisms.
- Conducting internal cybersecurity audits.
- Reporting annual cybersecurity implementation status.

2. Cybersecurity Policy

This policy aims to prevent unauthorized access, use, control, disclosure, destruction, modification, or other forms of compromise to information or IT systems, ensuring confidentiality, integrity, and availability. Key principles:

2-1. Employees must undergo training to raise awareness in response to evolving cybersecurity threats.

2-2. Confidential and sensitive data must be protected against unauthorized access or tampering.

2-3. Internal audits shall be conducted regularly to ensure policy adherence.

3. Specific Cybersecurity Measures

The Company enhances its information safety management and ensures the confidentiality, completeness, and availability of information assets to provide an information environment for the continual operation of the Company's businesses.

3-1. Network and System Security Enhancements

- Periodic asset inventories and risk assessments to guide risk control actions.
- Designated system administrators perform routine security checks based on system classification.
- Engage third-party IT service providers for system maintenance.

3-2. Host Security Classification & Internal Auditing

- Cybersecurity and data protection are included in annual audit plans.
- Internal control reviews are reported to the Board of Directors with statements of compliance.

3-3. Vulnerability Assessments and Penetration Testing

- Biannual vulnerability scans, phishing simulations, and penetration tests.
- High-risk vulnerabilities are scanned and mitigated as needed.

3-4. Cybersecurity Awareness

- Periodic employee training on cybersecurity and data protection.
- New employees must sign confidentiality agreements and adhere to company security policies.
- Antivirus software is mandatory on all personal computers; unauthorized software is prohibited.

3-5. IT Administrator Capability Building

- System audit logs are maintained to detect unauthorized modifications.
- OS and application patches are promptly applied.
- Administrators monitor online threats and review system logs routinely.
- Training is provided to enhance administrators' log analysis skills.

3-6. Network Security Management

- Firewalls isolate internal networks from external access.
- Critical systems are isolated from the internet; external access may be routed through proxy servers.

3-7. Access Control Measures

- System access rights are strictly controlled.
- Passwords are regularly updated and must follow security standards.
- Remote maintenance access is restricted to specific access lists.
- Vendors and contractors must comply with the company's cybersecurity protocols.

3-8. Backup and Redundancy

- Critical systems and data are backed up and equipped with redundancy mechanisms.

4. Resource Allocation for Cybersecurity Management

4-1. Organizational Structure:

A dedicated “Cybersecurity Task Force” includes dual CISOs, one cybersecurity officer, and two full-time cybersecurity staff responsible for formulating policies, planning, coordinating, and executing protection measures.

4-2. Management Review:

The Task Force reports annually to senior management on implementation outcomes, reviews policies for effectiveness and relevance, and ensures compliance with laws and regulatory standards.

4-3. Incident Record:

No significant cybersecurity incidents or confidential data breaches were reported in 2024. No losses occurred to the company or its clients.

4-4. Awareness and Training:

Annual cybersecurity awareness and training programs are conducted for all system users through workshops, internal meetings, and bulletin postings. Key personnel receive professional training. Vendors and service providers are also informed of company cybersecurity goals and monitored for compliance.

4-5. Policy Compliance:

The cybersecurity policy and its implementation guidelines were updated in 2024 to comply with local and international regulations and to reflect changes in the external environment.

4-6. External Security Assessments:

Third-party cybersecurity risk assessments were completed in 2024.

(II) In the most recent year and up to the publication date of the annual report, the losses suffered as a result of major information and communication security incidents, the possible impacts, and the responsive measures. If it cannot be reasonably estimated, please explain the fact that it cannot be reasonably estimated: None.

VII. Major contracts

Nature of contract	Counterparty	Major content	Starting and end date of contract	Restrictive clauses
Credit loans	First Commercial Bank	Financing limit: NT\$80 million	2024/11/26~2025/11/26	-
Credit loans	Hua Nan Bank	Financing limit: NT\$80 million	2025/03/18~2026/03/18	-
Credit loans Borrowings on pledge	Mega International Commercial Bank	Financing limit: US\$4 million Financing limit: NT\$190 million	2024/09/11~2025/09/10 2023/12/19~2028/12/19	- Pledge on land and plant
Borrowings on pledge	The Shanghai Commercial & Savings Bank	Financing limit: NT\$110 million	2024/12/20~2025/12/20	Pledge on land and office
Borrowings on pledge	Chang Hwa Bank	Financing limit: NT\$150 million	2024/07/31~2025/07/31	Pledge on land and plant

