

Stock Code : 5285

JIH LIN TECHNOLOGY CO., LTD.

2024 Annual Report

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

JIH LIN TECHNOLOGY Company website : <http://www.jihlin.com.tw>

Published on April 30, 2025

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

Company office

I. Name, Title and Contact Details of Company's Spokesperson and Deputy Spokesperson

Spokesperson : Nien-Yi Wu

Title : Senior Manager

Telephone Number : (07) 365-8828 ext. 8101

E-mail address : edwardwu@jihlin.com.tw

Deputy Spokesperson : Chia-Chen Chang

Title : Vice General Manager

Telephone Number : (07) 365-8828 ext. 8101

E-mail address : Service@jihlin.com.tw

II. Address and Telephone Numbers of Company's Headquarters, Branches and Factories

Headquarters : No.58, Jhong Yang Rd., Nanzih Dist., Kaohsiung City 811617, Taiwan (R.O.C.)

Telephone Number : (07)365-8828

First Factory : No.43, Jhong Yang Rd., Nanzih Dist., Kaohsiung City 811617, Taiwan (R.O.C.)

Telephone Number : (07)365-8228

Second Factory : No.12, Xinjing 1st Rd., Nanzih Dist., Kaohsiung City 811639, Taiwan (R.O.C.)

Telephone Number : (07)365-2882

Third Factory : No.40-1, Jhong Yang Rd., Nanzih Dist., Kaohsiung City 811617, Taiwan (R.O.C.)

Telephone Number : (07)365-8828

III. Name, Address, Website and Telephone Number of the Share Registrar

Name : Stock Management Service Department, Horizon Securities Co., Ltd.

Address : 3F., No. 236, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City 106047, Taiwan (R.O.C.)

Telephone : (02)2326-8818

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

IV. Names, Accounting Firm, Address, Website and Telephone Number of Independent Auditors in the Most Recent Year

Name : Cheng-Chu Chen and Kuo-Sen Hung

CPA Firm : Ernst & Young

Address : 17F., No. 2, Zhongzheng 3rd Rd., Xinxing Dist., Kaohsiung City 800208, Taiwan (R.O.C.)

Telephone Number : (07)238-0011

Website : http://www.ey.com/tw/zh_tw

V. Overseas Securities Exchange and Methods to Access Relevant Information : None

VI. Corporate Website : <http://www.jihlin.com.tw>

Contents

	<u>Page</u>
I. Letter to Shareholders-----	1
II. Corporate Governance Repor	
1. Information of Directors, General manager, Vice general manages, Senior Manager and Managers of Departments and Branches-----	6
2. Remuneration Paid to Directors, General manager and Vice general manager in the Most Recent Year -----	19
3. Implementation of Corporate Governance -----	28
4. Information Regarding the Company's Audit Fee -----	106
5. Change of CPA-----	106
6. Any of the Company's Chairperson, General manager, or Managers in Charge of Finance or Accounting Held a Position in the CPA's Firm or Its Affiliates in the Most Recent Year-----	108
7. Changes in Shareholding and Shares Pledged by Directors, Supervisors, Managers and Shareholders with 10% Shareholdings or More in the Most Recent Year and as of the Date of this Annual Report -----	109
8. Top 10 Shareholders Who are Related Parties, Spouses, or within Second-Degree of Kinship to Each Other -----	110
9. Number of Shares Held and Shareholding Percentage of the Company, the Company's Directors, Supervisors, Managers and Directly or Indirectly Controlled Entities on the Same Investee -----	112
III. Capital Overview	
1. Capital and Shares -----	113
2. Corporate Bonds -----	118
3. Preferred Shares-----	118
4. Global Depositary Shares-----	118
5. Employee Stock Options -----	118
6. Employee Restricted Stock-----	118
7. New Share Issuance in Connection with Mergers and Acquisitions -----	118
8. Execution of Financing Plans -----	118
IV. Operational Highlights	
1. Business -----	119
2. Market and Sales Overview -----	127
3. Human Resources in the Past Two Fiscal Years and as of the Date of this Annual Report (No. of Employees, Average Year of Service and Age, and Education) -----	135
4. Expenditure Related to Environmental Protection -----	135
5. Employment Relations-----	136
6. Cyber Security Managerment-----	140
7. Material Contract -----	142

V. Review and Analysis of Financial Position and Performance and Associated Risks	
1. Financial Position-----	143
2. Financial Performance -----	143
3. Cash Flows -----	145
4. Major Capital Expenditures in the Most Recent Year and Their Impacts on the Company's Finance and Operation -----	146
5. Reinvestment Policies in the Most Recent Year, Main Reasons for Investment Gains or Losses, Improvement Plans, and Investment Plans of the Next Year -----	146
6. Risks -----	147
7. Other Significant Matters-----	152
VI. Special Notes	
1. Affiliates Information-----	153
2. Private Placement of Securities in the Most Recent Year and as of the Date of this Annual Report -----	153
3. Other Necessary Supplement -----	153
VII. Any Events in the Most Recent Year and as of the Date of this Annual Report that had Significant Impacts on Shareholders' Right or Security Prices as Stated in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act--	153

I. Letter to Shareholders

1. Annual Business Report in 2024

(1) Operating plan and implementation result

In 2024, the global economy faces multiple opposing factors, with an estimated annual economic growth rate of 3.2%. The semiconductor industry, to which the Company belongs, is experiencing a dual-axis development trend. In recent years, the rapid advancement of artificial intelligence technology has prompted major tech companies to invest in cloud AI and edge AI to integrate business development. Additionally, various governments, considering geopolitical risks, are investing in digital sovereignty projects to establish sovereign AI, ensuring national security and interests. This trend is driving the growth of both logic ICs and memory ICs, with semiconductor sales expected to increase from \$526.9 billion in the previous year to \$626.9 billion in 2024.

On the other hand, discrete components, optical, and sensor devices are primarily used in new energy vehicles, home appliances, and handheld consumer devices. Due to the post-pandemic decline in panic buying and the impact of global inflation, product sales have slowed. As a result, these three semiconductor segments have seen a reduction in market share. Additionally, the overall power lead frame industry is facing challenges due to sluggish demand in the European and American new energy vehicle and industrial product markets, as well as Chinese industry customers shifting their procurement policies to favor local suppliers. This has intensified price competition, making stable global supply chain development more difficult. Due to these factors, the Company's consolidated revenue declined by 2.04% compared to the previous year, amounting to NTD 5.027 billion, with earnings per share of NTD 2.52.

(2) The Implementation of Budget

The Company does not disclose the financial forecast of 2024, so the detail of implementation is not available .

(3) Financial Income/Expenses and Profitability

In Thousands of New Taiwan Dollars

Item			2024	2023	Rate of change (%)
Financial Balance	Consolidated Net Revenue		5,026,851	5,131,552	(2.04)%
	Consolidated Gross Profit		694,990	717,171	(3.09)%
	Consolidated Net Income after Tax		257,001	178,637	43.87%
Profitability	Return on Assets (%)		5.47%	3.85%	42.08%
	Return on Equity (%)		8.76%	5.97%	46.73%
	Ratio to Paid in Capital (%)	Operation profit	21.26%	22.13%	(3.93)%
		Profit before tax	31.74%	27.03%	17.42%
	Profit Margin (%)		5.11%	3.48%	46.84%
	Earnings per Share (NTD)		2.52	1.75	44.00%

(4) Research and Development Status

- A. The demand for artificial intelligence and smart transportation systems has caused the scale, density, and number of global data centers to grow exponentially, and the demand for electricity remains high. The power supplies of such equipment have high output power, high power density, and high energy efficiency characteristics, and generate demand for components with high voltage, high current, and low impedance. In response to customer needs, the Company develops lead frame for over-voltage, over-current and circuit protection to capture the market.
- B. To introduce diverse metal surface processing solution that promote product differentiation and enhance product competitiveness as customer's demand on automotive power device.
- C. To strengthen the development capabilities of heterogeneous materials in response to the development trend of semiconductor packaging technology integration and multi-layer stacking, materials, aligning the increasingly diversified development characteristics of the current semiconductor supply chain and capture business opportunities.
- D. To align with the industrial developing trend for conductive heat dissipation and enhance our collaborative technology development capabilities with customers.

2. Overview of 2025 Business plan

(1) Business policy

Starting from the second half of 2022, the global electronics industry has entered a phase of inventory adjustment, with supply chains gradually destocking. Due to the impacts of inflation and geopolitical instability, consumers have become more sensitive to price fluctuations, leading to a slower reduction of supply chain inventories. In 2025, with the Trump administration returning to power in the United States, its policies are currently focused on "reciprocal tariffs and subsidy reductions." This aggressive trade policy has already sparked some diplomatic controversies. While the industry is witnessing emerging demand driven by AI servers and edge computing technologies, the proposed tariff hikes introduce uncertainties for global economic development.

In response to these circumstances, our company has formulated the following business strategies:

- A. To make flexible short term operation and supply chain adaptation strategies for responding to macroeconomic fluctuations and end customer demand change.
- B. To balance the investment and perfect the resilience in supply chain because of the trend of regional supply.
- C. To tailor product development plans based on various customers' demand for regional supply chain models

(2) Sales forecast and basis

The Company does not disclose the financial forecast of 2025 so the sales forecast of 2025 is not available.

(3) Key production and sales policies

- A. To collaborate with strategic clients on the development of technical products to enhance long-term cooperation.
- B. To implement special division of labor production according to the maturity of production technology and cost competitiveness of each branch.
- C. To implement group procurement for common projects to improve efficiency.

3. Strategies for Future Developments

(1) Short-term development strategy

- A. To adjust short term operation flexibly in line with customer demands and market changes.
- B. To undertake a greenhouse gas inventories project and subsequent sustainability development initiatives.
- C. To keep a weather eye on potential global supply chain adjustments triggered by changes in U.S. trade policies under the new administration. Leverage existing supply locations and distribution strategies to ensure customer integration across the Group's operational sites.

(2) Mid-term and long-term development strategy

- A. To align with the trend of automobile electronic development and new energy vehicles supply chain development, intensify cooperative opportunity with IDM customer and other accessory factory. To improving development ability on power modular of the new energy vehicles, and exploit automotive power semiconductor grow.
- B. Currently, the power demand for each GPU chip is approximately 1kW, and it is estimated to reach 2kW by 2030. The Company is collaborating with customers to develop corresponding power lead frame and is also investing in the research and production of other stamping components.
- C. To utilize the advantage of product development, production and sales in each related parties of the Group, implement integrated decision-making and localized manufacturing, thereby optimizing supply chain resilience.
- D. To extend the Group's exceptional copper and metal processing capabilities to other product, leverage experience in high-power component design specifications, as well as thermal and electrical conductivity performance requirements, advancing technological diversity.

4. Impacts from External Competitions, Regulatory Compliance and Macro-environment

(1) External competitions

The Company is a professional manufacturer of customized power component Lead Frames. Packaging products are applied in a range of devices from general micro transistors, rectifiers, and diodes to TO-series high-power transistors and power modules. Benefiting from the impact of carbon neutrality policies in various countries, along with the development of automotive electronics and energy-saving products for renewable energy, the application scope has significantly expanded in recent years. In 2024, due to global inflation and the reduction of end-user inventory, the estimated sales of power discrete components will decline compared to the previous year, reaching USD 31.5 billion. However, the forecast for 2025 is a 5.8% growth, reaching USD 33.4 billion. This growth is expected to be primarily driven by the increased sales of new energy vehicles and renewable energy products, as well as opportunities brought by server applications and edge computing products.

The overall economic and industry supply chain situation in 2025 is expected to be more complex than before, mainly due to the high tariff policies introduced after the Trump administration in the United States, which are expected to push inflation and expand the global trade war. On the other hand, due to the US's restrictions on advanced semiconductor processes, China has shifted its focus to developing semiconductor mature process applications. Chinese packaging and testing companies, along with material suppliers, benefit from strategic and government fiscal subsidy policies. They have gradually caught up with IDM giants in terms of quality technology and competitiveness of low- and medium-power components, particularly in the Asia-Pacific region. After the wave of multinational mergers and acquisitions by international giants between 2015 and 2020, these companies have increasingly adopted asset optimization and expanded outsourcing, which has affected the operation of electronic supply chain manufacturers. Jih Lin Technology currently has a certain market share in global power Lead Frame market. In the future, it will strengthen the group management with its own resources and competitive advantages, and make use of the competitive advantages of various affiliated companies in their region to reduce the impact of external environmental change on the Company.

(2) Regulatory compliance

In addition to the the relevant laws and regulations at home and abroad are followed in daily operation, the Company also pays attention to changes in important policies and regulations at home and abroad any time and fully grasps and responds to changes in the market environment. Developing necessary immediate reaction meet the Company's operating needs in order to comply with laws and regulations. Therefore, important policy and legal changes at home and abroad have no significant impact on the Company's finance and business.

(3) Macro-environment

According to the forecast released by the Organization for Economic Cooperation and Development (OECD) in mid-March of this year, the tariff protection policies of the Trump administration in the United States, which triggered counter-sanctions from allied countries, have led to expectations of inflation and a decline in global trade volume. The organization has revised the global economic growth forecast for 2025 down from 3.3% to 3.1%, and the growth forecast for 2026 from 3.3% to 3%, a reduction of 0.2% and 0.3%, respectively, compared to the forecast made in December of the previous year.

Although some of the United States' anti-green energy measures have created uncertainty for net-zero carbon policies in major countries, the share of renewable energy in the U.S. power generation reached 21% in 2023, surpassing nuclear power generation (19%) and coal power generation (16%), and is second only to natural gas (43%). In 2024, 70% of the new power generation capacity is expected to come from solar energy. Considering that the artificial intelligence industry in recent years will generate enormous electricity demand, it is expected that the renewable energy industry will continue to grow steadily, which will benefit the sales of the Company's main product, power lead frames.

Additionally, the Company has recently expanded its production technology to aerospace satellite products, capable of solving space environment noise and electromagnetic interference issues, with high-efficiency requirements for voltage regulation and current stability. The technical application of these products allows the Company to enter specific niche industries, thus benefiting the achievement of its operational goals.

Thanks again to all shareholders for support,
Sincerely Yours

Company : JIH LIN TECHNOLOGY CO., LTD.

Chairperson : Shang-Yen Tsai

General Manager : Shang-Ming Tsai

Accounting Supervisor : Chia-Chen Chang

II. Corporate Governance Report

1. Information of Directors, General manager, Vice General manager, Assistant Manager and Managers of Departments and Branches :

(1) Directors

A. Directors

As of April 27, 2025 ; In share

Title (Remark 1)	Nationality or Place of Registration	Name	Gender Age (Remark 2)	Date Elected	Term	Date First Elected (Remark 3)	Shareholding When Elected		Current Shareholding		Spouse and Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions (Remark 4)	Selected Present Positions at the Company and Other Companies	Managers, Directors or Supervisors Who are Spouses or within Second-Degree of Kinship to Each Other			Remark (5)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairperson	R.O.C	Shang-Yen Tsai	Male 61~70	2024.06.21	3 years	2000.10.18	10,087,550	9.89%	10,087,550	9.89%	3,429,500	3.36%	1,916,791 (Remark 6)	1.88%	● Graduated from the mechanical engineering department of AEUST (Asia Eastern University) ● Teach in mechanical engineering department of National Fongshan Senior Commercial & Industrial Vocational ● Class B Technician certification of Ministry of the Interior ● Class B technician certification for lathe workers of the ministry of the Interior ● Class B technician certification of precision grinding machines of the Ministry of the Interior	● Chairperson of JIH LIN Technology Co., Ltd ● Director of JIH LONG Industry Co., Ltd ● Chairperson of JINAN JIH LONG Technology Co., Ltd. ● Director of JIH HONG Electronic Co., Ltd ● Chairperson of JIH LI Technology Co., Ltd ● Director of HUNG HSIU Investment Co., Ltd ● Chairperson of SH Precision Co., Ltd.	Director General manager	Shang-Ming Tsai	Brother	None
																	Vice general manager	Ting-Hung Tsai	Father and Son	
Director	R.O.C	Shang-Ming Tsai	Male 61~70	2024.06.21	3 years	2000.10.18	8,875,000	8.70%	8,880,000	8.70%	2,319,500	2.27%	6,438,663 (Remark 7)	6.31%	● Graduated from Kao-Yuan Vocational industrial high school of Technology & Commerce ● General Manager of JIH LONG Technology Ltd. ● General Manager of JIH YIN Precision Co., Ltd.	● General manager of JIH LIN Technology Co., Ltd ● Director with general manager position of JIH LONG Industry Co., Ltd ● Director with general manager position of JINAN JIHLONG Technology Co., Ltd. ● Director of JIH HONG Electronic Co., Ltd ● Director with general manager position of JIH LI Technology Co., Ltd ● Director of WEI SHAN investment Co., Ltd ● Chairperson of Suzhou SH Precision Co., Ltd.	Chairperson	Shang-Yen Tsai	Brother	None
																	Director Vice general manager	Meng-Wei Tsai	Father and Son	

Title (Remark 1)	Nationality or Place of Registration	Name	Gender Age (Remark 2)	Date Elected	Term	Date First Elected (Remark 3)	Shareholding When Elected		Current Shareholding		Spouse and Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions (Remark 4)	Selected Present Positions at the Company and Other Companies	Managers, Directors or Supervisors Who are Spouses or within Second-Degree of Kinship to Each Other			Remark (5)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	R.O.C	Meng-Wei Tsai	Male 41~50	2024.06.21	3 years	2004.07.28	2,541,000	2.49%	2,541,000	2.49%	0	0.00%	200,000 (Remark 8)	0.20%	● Bachelor degree in applied economics, National Chung Hsing University. ● Master of commerce, Marketing institute of Queensland University of Technology. ● Assistant sales manager of Jih Lin Technology Co., Ltd	● Vice general manager of JIH LIN Technology Co., Ltd. ● Director of JIH LI Technology Co., Ltd ● Director of SH Precision Co., Ltd. ● Chairperson of Malaysian SH Precision Sdn Bhd ● Director of Suzhou SH Precision Co., Ltd. ● Director of SHOUDA international investment Co., Ltd	Director General manager	Shang-Ming Tsai,	Father and Son	None
Director	R.O.C	Cheng-Han Jiang	Male 41~50	2024.06.21	3 years	2012.11.06	508,200	0.50%	508,200	0.50%	21,000	0.02%	0	0.00%	● Bachelor degree in accounting, Tamkang University ● UCLA business management course ● Chief of auditor in KPMG ● American CPA ● Assistant manager of masterlink securities Co., Ltd	● Director of MICRA Coffee Ltd.	None	None	None	None
Independent Director	R.O.C	En-Cih Jheng	Male 61~70	2024.06.21	3 years	2021.07.22	0	0.00%	0	0.00%	0	0.00%	0	0.00%	● Bachelor degree in finance and taxation, Fengjia University ● Manager of Taiwan bank sanmin branch ● Manager of Taiwan bank fengshan branch ● Manager of Taiwan bank kaohsiung branch ● Director of Tang Eng Iron Works Co.,Ltd. ● CEO of Bai Shan Foundation	● Director of Holy Light Theological Seminary	None	None	None	None