Five. Review and analysis of the financial position and business achievements and evaluation of risk management

I. Financial position

(I) Table of comparison and analysis of the financial position

Unit: NT\$ thousand

Year Item	2023	2024	Differences		
			Amount increased (decreased)	%	Explanation
Current assets	3,869,784	3,286,628	-583,156	-15.07	
Property, plant and equipment	952,022	978,102	26,080	2.74	
Other assets	161,801	159,280	-2,521	-1.56	
Total assets	4,983,607	4,424,010	-559,597	-11.23	
Current liabilities	1,709,646	1,127,374	-582,272	-34.06	1
Non-current liabilities	273,407	147,527	-125,880	-46.04	2
Total liabilities	1,983,053	1,274,901	-708,152	-35.71	3
Share capital	1,144,373	1,144,373	-	-	
Capital surplus	322,023	322,023	-	-	
Retained earnings	1,455,567	1,591,011	135,444	9.31	
Other equities	78,591	91,702	13,111	16.68	
Total shareholders' equity	3,000,554	3,149,109	148,555	4.95	

(II) Description of the analysis of changes:

1. The decrease in current liabilities in 2024 compared to 2023 was mainly due to the decrease in contract liabilities – current and long-term liabilities due within one year.
2. The decrease in non-current liabilities in 2024 compared to 2023 was mainly due to the decrease in long-term borrowings.
3. The decrease in total liabilities in 2024 compared to 2023 was mainly due to the decrease in contract liabilities and bank borrowings.

II. Financial performance

(I) Comparison and analysis of business achievements

Unit: NT\$ thousand

Item	Year		Amount increased (decreased)	Change ratio (%)	Explanation
	2023	2024			
Operating revenue	3,354,285	3,657,780	303,495	9.05	
Operating costs	2,134,577	2,420,948	286,371	13.42	
Gross profit	1,219,708	1,236,832	17,124	1.40	
Operating expenses	383,547	417,848	34,301	8.94	
Operating net (losses) profits	836,161	818,984	-17,177	-2.05	
Non-operating income and expenses	37,147	44,825	7,678	20.67	1
Net income	873,308	863,809	-9,499	-1.09	
Income tax expense	182,998	171,211	-11,787	-6.44	
Net (losses) profits of continuing operations	690,310	692,598	2,288	0.33	
Other comprehensive income (net)	3,028	28,144	25,116	829.46	2

(II) Description of the analysis of changes:

1. Non-operating income and expenses increased in 2024 compared to 2023, primarily due to higher interest income and dividend income.
2. Other comprehensive income increased in 2024 compared to 2023, primarily due to an increase in the remeasurement of the defined benefit plan.

III. Cash flow

(I) Description of analysis of changes in cash flows in the most recent year

Item	Year		Amount increased (decreased)	Increase (decrease) ratio (%)	Explanation
	2023	2024			
Operating activities	813,714	692,327	-121,387	-14.92	
Investing activities	-594,067	-80,985	513,082	-86.37	1
Financing activities	-272,870	-730,403	-457,533	-167.67	2

1. Net cash inflow from investing activities decreased in 2024 compared to 2023, mainly due to the absence of property and plant purchases in 2024, which resulted in a decrease in net cash outflow from investing activities.
2. Net cash outflow from financing activities increased in 2024 compared to 2023, mainly due to the increase in repayments of long-term borrowings and cash dividend payments.

(II) Liquidity analysis for the most recent year

Item \ Year	2023	2024	Increase (decrease) ratio (%)	Explanation
Cash flow ratio (%)	47.60	61.41	29.01	1
Cash flow adequacy ratio (%)	102.97	102.49	-0.47	
Cash reinvestment ratio (%)	10.49	3.51	-66.54	2

1. The cash flow ratio increased in 2024 compared to 2023, mainly due to the decrease in current liabilities in 2024.
2. The cash reinvestment ratio decreased in 2024 compared to 2023, mainly due to the decrease in net cash inflow from operating activities and the increase in cash dividends in 2024.