Title (Remark 1)	Nationality or Place of Registration	Name	Gender Age (Remark 2)	Date Elected	Term	Date First Elected (Remark 3)	Shareholding When Elected		Current Shareholding		Spouse and Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions (Remark 4)	Selected Present Positions at the Company and Other Companies	Managers, Directors or Supervisors Who are Spouses or within Second-Degree of Kinship to Each Other			Remark (5)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C	Jhe- Hong Wu	Male 51~60	2024.06.21	3 years	2021.07.22	0	0.00%	0	0.00%	0	0.00%	0	0.00%	● Doctorate in engineering from National Cheng Kung University ● Associate professor at environmental engineering department of National Cheng Kung University ● Associate professor at environmental engineering department of National Cheng Kung University	● Departement head and Professor at environmental engineering department of National Cheng Kung University	None	None	None	None
Independent Director	R.O.C	Li-Jhu Wu	Female 61~70	2024.06.21	3 years	2012.11.06	0	0.00%	0	0.00%	0	0.00%	0	0.00%	● Master degree in law and management, Kaohsiung University ● Lawyer of GUO AN Law office	● Head of GAO MING Law office	None	None	None	None

Remark 1 : Shall list institutional shareholder's name with its representative name respectively (Shall list company name if represent a institutional shareholder), and be presented on this table.

Remark 2 : Please list the actual age and be shown as the mode of age range, eg. 41 to 50 years old or 51 to 60 years old.

Remark 3 : Shall remark and state when there is any interruption in the period of being company's director or supervisor who is first time be appointed.

Director Li-Jhu Wu was dismissed on July 22, 2021 due to severing as independent director reached three consecutive terms.

Remark 4 : Shall state the position and responsibility before when the experience in which working in auditor accounting firm or affiliated company related to current position.

Remark 5 : Shall state the reasons, reasonability, necessity and measures to be taken (e.g., increase the number of Independent Directors and have majority of Directors not serving as employees or managerial officers) when the Company's Chairperson and General Manager or personnel with equivalent position (chief manager) are the same person, spouses or relatives within one degree of kinship.

Remark 6 : It is the shares held by HONG HSIU International Investment Co., Ltd.

Remark 7 : It is the shares held by JIH LONG Industry Co., Ltd and Wei Shan investment Co., Ltd.

Remark 8 : It is the shares held by SHOUDA international investment Co., Ltd.

B. Professional Qualifications of Directors and Independence Status of Directors :

(a) Professional Qualifications and Experiences of Directors :

Name	Professional Qualifications and Experiences
Chairperson Shang- Yen Tsai	He graduated from the mechanical engineering department of AEUST (Asia Eastern University of Science and Technology). He is the chairperson of the Company and the director of related enterprises now with more than five years of business, financial and sales working experience. He is committed to the Leadrame related industry for more than twenty years with the capabilities of professional leadership, operation management and strategic planning. He lead the company to being the pioneer in the industry.
Director Shang-Ming Tsai	He graduated from Kao-Yuan industrial vocational high school of technology and commerce. He is the general manager of the Company and the director of related enterprises now with more than five years of business, financial and sales working experience. He is committed to the Leadrame related industry for more than 20 years with the capabilities of professional leadership, operation management and strategic planning.
Director Meng-Wei Tsai	He graduated with a master's degree in commerce from the marketing institute, Queensland University of Technology, Australia. He is the executive vice general manager of the Company and the director of related enterprises now with more than five years of business, finance and sales working experience. He owns the capabilities of professional leadership, marketing and strategic planning.
Director Cheng-Han Jiang	He graduated from the accounting department of Tamkang University, and owns certification of American accountant. He is the director of MICRA Coffee Ltd now. And he was deputy manager of Yuanfu Securities Co., Ltd. before with more than five years of business, finance, accounting and sales working experience, specializing in the corporate finance and accounting affairs.
Independent Director En-Cih Jheng	He graduated from the finance and taxation department of Fengjia University. He is a member of the Remuneration Committee, the Audit Committee and Sustainable Development Committee of the Company, also served in Bank of Taiwan Co., Ltd. for more than 40 years with more than five years of work experience and professional qualifications required for business, finance, accounting and sales, and specializing in finance.
Independent Director Jhe-Hong Wu	He graduated with doctorate in engineering from National Cheng Kung University. He is a member of the Remuneration Committee, the Audit Committee and Sustainable Development Committee of the Company, also serve as the department head and professor at the environmental engineering department of National Cheng Kung University with more than five years of experience as a professor in public and private colleges and universities in related disciplines of business and corporate business, specializing in environmental engineering.
Independent Director Li-Jhu Wu	She graduated with a master's degree in law and management from Kaohsiung University, she is a member of the Remuneration Committee, the Audit Committee of the Company, and the head of GAO MING Law office. She has the certificate of passing the national examination required for the business of judges, prosecutors, lawyers for more than five years, specializing in law.

(b) Independence Information of Directors :

Name	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chairperson Shang- Yen Tsai	1. Concurrently serves as a director of related companies (100% subsidiary) of the Company. 2. One of top ten natural person shareholders of the Company. 3. Not a person of any conditions set forth in Article 30 of the Company Act. 4. Has been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies " promulgated by the Financial Supervisory Commission and meet the relevant independence requirements.	0
Director Shang-Ming Tsai	1. Serves as the general manager of the Company who is the manager. 2. Concurrently serves as a director of related companies (100% subsidiary) of the Company. 3. One of top ten natural person shareholders of the Company. 4. Not a person of any conditions set forth in Article 30 of the Company Act. 5. Has been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies " promulgated by the Financial Supervisory Commission and meet the relevant independence requirements.	0
Director Meng-Wei Tsai	1. Serves as the vice general manager of operating division of the Company who is the manager 2. Concurrently serves as a director of related companies (100% subsidiary) of the Company. 3. Not a person of any conditions set forth in Article 30 of the Company Act. 4. Has been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies " promulgated by the Financial Supervisory Commission and meet the relevant independence requirements.	0

Name	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Cheng-Han Jiang	1. Not a person of any conditions set forth in Article 30 of the Company Act. 2. Has been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission and meet the relevant independence requirements.	0
Independent Director En-Cih Jheng	1. In accordance with the Company's Article of Incorporation and the "Code of Practice for Corporate Governance", directors are elected through the nomination system. When nominating and selecting members of the Board of Directors, the Company had obtained the written statement, work experience, employment certificate, and family relationship form provided by each director to verify the independence of himself, his partner and his family from the Company. 2. The Company had also verified that the three independent directors listed on the left have complied with the requirements of "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission and qualification requirements stipulated in Article 14-2 of the Securities Exchange Act during the two years before the election and during their tenure. And there is no one of the conditions in Article 30 of the Company Act nor Article 27 of the Company Act that the government, institution or its representative be elected. 3. Independent directors have been granted the power to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, and independently perform relevant functions and powers accordingly.	0
Independent Director Jhe-Hong Wu		0
Independent Director Li-Jhu Wu		0

C. Board Diversity and Independence Status :

(a) Board structure:

The Board diversity is set out in Chapter 3 "Enhancement of Board Function" of the " Code of Practice for Corporate Governance ".

The Board shall govern corporate strategies, supervise the management and be responsible to the Company and the shareholders' meetings. Procedures and arrangements of the corporate government system shall ensure the Board would exercise its authority pursuant to applicable the laws and regulations in the Article of Incorporation or the resolutions or the shareholders' meeting. The Company's Board shall have above at least five directors based on its business scale, shareholdings of major shareholders as well as the needs of practical operation.

The concept of diversity shall be incorporated in the composition of Board members. Besides banning directors who are also managers of the Company on taking more than one-third of director seats, appropriate diversity guidelines are formulated based on operations, business types and developments. These guidelines shall include but not limited to the standards of the following two aspects:

- ① Fundamental conditions and values: Gender, age, nationality, culture, etc. and female directors are advised to account for one-third of all directors.
- ② Professional knowledge and skills: Professional background (e.g., law, accounting, industry, finance, marketing or technology), professional skills, industry experience, etc.

Board members shall generally possess the knowledge, skills and understanding required to fulfill their mandates. To achieve the ideal goal of corporate governance, the Board as a whole shall possess the following capabilities:

- ① Business judgement
- ② Accounting and finance analysis
- ③ Business management
- ④ Crisis management
- ⑤ Industry knowledge
- ⑥ Global market perspective
- ⑦ Leadership
- ⑧ Decision-making

The Company has established a director selection system. The selection process of all directors is open and fair, which is in line with the Company's " Article of Incorporation", "Director Election Method", " Code of Practice for Corporate Governance", "Public Issuance Company Independent Director Appointment and Matters to Be Followed" " and "Securities Exchange Law Article 14-2" etc. The current Board of Directors consists of 7 directors, including 3 independent directors and 2 directors with employee status (42.86% and 28.57% of all directors respectively). Members have rich experience and expertise in the fields of industry, commerce and finance, and fully implement the concept of diversification of Board members. Four directors age between 61 and 70, one director age between 51 and 60, and two directors age between 41 and 50.

(b) Implementation of Board diversity :

Diverse Items Directors' Names	Nation	Gender	The Company's Employee	Age			Professional background (degree)	Seniority of Independent Director			Business Judgment	Accounting and Finance Analysis	Business Management	Crisis Management	Industry Knowledge	Global Market View	Leadership	Decision-Making
				41 to 50	51 to 60	61 to 70		Under 3 years	3 to 9 years	Over 9 years								
Shang-Yen Tsai	R.O.C	Male				✓	Industry				✓	✓	✓	✓	✓	✓	✓	✓
Shang - Ming Tsai	R.O.C	Male	✓			✓	Industry				✓	✓	✓	✓	✓	✓	✓	✓
Meng-Wei Tsai	R.O.C	Male	✓	✓			Business Marketing				✓	✓	✓	✓	✓	✓	✓	✓
Cheng-Han Jiang	R.O.C	Male		✓			Business Administration				✓	✓	✓	✓	✓	✓	✓	✓
En-Cih Jheng	R.O.C	Male				✓	Taxation		✓		✓	✓	✓	✓	✓	✓	✓	✓
Jhe-Hong Wu	R.O.C	Male			✓		Industry		✓		✓		✓	✓	✓	✓	✓	✓
Li-Jhu Wu	R.O.C	Female				✓	Lawyer	✓			✓		✓	✓		✓	✓	✓

According to the current scale of operation and development, the company has set up seven directors (including three independent directors), including three directors who also serve as managers, three independent directors and one external director, which complies with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.

(c) Board independence :

The Company's Board of Directors guides the Company's strategy, supervises the management level, and is responsible to the Company and shareholders. In terms of the various operations and arrangements of the corporate governance system, the Board of Directors exercises its powers in accordance with laws, the Company's Article of Incorporation, or resolutions of the shareholders' meeting. The Company's Board of Directors emphasizes the functions of independent operation and transparency. Directors and independent directors are independent individuals and independently exercise their duties. The three independent directors also follow the relevant laws and regulations and exercise the powers of the Audit Committee to review the potential risks management of the Company, so as to effectively supervise the implementation of the Company's internal control, the selection (dismissal) of certified accountants, and independence and proper preparation of financial statements. In addition, according to the company's "Director Election Method" there adopts a cumulative voting system and a candidate nomination system to encourage shareholders to participate. Shareholders holding more than a certain number of shares may submit a list of candidates. The examination of the qualifications of the candidate and the confirmation of whether there is any violation of the items listed in Article 30 of the Company Act are carried out in accordance with the law and announced to protect the rights and interests of shareholders, so as to avoid monopoly or excessive nomination rights and maintain independence.

The company has established a board performance evaluation system and conduct an internal assessment of the board and individual director performance annually. The results of these self-assessments are reported to the board and disclosed in the company annual report and official website.

The board performance evaluation includes the following criteria:

- ① Involvement in company operations.
- ② The quality of Board decision-making.
- ③ Board composition and structure.
- ④ Directors election and advanced studies.
- ⑤ Internal control.

The individual director self-assessment includes the following criteria:

- ① Mastery of company goals and tasks.
- ② Awareness of directors' responsibilities.
- ③ Involvement in company operations.
- ④ Internal relationship management and communication.
- ⑤ Directors expertise and advanced studies.
- ⑥ Internal control.

Besides, in order to ensure transparency for investors, the Company disclose the following information regarding board operations in the company annual report, official website, or MPOS platform:

- ① Attendance of board members at board meetings.
- ② Agenda and decisions of board meetings.
- ③ Participation in advanced studies by board members.
- ④ Changes in shareholding of board members (please refer to the MPOS platform.)

(d) The specific management objectives and achievement of the Board Diversity Policy :

Management goals	Achievement	Description
The number of directors who are employees of the Company should not exceed one-third of the number of directors	Achieved	Only two of the seven members of the Company's current Board of Directors are employees of the Company (28.57%), which does not exceed one-third of the number of directors.
One director seat for each person with financial and legal professional background, skills or industrial experience, etc.	Achieved	Independent director of the Company, Mr. En-Cih Jheng, previously served at Taiwan Bank Co., Ltd. for over 40 years and holds professional qualifications in finance. Independent director, Mr. Jhe-Hong Wu, is a professor and department chair at the Department of Environmental Engineering at National Cheng Kung University with academic expertise. Independent director, Ms. Li-Jhu Wu, is the head of GAO MING Law office and has a professional background in law.
The consecutive term of Independent directors should not exceed three consecutive terms	Achieved	The consecutive terms of the three independent directors of the current board of directors of the Company have not exceeded three consecutive terms

To align with the trend of board diversity and relevant regulations, an additional female director was appointed during the board re-election in the year 2024. Currently, the proportion of female directors in the company has not yet reached one-third. The company will continue to uphold the spirit of board diversity and actively seek suitable candidates to increase the proportion of female directors.

(2) General manager, Vice General manager, Assistant Manager and Managers of Departments and Branches

As of April 27, 2025 ; In share

Position	Nationality	Name	Gender	On-Board Date	Shareholding		Spouse and Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions (Remark 2)	Selected Present Positions at Other Companies	Managers Who are Spouses or within Second-Degree of Kinship to Each Other			Remark (3)
					Shares	%	Shares	%	Shares	%			Position	Name	Relation	
General Manager	R.O.C	Shang-Ming Tsai	Male	2011.05.20	8,880,000	8.70%	2,319,500	2.27%	6,438,663 (Remark 4)	6.31%	● Graduated from Kao-Yuan Vocational industrial high school of Technology & Commerce. ● General Manager of JIH LONG Technology Ltd. ● General Manager of JIH YIN Precision Co., Ltd.	● Director with general manager position of JIH LONG Industry Co., Ltd. ● Director with general manager position of JINAN JIHLONG Technology Co., Ltd. ● Director of JIH HONG Electronic Co., Ltd. ● Director with general manager position of JIH LI Technology Co., Ltd. ● Director of WEI SHAN investment Co., Ltd. ● Chairperson of Suzhou SH Precision Co., Ltd.	Vice General manager	Meng-Wei Tsai	Father and Son	None
Operating Devision Vice general manager	R.O.C	Meng-Wei Tsai	Male	2008.07.07	2,541,000	2.49%	0	0.00%	200,000 (Remark 5)	0.20%	● Bachelor degree in applied economics, National Chung Hsing University. ● Master of commerce, Marketng institute of Queensland University of Technology. ● Assistant sales manager of JIH LIN Technology Co., Ltd.	● Director of JIH LI Technology Co., Ltd. ● Director of SH Precision Co., Ltd. ● Chairperson of Malaysian SH Precision Sdn Bhd. ● Director of Suzhou SH Precision Co., Ltd. ● Director of SHOUDA international investment Co., Ltd.	General manager	Shang-Ming Tsai	Father and Son	None

Position	Nationality	Name	Gender	On-Board Date	Shareholding		Spouse and Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions (Remark 2)	Selected Present Positions at Other Companies	Managers Who are Spouses or within Second-Degree of Kinship to Each Other			Remark (3)
					Shares	%	Shares	%	Shares	%			Position	Name	Relation	
General manager office Vice general manager	R.O.C	Chien-Sheng Li	Male	2007.05.02	96,575	0.09%	0	0.00%	0	0.00%	● Bachelor degree in account, Chung-Yuan Christian University. ● Team leader of Ernst & Young ● Administrative manager of JIH LIN Technology Co., Ltd. ● Audit senior manager of JIH LIN Technology Co., Ltd.	● Director of JINAN JIH LONG Technology Co., Ltd. ● Director with General Manager position of Suzhou SH Precision Co., Ltd.	None	None	None	None
Production Department Vice General Manager	R.O.C	Ting-Hung Tsai	Male	2019.01.22	712,800	0.70%	0	0.00%	168,000 (Remark 6)	0.16%	● Master degree in commercial, marketing institute of Monash University, Austrilia ● Chairperson assitsant of JIH LIN Technology Co., Ltd.	● Director of SH Precision Co., Ltd. ● Director of Malaysian SH Precision Sdn. Bhd. ● Director of Suzhou SH Precision Co., Ltd. ● Director of MING HUANG investment Co., Ltd	None	None	None	None
Finance Division Vice General Manager	R.O.C	Chia-Chen Chang	Female	2019.11.11	26,000	0.03%	0	0.00%	0	0.00%	● MBA degree of National Cheng Kung University Management collage. ● Master degree in business, financial management institute of National Kaohsiung First University of Science and Technology. ● Financial senior manager of JIH LIN Technology Co., Ltd. ● Manager of Ernst & Young	● Supervisor of JIH LI Technology Co., Ltd. ● Supervisor of JINAN JIH LONG Technology Co., Ltd. ● Supervisor of SH Precision Co., Ltd. ● Supervisor of Malaysian SH Precision Sdn. Bhd. ● Supervisor of Suzhou SH Precision Co., Ltd.	None	None	None	None
Sales Department Senior Manager	R.O.C	Shu-Hui Chen	Female	2004.08.10	0	0.00%	0	0.00%	0	0.00%	● Bachelor degree in foreign language department, National Cheng Kung University. ● Shun San Enterprise Co., Ltd.	None	None	None	None	None