(III) Cash flow analysis for the following year

Unit: NT\$ thousand

Cash balance at the beginning of the period	Net cash flows from operating activities throughout the year	Cash outflow throughout the year	Cash surplus (deficit)	Remedial measures for cash deficit	
				Investment plan	Wealth management plan
875,419	3,526,984	3,144,376	1,258,027	—	—

The analysis of changes in cash flows in 2025

- (1) Operating activities: In 2025, it is estimated the profiting status will continue, and there will be net cash inflow from operating activities.
- (2) Investing activities: In 2025, it is estimated that there will not be any material investing activity.
- (3) Financing activities: In 2025, apart from distributing cash dividends of NT\$457,750 thousand, it is estimated that there will not be other material financing activities.

(IV) Improvement plan for insufficient liquidity: Not applicable.

IV. Effects of material capital expenditures on finance and business in the most recent year

- (I) Use of material capital expenditures and source of capital: There was no material capital expenditure in 2024.

V. Investment policy for the most recent year, the main reasons for profit or loss, improvement plan, and investment plans for the following year (those with an investment amount exceeding 5% of the paid-in capital during the year): None.

VI. Risk management and evaluation

- (I) Effects of changes in the interest rate, exchange rate, and inflation on the Company's profit or loss in the most recent year

1. Effects of changes in the interest rate on the Company's profit or loss and future countermeasures:

Borrowings at a floating interest rate expose the Company to risks of cash flow interest rate, and partial risks were offset by cash and cash equivalent held by the Company at a floating interest rate. Borrowings at a fixed interest rate expose the Company to risks of fair value interest rate. The Company will generally consider the costs of capital to raise the capital required for operations.

2. Effects of changes in the exchange rate on the Company's profit or loss and future countermeasures:

Assets and liabilities in foreign currencies of the Company are primarily denominated in USD. In general, our assets in USD are more than our liabilities in USD; therefore, there are effects on the Company, in principle, due to changes in exchange rates. Regarding the USD position on December 31, 2024, if USD appreciates against NTD by 1%, our net profit before tax will increase by NT\$6,029 thousand; if JPY appreciates against NTD by 1%, our net profit before tax will increase by NT\$2,427 thousand. As the changes in exchange rates are hard to predict, the Company adopts the basic strategy to reduce net foreign currency positions, keeps abreast of information related to changes in exchange rates, and engages in hedging transactions for exchange rates to minimize the risks of changes in exchange rates.

3. Effects of inflation on the Company's profit or loss:

The industry in which the Company operates has low linkage to price changes in crude oil, basic metal, and agricultural products; however, it keeps abreast of changes in raw material prices to minimize the effects of inflation on the Company.

- (II) Policies regarding high-risk investments, high-leverage investments, loans to others, endorsement/guarantees, and derivative transactions, main reasons for gains or losses in the most recent year, and countermeasures in the future:
1. The Company has established its “Procedures for the Acquisition or Disposal of Assets,” “Procedures for Loans to Others,” and “Procedures for Endorsements and Guarantees” to regulate investments, loans to others, endorsements and guarantees, derivatives, and other transactions.
 2. In 2024, the Company has not engaged in any high-risk investment or high-leverage investment, and it adopts policies for derivative transactions merely for hedging transactions in the hope of minimizing the effects of changes in exchange rates on the Company’s profit or loss.
 3. In 2024, there was no endorsement or guarantee provided to external parties.
 4. In 2024, there was no loan to any external corporation or individual outside of the Group.
- (III) Future R&D plan and R&D expenses expected to be invested
1. Future R&D plan
 - (1) Develop ultra-thin and ultra-thick horizontal wet procedure equipment.
 - (2) Development of ultra-fine circuit procedure equipment for the direction of light, thin, short, and small features.
 - (3) Develop energy-saving equipment in response to energy shortage and environmental protection awareness.
 - (4) R&D of equipment related to solar power panel procedures.
 2. The Company estimates to invest in R&D expenses of NT\$20,048 thousand.
- (IV) Effect of changes in domestic and foreign policies and laws of significance on the finance and business of the Company and countermeasures: None.
- (V) Effect of technological changes and industrial changes on the Company’s finance and business, and countermeasures: The Company has established the data backup system based on the level of risks for its information system and structure, with backup information remotely preserved, and reinforced the simulation tests and emergency response exercises for the machine room. In addition, to allow the information system to smoothly recover to operation as soon as possible when any damage occurs and minimize possible losses and risks, the Company carries out exercises and tests the system recovery plan from time to time each year and has established backup network line, accurate anti-virus software, safety firewall setting, machine room access control, and other information safety protection measures to ensure the normal operation of the information system and data security.
- (VI) Effect of changes in the corporate image on corporate crisis management and countermeasures: None.