Position	Nationality	Name	Gender	On-Board Date	Shareholding		Spouse and Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions (Remark 2)	Selected Present Positions at Other Companies	Managers Who are Spouses or within Second-Degree of Kinship to Each Other			Remark (3)
					Shares	%	Shares	%	Shares	%			Position	Name	Relation	
Auditor Office Senior Manager	R.O.C	Wan-Shan Tu	Female	2024.11.08	0	0.00%	0	0.00%	0	0.00%	● Bachelor degree in account and Information, Shih Chien University ● Team leader of Ernst & Young ● Auditor office manager of JIH LIN Technology Co., Ltd.	None	None	None	None	None
General Manager Office Senior Manager	R.O.C	Nien-Yi Wu	Male	2017.11.03	11,000	0.01%	0	0.00%	0	0.00%	● Master degree in business management institute, National Cheng Kung University. ● Vice general manager of Horizon securities underwrite department. ● Administrative senior manager of JIH LIN Technology Co., Ltd.	None	None	None	None	None
Pruchasing Department Senior Manager	R.O.C	Shu-Hua Hsu	Female	2020.01.17	0	0.00%	0	0.00%	0	0.00%	● Bachelor degree in real estate development and management, Kun Shan University. ● Head of purchasing department of JIH YIN Precision Co., Ltd ● Purchasing Manager of JIH LIN Technology Co., Ltd.	None	None	None	None	None
Quality Assurance Department Senior Manager	R.O.C	Yen-Chang Hsu	Male	2023.05.09	0	0.00%	0	0.00%	0	0.00%	● Master degree in Opto-Mechatronics and Materials, WuFeng University. ● QA Manager of JIH LIN Technology Co., Ltd.	None	None	None	None	None

Remark 1 : Shall include General manager,Vice-General manager, Senior manager ,Managers of departments and branches and personnel with equivalent position, both shall be stated no matter what the position he/she is.

Remark 2 : Shall state the position and responsibility before when the experience in which working in auditor accounting firm or affiliated company related to current position.

Remark 3 : Shall state the reasons, reasonability, necessity and measures to be taken (e.g., increase the number of Independent Directors and have majority of Directors not serving as employees or managerial officers) when the Company's Chairperson and General manager or personnel with equivalent position (chief manager) are the same person, spouses or relatives within one degree of kinship.

Remark 4 : It is the shares held by JIH LONG Industry Co., Ltd and Wei Shan investment Co., Ltd.

Remark 5 : It is the shares held by SHOUDA international investment Co., Ltd.

Remark 6 : It is the shares held by MING HUANG investment Co., Ltd.

2. Remuneration Paid to Directors, General Manager and Vice General Manager in the Most Recent Year

(1) Remuneration Paid to Directors and Independent Directors

In Thousands of New Taiwan Dollars

Title	Name	Remuneration to Directors								Total of A, B, C and D as a % of Net Income (Remark 10)		Compensation Earned by Being an Employee of JIH LIN or JIH LIN's Consolidated Entities								Total of A, B, C, D, E, F and G as a % of Net Income (Remark 10)		Compensation from Non-consolidated Affiliates or Parent Company (Remark 11)
		Base Compensation (A) (Remark 2)		Severance Pay and Pensions (B)		Compensation to Directors (C)(Remark 3)		Allowance (D)(Remark 4)				Base Compensation, Bonus and Allowances, etc (E)(Remark 5)		Severance Pay and Pensions (F)		Employee Compensation (G)(Remark 6)						
		From the Company	From All Consolidated Entities (Remark 7)	From the Company	From All Consolidated Entities (Remark 7)	From the Company	From All Consolidated Entities (Remark 7)	From the Company	From All Consolidated Entities (Remark 7)	From the Company	From All Consolidated Entities (Remark 7)	From the Company	From All Consolidated Entities (Remark 7)	From the Company	From All Consolidated Entities (Remark 7)	From the Company		From All Consolidated Entities(Remark 7)		From the company	From All Consolidated Entities (Remark 7)	
Chairperson	Shang- Yen Tsai	—	—	—	—	360	360	—	—	0.14%	0.14%	2,520	2,520	—	—	210	—	210	—	1.20%	1.20%	None
Director	Shang-Ming Tsai	—	—	—	—	360	360	—	—	0.14%	0.14%	2,520	2,520	108	108	210	—	210	—	1.20%	1.20%	
Director	Meng-Wei Tsai	—	—	—	—	360	360	—	—	0.14%	0.14%	2,496	2,496	108	108	177	—	177	—	1.18%	1.18%	
Director	Cheng-Han Jiang	—	—	—	—	360	360	42	42	0.17%	0.17%	—	—	—	—	—	—	—	—	0.17%	0.17%	
Independent Director	En-Cih Jheng	480	480	—	—	—	—	42	42	0.20%	0.20%	—	—	—	—	—	—	—	—	0.20%	0.20%	
Independent Director	Jhe-Hong Wu	480	480	—	—	—	—	42	42	0.20%	0.20%	—	—	—	—	—	—	—	—	0.20%	0.20%	
Independent Director	Li-Jhu Wu	480	480	—	—	—	—	42	42	0.20%	0.20%	—	—	—	—	—	—	—	—	0.20%	0.20%	
1. Please state the policy, system, standard and structure of remuneration paid to Independent Directors and the correlation between factors such as responsibilities and risks assumed as well as time contributed and the amount of payment : The director meeting is authorized to evaluate the involvement of Directors in the business operation of the Company and their contributions to the Company with reference to the remuneration standard of the industry. 2. Except for information disclosed above, remuneration paid for services rendered by Directors of the Company to all consolidated entities (e.g., non-employee consulting services to parent company/all companies listed in the financial report/invested companies) in the most recent year: None.																						

Table of remuneration range

Remunerations to Directors in respective brackets along the remuneration scale ranges	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company (Remark 8)	Consolidated Entities (Remark 9)H	The Company (Remark 8)	Consolidated Entities (Remark 9)I
Under NTD 1,000,000	Shang-Yen Tsai,Shang-Ming Tsai, Meng-Wei Tsai, Cheng-Han Jiang, En-Cih Jheng, Jhe-Hong Wu, Li-Jhu Wu	Shang-Yen Tsai, Shang-Ming Tsai, Meng-Wei Tsai, Cheng-Han Jiang, En-Cih Jheng, Jhe-Hong Wu, Li-Jhu Wu	Cheng-Han Jiang, En-Cih Jheng, Jhe-Hong Wu, Li-Jhu Wu	Cheng-Han Jiang, En-Cih Jheng, Jhe-Hong Wu, Li-Jhu Wu
NTD 1,000,000 (including) ~2,000,000 (excluded)	None	None	None	None
NTD 2,000,000 (including) ~3,500,000 (excluded)	None	None	Shang-Yen Tsai, Shang-Ming Tsai,, Meng-Wei Tsai,,	Shang-Yen Tsai, Shang-Ming Tsai,, Meng-Wei Tsai,,
NTD 3,500,000 (including) ~5,000,000 (excluded)	None	None	None	None
NTD 5,000,000 (including) ~10,000,000(excluded)	None	None	None	None
NTD 10,000,000 (including) ~15,000,000(excluded)	None	None	None	None
NTD 15,000,000 (including) ~30,000,000(excluded)	None	None	None	None
NTD 30,000,000 (including) ~50,000,000(excluded)	None	None	None	None
NTD 50,000,000 (including) ~100,000,000(excluded)	None	None	None	None
NTD 100,000,000 and above	None	None	None	None
Total	7	7	7	7

Remark 1 : The names of the directors should be listed separately (corporate shareholders should list the names of legal shareholders and representatives separately), and the general directors and independent directors should be listed separately, and the amounts of various benefits should be disclosed in a summary manner. Should complete this form and the following form (3-1), or the following form (3-2-1) and (3-2-2) if the director is also the general manager or vice general manage.

Remark 2 : This means the remuneration for directors in the recent year (including directors' salaries, job bonuses, pensions, various bonuses, incentives, etc.).

Remark 3 : This is the amount of remuneration for directors approved by the Board of Directors in the recent year.

Remark 4 : This is the costs relevant to the directors in the recent year (including carriage fees, special disbursement, various allowances, dormitories, cars and other provisions, etc.). When providing housing, automobiles and other transportations or exclusive personal expenses, the type and cost of the assets provided, the actual rent or fair market value of rent, fuel and other benefits both of them should be disclosed. If there is a driver, please discribe that the company pays the driver but the payment does not included in the remuneration.

Remark 5 : This refers to the salary, position bonus, resignation fee, various bonuses, incentives, carriage fees, special expenses, various allowances, dormitories, cars and other provisions for directors with staff status (including general managers, vice general managers, other managers or employees) in the recent year. When providing housing, automobiles and other transportations or exclusive personal expenses, the type and cost of the assets provided, the actual rent or fair market value of rent, fuel and other benefits both of them should be disclosed. If there is a driver, please discribe that the company pays the driver but the payment does not included in the remuneration. Salary expenses recognized under IFRS 2 "Share Basis Payment", including the acquisition of employee warrants, restricted stock for employee and, preemptive right in SEO etc., both shall be included in the remuneration also.

Remark 6 : This means that the director with staff status(including general managers, vice general managers, other managers or employees) who has received employee remuneration (including stocks and cash) in the recent year shall disclose the amount of employee remuneration approved by the board of directors in the latest year, and if it cannot be estimated, a proposed distribution amount for this year shall be calculated and filled in form 1-3 according to the percentage distributed last year.

Remark 7 : The total amount of remuneration for the directors by all companies (including the Company) in the consolidated report shall be disclosed.

Remark 8 : Disclose the names of the directors in the hierarchy table when the Company disclose the total amount of remuneration paid to each director.

Remark 9 : Shall disclose the total amount of remuneration paid to directors by all companies (including the Company) in the consolidated report and describe the names of the directors in the hierarchy table.

Remark 10 : Net income after tax refers to the net profit after tax in the recent year, and in the case of adopting international financial reporting standards (IFRS), Net income after tax refers to the net income after tax in individual financial report of the recent year .

Remark 11 : a. This column should state the amount of remuneration paid to the directors by the re-investment business or parent company other than a subsidiary. (if not, please fill in "None")

b. If a director receives remuneration related to re-investment business or parent company other than a subsidiary, the remuneration paid to directors by re-investment business or parent company shall be merged into column I of the the hierarchy table and change the name of the field to "Parent company and all reinvestment business".

c. Remuneration refers to the remuneration and rewarded (including the remuneration to employees, directors and supervisors) and remuneration related to business execution expenses to the directors who be the directors, supervisors or managers of a re-invested business or parent company other than a subsidiary.

* The content of remuneration disclosing in this table is different from the income concept of the Income Tax Law, so the purpose of this table is information disclosing only and not taxation.

(2) Remuneration Paid to General Manager and Vice General Manager

In Thousands of New Taiwan Dollars

Title	Name	Salary (A) (Remark 2)		Severance Pay and Pensions (B)		Bonus and Allowance (C) (Remark 3)		Employee Compensation (D) (Remark 4)				Total of A, B, C and D as a % of Net Income (%) (Remark 8)		Compensation from Non- consolidated Affiliates or Parent Company (Remark 9)
		The Company	Consolidated Entities (Remark 5)	The Company	Consolidated Entities (Remark 5)	The Company	Consolidated Entities (Remark 5)	The Company		Consolidated Entities (Remark 5)		The Company	Consolidate d Entities (Remark 5)	
								Cash	Stock	Cash	Stock			
General Manager	Shang-Ming Tsai	10,560	11,694	540	540	504	703	891	—	891	—	4.86%	5.38%	None
Vice General Manager	Meng-Wei Tsai													
Vice General Manager	Ting-Hung Tsai													
Vice General Manager	Chien-Sheng Lee													
Vice General Manager	Chia-Chen Chang													

* Shall include General Manager, Vice-General Manager and personnel with equivalent position (e.g. President, Chief Executive Officer, Director etc.), both shall be stated no matter what the position he/she is.

Table of remuneration range

Remunerations to General Manager and Vice General Manager in respective brackets along the remuneration scale ranges	Name of General Manager/Vice General Manager	
	Total of (A+B+C)	
	The Company (Remark 6)	Consolidated Entities (Remark 7)E
Under NTD 1,000,000	None	None
NTD 1,000,000 (including) ~2,000,000 (excluded)	None	None
NTD 2,000,000 (including) ~3,500,000 (excluded)	Shang-Ming Tsai, Meng-Wei Tsai, Chien-Sheng Lee, Ting-Hung Tsai, Chia-Chen Chang	Shang-Ming Tsai, Meng-Wei Tsai, Chien-Sheng Lee, Ting-Hung Tsai, Chia-Chen Chang
NTD 3,500,000 (including) ~5,000,000 (excluded)	None	None
NTD 5,000,000 (including) ~10,000,000(excluded)	None	None
NTD 10,000,000 (including) ~15,000,000(excluded)	None	None
NTD 15,000,000 (including) ~30,000,000(excluded)	None	None
NTD 30,000,000 (including) ~50,000,000(excluded)	None	None
NTD 50,000,000 (including) ~100,000,000(excluded)	None	None
NTD 100,000,000 and above	None	None
Total	5	5

- Remark 1 : The name of the general manager and vice general manager should be listed separately, and the amounts of various benefits should be disclosed in a summary manner. Should complete this form and the following form (1-1), or the following form (1-2-1) and (1-2-2) if the director is also the general manager or vice general manager.
- Remark 2 : This means salary, job bonuses and severance payments for general manager and vice general manager in the recent year.
- Remark 3 : This is the costs relevant to the general manager and vice general manager in the recent year (including bonus, rewards, carriage fees, special disbursement, various allowances, dormitories, cars and other provisions, etc.). When providing housing, automobiles and other transportations or exclusive personal expenses, the type and cost of the assets provided, the actual rent or fair market value of rent, fuel and other benefits both of them should be disclosed. If there is a driver, please describe that the company pays the driver but the payment does not included in the remuneration. Salary expense recognized in accordance with IFRS 2, "Share-based Payment," including the acquisition of Employee stock options, new shares with restricted Employee rights and participation in cash capital increase to subscribe for shares, shall also be included in remuneration.
- Remark 4 : This is the amount of compensation (include stock and cash) paid to general manager and vice general manager approved by the Board of Directors for the recent year, and the proposed distribution amount for this year shall be calculated in the proportion of amount allocated last year if it can't be estimated, future more, shall complete the following form (1-3). Net income after tax refers to the net income after tax in the recent year, and in the case of adopting international financial reporting standards (IFRS), net income after tax refers to the net income after tax in individual financial report of the recent year.
- Remark 5 : The total amount of remuneration for the general manager and vice general manager by all companies (including the Company) in the consolidated report shall be disclosed.
- Remark 6 : Disclose the names of the general manager and vice general manager in the hierarchy table when the Company disclose the total amount of remuneration paid to each general manager and vice general manager.
- Remark 7 : Shall disclose the total amount of remuneration for each general manager and vice general manager by all companies (including the Company) in the consolidated report and describe the name of the general manager and vice general manager in the hierarchy table.
- Remark 8 : Net income after tax refers to the net income after tax in the recent year, and in the case of adopting international financial reporting standards (IFRS), net income after tax refers to the net income after tax in individual financial report of the recent year.
- Remark 9 : a. This column should state the amount of remuneration paid to the general manager and vice general manager by the re-investment business or parent company other than a subsidiary. (if not, please fill in "None")
- b. If a general manager or vice general manager receives remuneration related to re-investment business or parent company other than a subsidiary, the remuneration paid to general manager or vice general manager by re-investment business or parent company shall be merged into column E of the hierarchy table and change the name of the field to "Parent company and all reinvestment business".
- c. Remuneration refers to the remuneration and rewarded (including the remuneration to employees, directors and supervisors) and remuneration related to business execution expenses to the general manager or vice general manager who be the directors, supervisors or managers of a re-invested business or parent company other than a subsidiary.
- * The content of remuneration disclosing in this table is different from the income concept of the Income Tax Law, so the purpose of this table is information disclosing only and not taxation.

(3) Employee Compensation to Managers

Year 2024 (In Thousands of New Taiwan Dollars)

	Title(Remark 1)	Name (Remark 1)	Stock Amount	Cash Amount	Total	Total as a % of Net Income
Managers	General Manager	Shang-Ming Tsai	—	1,312	1,312	0.51%
	Vice General Manager	Meng-Wei Tsai				
	Vice General Manager	Chien-Sheng Lee				
	Vice General Manager	Ting-Hung Tsai				
	Vice General Manager	Chia-Chen Chang				
	Sales department Senior Manager	Shu-Hui Chen				
	General Manager Office Senior Manager	Nien-Yi Wu				
	Purchasing department Senior Manager	Shu-Hua Hsu				
	QA Department Senior Manager	Yen-Chang Hsu				

Remark 1 : The name and title of individual should be listed separately, and the amounts of compensation distributed could be disclosed in a summary manner.

Remark 2 : This is the amount of bonus (include stock and cash) for managers approved by the Board of Directors in the recent year, and the proposed distribution amount for this year shall be calculated in the proportion of amount allocated last year if it can't be estimated. Net income after tax refers to the net income after tax in the recent year, and in the case of adopting international financial reporting standards (IFRS), net income after tax refers to the net income after tax in individual financial report of the recent year.

Remark 3 : In accordance with the Securities and Future Bureau Article 0920001301 dated March 27, 2003, the scope of manager as below :

- (1) General Manager and personnel with equivalent position.
- (2) Vice General Manager and personnel with equivalent position.
- (3) Senior Manager and personnel with equivalent position.
- (4) Head of finance department.
- (5) Head of accounts department.
- (6) The person who has the right to manage affairs and sign for the company.

(4) Describe the ratio of remuneration for Directors, General Managers and Vice General Managers paid by the Company and all the companies in the consolidated financial statement in the most recent two years to net income after tax of financial statements. And state remuneration policy, standard and combination, remuneration resolution process, the relevance between operation performance and future risks :

- A. Analysis of total remuneration for Directors, General Managers and Vice General Managers paid by the Company in the most recent two years to net income after tax in parent company only financial report.