- (VII) Expected benefits and possible risks of the merger and acquisition and countermeasures: None.
- (VIII) Expected benefits and possible risks related to plant expansion and countermeasures: None.
- (IX) Risks of concentrated purchases or sales and countermeasures: The Company has entered into long-term contracts with its suppliers and customers and maintained stable relationships and healthy interactions; therefore, there is no abnormal purchase or sale.
- (X) Effects and risks of mass transfer or change in the equity held by Directors or major shareholders with a shareholding over 10% of the Company and countermeasures: None.
- (XI) Effects and risks of changes in the right to management of the Company and countermeasures: None.
- (XII) For litigious and non-litigious disputes, the Company's Directors, supervisors, President, persons with actual responsibility for the Company, major shareholders holding a stake of greater than 10%, and subsidiaries that 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, disclose the facts of the dispute, the amount of money at stake in the dispute, the date of litigation commencement, the main parties involved in the dispute, and the status of the dispute as of the publication date of the annual report: None.
- (XIII) Other important risks and countermeasures: None.

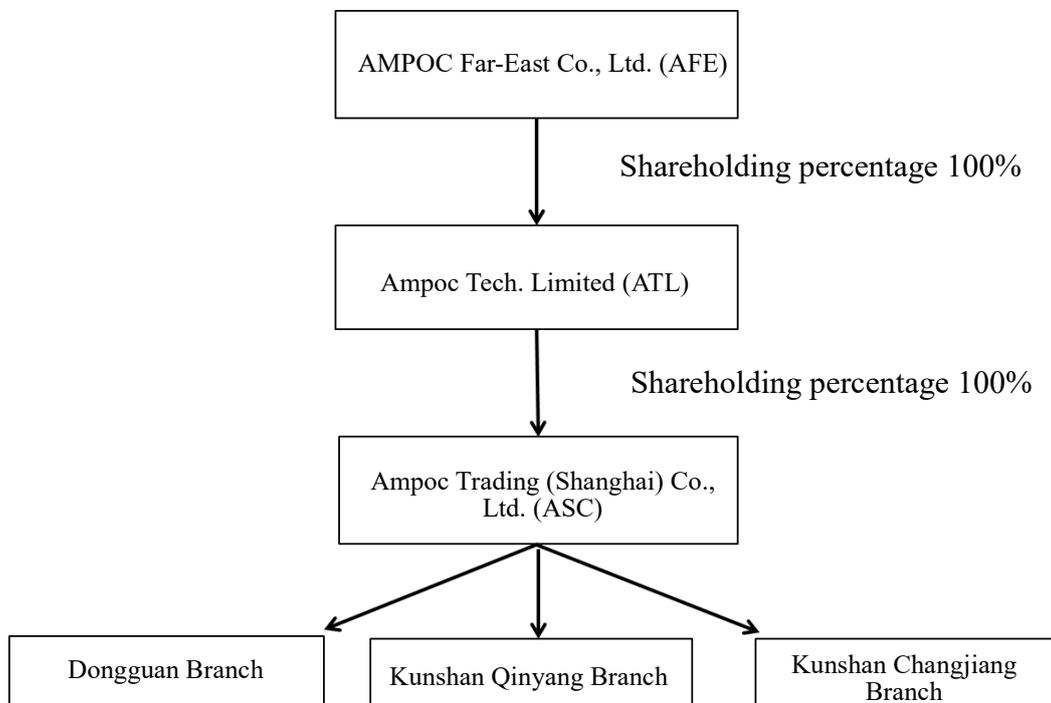
VII. Other important matters: None.

Six. Special Items to Be Included

I. Information on affiliates

(I) Consolidated business report of affiliates

1. Organizational structure of affiliates



2. Basic information on affiliates

Unit: NT\$ thousand

Company name	Date of incorporation	Company address	Paid-in capital	Main business or production items
Am poc Far-East Co., Ltd.	1980/11/01	17F, No. 171, Songde Rd., Xinyi Dist., Taipei City	1,144,374	The scope of business of the Company and its affiliates primarily includes the sales of various production and inspection machinery and equipment, as well as the distribution of electronic and specialty chemical products used in the PCB, IC, LCD, and other electronic industries. It also includes the design, manufacturing, and sales of machinery and equipment for PCB and LCD production.
Am poc Tech. Limited	2018.10.30	Rm.1315,13/F, Shatin Galleria, 18-24 ShanMei Street, Fotan, Shatin, N.T., Hong Kong	37,601	Machinery and equipment and part trading
Am poc Trading (Shanghai) Co., Ltd.	1998.01.08	Room 704B, 7F, No.118, Xinling Road, China (Shanghai) Pilot Free Trade Zone	7,382	Part and fine chemical trading

3. Information on the same shareholder of associates presumed to have a relationship of control or subordination: None.

4. Businesses covered by affiliate companies

Company name	Main business activities	Transaction and division of work among affiliates
Ampoc Far-East Co., Ltd.	The scope of business of the Company and its affiliates primarily includes the sales of various production and inspection machinery and equipment, as well as the distribution of electronic and specialty chemical products used in the PCB, IC, LCD, and other electronic industries. It also includes the design, manufacturing, and sales of machinery and equipment for PCB and LCD production.	Responsible for the planning and management of procurement, manufacturing, sales and R&D, and formulation of the Group's business strategy.
Ampoc Tech. Limited	Machinery and equipment and part trading	Responsible for sales and business in Hong Kong and China
Ampoc Trading (Shanghai) Co., Ltd.	Part and fine chemical trading	After-sales maintenance service is provided by AMPOC and is responsible for the marketing of chemical products in China.

5. Directors, Supervisors and Presidents of affiliates

Unit: shares; %

Company name	Position	Name or name of legal representative	Shareholding	
			Shares	Shareholding percentage
Ampoc Far-East Co., Ltd.	Chairman and President	Su, Sheng-Yih	11,325,114	9.9%
	Directors	Su Wendell Ronald	-	-
	Directors	Corporate Representative of Nova Technology Corp.: Wu, Jian-Nan	4,309,000	3.77%
	Directors	Wu, Kun-Sing	200,000	0.17%
	Independent director	Chen, Rong-Jie	-	-
	Independent director	Lin, Ming-Qin	-	-
	Independent director	Chen, Zhi-Cheng	-	-
	Independent director	Wang Lin, Li-Zhu	-	-
Ampoc Tech. Limited	Directors	Su, Sheng-Yih	-	-
Ampoc Trading (Shanghai) Co., Ltd.	Director and Vice President	Hu, Chia-Rui	-	-
	Supervisor	Zheng, Fei-Wen	-	-

6. Business overview of affiliates

December 31, 2024; Unit: NTD thousand

Company name	Paid-up capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit	Gains or losses for the period (after tax)	Earnings per share (NT\$)
Ampoc Far-East Co., Ltd.	1,144,374	4,347,497	1,198,388	3,149,109	3,506,623	718,012	692,598	6.05
Ampoc Tech. Limited	37,601	614,558	287,473	327,085	578,431	29,928	29,659	N/A
AmpocTrading (Shanghai) Co., Ltd.	7,382	306,906	134,666	172,240	443,100	71,045	47,646	N/A

(II) Consolidated financial statements of affiliates

The entities to be included in the consolidated financial statements of affiliated enterprises in 2024 (from January 1, 2024 to December 31, 2024) pursuant to the "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises" are the same as those to be included in the consolidated financial statements of the parent company and subsidiaries pursuant to the IAS No. 10. Further, the related information to be disclosed in the consolidated financial statement of affiliated enterprises has been disclosed in the said consolidated financial statements of parent company and subsidiaries. Accordingly, it is not necessary for the Company to prepare the consolidated financial statements of affiliated enterprises separately.

(III) Affiliation Report: Not applicable.

II. Status of private securities in the most recent year and up to the publication date of the annual report, the date and amount approved by the shareholders' meeting or the Board, the basis and rationale for the pricing, the selection method of specific persons, and the reason for the necessity of the private placement shall be specified: None.

III. Other supplementary information: None.

IV. Any of the circumstances listed in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act, which may materially affect shareholders' interest or the price of the Company's securities, that have occurred in the most recent year and up to the publication date of the annual report shall be set out on an item-by-item basis: None.