In Thousands of New Taiwan Dollars

Year Title	2023				2024			
	Total remuneration		Total as a % of Net Income		Total remuneration		Total as a % of Net Income	
	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities
Director	12,180	12,180	6.82%	6.82%	11,397	11,397	4.43%	4.43%
General Manager and Vice General Manager	12,824	14,069	7.18%	7.88%	12,495	13,828	4.86%	5.38%
Net Income after Tax	178,637	178,637	—	—	257,001	257,001	—	—

Remark : Remuneration to Directors includes carriage fees, base compensation and compensation distributed to Directors.

B. Remuneration policy, standards and composition, procedures and the correlation with operation performance and future risks :

(a) Policy, standard and combination of payment of remuneration :

- ① Remuneration to Directors is determined based on article 19 of the Articles of Incorporation. The Company shall allocate less than 2 % of net income as the remuneration to directors if there is profit gain in the year, and evaluate the reasonable remuneration by evaluating the involvement of directors in the business operation of the Company and their contributions to the Company including financial benchmark such as company profit, and then resolved by the Remuneration Committee and Board of Directors. Independent directors have their fixed monthly remuneration determined by the Board of Directors, and do not participate in the distribution of remuneration when the Company makes profits.
- ② The appointment, dismissal and remuneration of the general manager, vice general manager and assistant managers of the Company shall be decided by the Board of Directors in accordance with the rule of the Articles of Incorporation. Manager's remuneration depends on individual performance and salary standards, mainly refers to the market conditions, academic experience, professional ability and responsibilities and other items. Bonuses are based on individual performance. The evaluation items include financial indicators, such as the Company's profit status, etc., and are paid corresponding to the Company's overall operating contribution. The remuneration system is reviewed at any time depending on the actual operating conditions and relevant laws and regulations.

(b) Procedures for determining remuneration :

- ① The Company applies the evaluation results of the "Performance Management Measures" for managers and employees as the basis and links to the Company's business performance indicators, and submits them to the Board of Directors for approval.
- ② The Company's directors and managers' relevant performance appraisal and remuneration rationality are regularly evaluated and reviewed by the Remuneration Committee and the Board of Directors every year. In addition to referring to the individual's performance achievement rate and contribution to the Company, considering the overall operating performance, future risks and development trends of the industry, and reviewing the remuneration system at any time depending on the actual operating conditions and relevant laws and regulations, the current corporate governance trend is also comprehensively considered. After that, reasonable remuneration will be given to achieve a balance between the Company's sustainable operation and risk control. The actual amount of remuneration for directors and managers in 2024 will be decided by the Board of Directors after deliberation by the Remuneration Committee.

(c) Correlation with business performance and future risks:

- ① The Company's remuneration policy related payment standard and system review is based on the Company's overall operating status as the main consideration, and the payment standard is approved based on the performance achievement rate and contribution, so as to improve the overall organizational team effectiveness of the Board of Directors and management department. The Company also refer to the salary standard of the industry to ensure that the salary of the Company's management is competitive in the industry, so as to retain excellent management talents.
- ② The performance goals of the Company's managers are combined with "risk control" to ensure that possible risks within the scope of duties can be managed and prevented, and the results of the evaluation are given according to the actual performance performance, linking all relevant human resources and relevant salary and compensation policies . The important decisions of the Company's management level are made after balancing various risk factors. The performance of relevant decisions is reflected in the Company's profit situation, and the remuneration of the management level is related to the performance of risk control.
- ③ Compensation paid to individuals are carefully assessed by the Company, and reviewed and resolved by the Remuneration Committee and the Board of Directors. Thus, we do not expect any significant risk of uncertainty arising from the compensation policy in the future.

3. Implementation of Corporate Governance

(1) Board of Directors' Meeting Status

Board meeting called 7 times (A) in recent year (2024). The attendance status of the Directors and Supervisors are as follow :

Title	Name (Remark 1)	Attendance in Person (B)	Attendance by Proxy	Attendance Rate(%) 【B/A】 (Remark 2)	Note
Chairperson	Shang-Yen Tsai	7	0	100%	Re-elected on June 21, 2024 and win reelection
Director	Shang-Ming Tsai	7	0	100%	Re-elected on June 21, 2024 and win reelection
Director	Meng-Wei Tsai	7	0	100%	Re-elected on June 21, 2024 and win reelection
Director	Cheng-Han Jiang	7	0	100%	Re-elected on June 21, 2024 and win reelection
Independent Director	En-Cih Jheng	7	0	100%	Re-elected on June 21, 2024 and win reelection
Independent Director	Jhe-Hong Wu	7	0	100%	Re-elected on June 21, 2024 and win reelection
Independent Director	Li-Jhu Wu	4	0	100%	Re-elected on June 21, 2024 and newly appointed
Independent Director	Jhao-Rong Guo	3	0	100%	Re-elected on June 21, 2024 and dismissal

Remark : For the Board meetings in 2024, the number of attendance available was 49 times and the attendance in person was 49 times. The attendance rate of the Board as a whole is 100%.

Annotations :

1. The Board meeting's date, session, and contents of motions, opinions of all independent directors, and actions taken by the Company regarding the opinions shall be specified if one of the following circumstances occurs :
 - (1) The circumstances referred to in Article 14-3 of the Securities and Exchange Act: The Company has established the Audit Committee. Article 14-3 of the Securities and Exchange Act is no longer applicable pursuant to Article 14-5 of the Same Act.
 - (2) In addition to the aforesaid matters, other Board meeting decisions that have been opposed or reserved by independent directors with records or written statements: None.
2. For situations where Directors recuse themselves from any motion due to conflict of interest, the Directors' names, contents of motions, reason for recusal, and participation in voting shall be specified :

Date	Name	Motion	Reason	Participation and voting
1 st meeting of 2024 January 25, 2024	Shang-Yen Tsai Shang-Ming Tsai Meng-Wei Tsai	Performance bonus to the Company's chairperson and managers.	Being one of the managers in this case.	Except for three directors who avoided voting due to interests, the other four directors who actually attended the case passed without objection.
5 th meeting of 2024 July 29, 2024	Shang-Yen Tsai Shang-Ming Tsai Meng-Wei Tsai	Remuneration distribution to the Company's managers and employees.	Being one of the managers in this case.	Except for three directors who avoided voting due to interests, the other four directors who actually attended the case passed without objection.

3. Implementation of Board evaluation

Cycle	Period	Scope	Method	Content
Once a year	From January 1, 2024 to December 31, 2024	Board of Directors performance evaluation	1. Internal self-evaluation 2. Member self-evaluation (Result is evaluated by Directors and Independent Directors)	1. Involvement in company operations. 2. The quality of Board decision-making. 3. Board composition and structure. 4. Directors election and advanced studies. 5. Internal control.
		Individual directors performance evaluation		1. Mastery of company goals and tasks. 2. Awareness of directors' responsibilities. 3. Involvement in company operations. 4. Internal relationship management and communication. 5. Directors expertise and advanced studies. 6. Internal control.

		Functional committee performance evaluation (Remuneration Committee, Audit Committee)	1. Involvement in company operations. 2. The quality of functional committee decision-making. 3. Functional committee composition and structure. 4. Functional committees member election and advanced studies. 5. Internal control.
--	--	---	--

The Company completed the 2024 Board performance evaluation in January 2025 and reported the outcome in the Board meeting on March 12, 2025 for review and improvement. The average scores of self-evaluation on Board performance and individual Board members were above 90 (out of 100), indicating a sound operation of the Board ; the average scores of self-evaluation on Remuneration Committee and Audit Committee and individual functional committee members were above 90 (out of 100), showing the Committees operate smoothly and comply with corporate governance, thereby effectively enhancing the Board functions.

4. Objectives of strengthening the functionality of the Board of Directors (e.g., to establish an Audit Committee, to enhance information transparency, etc.) in the current year and the most recent year and evaluation of the execution thereof :

Strengthening the functional objectives of the Board of Directors	Evaluation of Implementation
1. Continue to improve information transparency	The Company disclose the company information and update the company website information according to laws and regulations.
2. Actively establish communication with stakeholders	1. The Company has spokesperson and deputy spokesperson serving as the communication channel for stakeholders or they can go to the stakeholder section of the Company's website to ask questions and give suggestions online. 2. Every year, the shareholders' meeting accepts shareholder's proposal according to the schedule and shareholders could apply for proposal with the Company during the acceptance period. The Company will convene a Board of Directors meeting to review it according to regulations.
3. Improve the operational efficiency and decision-making ability of the Board of Directors	1. The Board of Directors of the Company has established "Rules and Procedures for Board of Directors Meetings" in accordance with the "Measures for Board Meetings of Public Offering Companies," and the operation of the Board of Directors is handled in accordance with "Rules and Procedures for Board of Directors Meetings." 2. The Corporate Governance Officer has been set up who assist in the operation of the board of directors on on March 24, 2020 in order to implement corporate governance, protect shareholders' rights, and strengthen the functions of the board of directors. 3. To achieve the company's sustainable development goals and strengthen sustainability governance, the "Sustainable Development Committee" was established under the board of directors on November 8, 2024.

4. Strengthen the supervisory capabilities	The Company has set a “Scope of Powers of Independent Directors” and established a Remuneration Committee and an Audit Committee to strengthen the corporate governance functions of the Board of Directors.
5. Strengthen the professional knowledge	The Company provides the directors with information on training courses periodically and encourages them to participate in the courses in order to meet the requirements of directors’ training hours.
6. Purchase liability insurance for directors and managers	The Company has renewed directors and manager liability insurance, and reported to the Board of Directors on May 7, 2024.

(2) Operations of Audit Committee

The summary of tasks completed by and operations of Audit Committee in 2024 are as follows:

A. The Company’s Audit Committee is comprised of three Independent Directors and the presentation of the Company financial statements, the appointment (discharge) of accountant, independence assessment and performance assessment of accountant, the effectiveness of internal controls, regulatory compliance, and existing or potential risks control both are under their supervision. Its main responsibilities are listed as follows:

- (a) To formulate or amend internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
- (b) To assess the effectiveness of the internal control system.
- (c) To formulate or amend procedures for significant financial or business activities pursuant to Article 36-1 of the Securities and Exchange Act; for example, acquisition or disposal of assets, derivatives transactions, lending funds to other parties, and provision of endorsements or guarantees to other parties.
- (d) Matters involving Directors’ personal interests.
- (e) Material asset or derivative instrument transactions.
- (f) Material loans to others or provision of endorsement or guarantees.
- (g) Offering, issuance, or private placement of equity-type marketable securities.
- (h) Appointment and discharge of accountant or their compensation.
- (i) Appointment or discharge of a financial, accounting, or internal audit officer.
- (j) The first quarter, second quarter, third quarter financial report and annual financial report signed or sealed by the chairperson, manager and accounting supervisor.
- (k) Other material matters governed by the Company or the competent authorities.

B. Review financial reports

The Board has prepared the Company’s 2024 business report, consolidated and parent company only financial statements and earnings distribution proposal. The consolidated

and parent company only financial statements were audited by independent auditors of Ernst & Young, Cheng-Chu Chen and Kuo-Sen Hung, with independent auditors' reports issued. The above-mentioned business report, consolidated and parent company only financial statements and earnings distribution proposal have been reviewed and determined to be accurate by the Audit Committee.

C. Assess the effectiveness of internal controls

The Audit Committee has assessed the internal control system of the Company as of December 31, 2024 (including its supervision and management over subsidiaries). The assessment covers the effectiveness and efficiency of our operations; the reliability, timeliness and transparency of our financial reporting; and compliance with applicable laws and regulations. The design and execution of internal control systems are found to be effective. Moreover, the internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any deficiencies identified.

D. Accountants

Audit Committee is responsible for assessing the independence of the Company's accounting firm to ensure the impartiality of financial reports. Except for tax-related services or items with special approval, the accounting firm cannot provide other services to the Company. Services rendered by the accounting firm shall all be approved by the Audit Committee.

To ensure the independence of the accounting firm, Audit Committee formulates independence assessment procedures in accordance with Article 47 of the Certified Public Accountant Act and Bulletin No. 10, "Integrity, Objectivity and Independence", of the Norm of Professional Ethics for Certified Public Accountants. Accountants are assessed for their independence, professionalism and competence, and whether they are related parties to the Company or have business or financial interests in the Company.

In the fifteenth meeting of the first-term Audit Committee on January 25, 2024 and the first meeting of the Board of Directors on January 25, 2024, the independence of accountant, Cheng-Chu Chen and Kuo-Sen Hung, from Ernst & Young was assessed and approved. As they both met the Company's standards for independence, they were qualified to be the Company's accountant for financial statements and tax compliance audits in 2024.

E. Audit Committee Meeting called 6 times (A) in recent year (2024). The attendance status of the Independent Directors are as follow :

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A) (Remark)	Note
Independent Director (Convener)	En-Cih Jheng	6	0	100%	Re-elected on June 21, 2024 and win reelection
Independent Director	Jhe-Hong Wu	6	0	100%	Re-elected on June 21, 2024 and win reelection
Independent Director	Li-Jhu Wu	3	0	100%	Re-elected on June 21, 2024 and newly appointed

Independent Director	Jhao-Rong Guo	3	0	100%	Re-elected on June 21, 2024 and dismissal
----------------------	---------------	---	---	------	---

Remark : The actual attendance rate(%)is calculated on the basis of the number of Audit Committee meetings held and the actual number of attendances during the term of office.

Annotations :

- When one of the following situations occurs, the date and session of Audit Committee meeting, contents of motions, objections, reservations of independent directors or major recommendations, resolutions of the Committee and actions taken by the Company regarding the Committee's opinions shall be specified :

(1) Matters specified in Article 14-5 of the Securities and Exchange Act

Audit Committee	Proposal content and resolution results	Opinion of independent directors	Resolution of Audit Committee	Company's handling of the decision of Audit Committee
15 th meeting of the 1 st term January 25, 2024	1. The Company intends to apply the for the renewal of annual financing quota with various banks.	None	Passed unanimously	N/A
	2. The Company intends to apply for the renewal of annual quota of derivative financial products with Taishin Bank.	None	Passed unanimously	N/A
	3. Independence assessment case for certified accountants on 2024.	None	Passed unanimously	N/A
	4. The Company intended to obtain pre-approval from the Audit Committee for the accounting firm and its affiliates to provide non-assurance services to the company and its subsidiaries on 2024.	None	Passed unanimously	N/A
	5. The Company's endorsement and guarantee for overseas subsidiaries.	None	Passed unanimously	N/A
	6. Revise some provisions of the Company's " Rules and Procedures for Board of Directors Meetings. "	None	Passed unanimously	N/A
	7. Revise some provisions of the Company's " Regulations for the Audit Committee. "	None	Passed unanimously	N/A
16 th meeting of the 1 st term March 8, 2024	1. The Company's 2023 annual business report, individual financial statements and consolidated financial statements.	None	Passed unanimously	N/A
	2. The Company's 2023 Earnings Distribution Proposal.	None	Passed unanimously	N/A
	3. The Company's capital reserve allocation proposal.	None	Passed unanimously	N/A
	4. Pass the " Statement of Internal Control System " of the Company.	None	Passed unanimously	N/A
17 th meeting of the 1 st term May 7, 2024	1. Consolidated financial statements from January 1, 2024 to March 31, 2024.	None	Passed unanimously	N/A
	2. The company intends to apply for an increase in the loan limit with E.Sun Bank	None	Passed unanimously	N/A
	3. The company intends to apply for an increase in the loan limit with Taishin Bank.	None	Passed unanimously	N/A

		4. Revise some provisions of the Company's " Sustainable Development Best Practice Principles."	None	Passed unanimously	N/A
		5. Develop the Company's " The Operational Procedures for the Preparation and Verification of the Sustainability Report. "	None	Passed unanimously	N/A
	First meeting of the 2 nd term June 21, 2024	1. Elect the convener of the second Audit Committee	None	Members recommended En-Cih Jheng as the convener and chair person of Committee	N/A
	2 nd meeting of the 2 nd term August 9, 2024	1. Consolidated financial statements from January 1, 2024 to June 30, 2024.	None	Passed unanimously	N/A
		2. Revise some provisions of the Company's " Personnel Management Measures."	None	Passed unanimously	N/A
		3. Revise the regulation " Regulations on Job Authorization Management."	None	Passed unanimously	N/A
	3 rd meeting of the 2 nd term November 8, 2024	1. Consolidated financial statements from January 1, 2024 to September 30, 2024.	None	Passed unanimously	N/A
		2. The Company's 2025 internal audit plan	None	Passed unanimously	N/A
		3. Develop the Company's " Sustainable Information Management Procedure. "	None	Passed unanimously	N/A
		4. Revise some provisions of the Company's " Code of Practice for Corporate Governance."	None	Passed unanimously	N/A
		5. Revise some provisions of the Company's " The Regulation for Reporting Illegal, Unethical and Dishonest Behavior."	None	Passed unanimously	N/A
		6. Revise the regulation " Code of Internal Control System" and " Internal Audit Implementation Rules."	None	Passed unanimously	N/A

(2) Except for above-mentioned items, resolutions which were not approved by the Audit Committee but was approved by two-thirds or more of all Directors : None.

2. For situations where Independent Directors recuse themselves from any motion due to conflict of interest, the Independent Directors' names, contents of motions, causes for the recusal, and participation in voting shall be specified : None.

3. Communications between the independent directors, the internal audit supervisor, and accountants (include the major events, methods and results of communication on the company's financial and business conditions, etc.).

(1) The independent directors of the Company regularly (five times a year) communicate with the internal audit supervisor at the Audit Committee meeting, and the interaction is in good condition. The internal audit supervisor regularly reports the implementation and improvement of the audit plan during the meeting, and communicates and exchanges opinions on the effectiveness of the Company's internal control implementation.

(2) The independent directors of the Company communicated regularly (four times a year) with the accountants at the Audit Committee meetings, and the interaction is in good condition. During the meeting, the accountants fully discussed with the independent directors on the review of the Company's financial reports, or issues related to finance, taxation and internal control.

(3) Communications between Independent Directors and internal auditors are summarized as follows:

	Date	Details	Recommendations of Independent Directors
	January 25, 2024	Internal audit items from October to December 2023.	None
	March 8, 2024	1. Internal audit items of January 2024. 2. Approved the internal control statement.	None
	May 7, 2024	1. Internal audit items from February to March 2024.	None
	August 9, 2024	1. Internal audit items from April to June 2024. 2. Describe the development of internal audit system about the sustainable information management.	None
	November 8, 2024	1. Internal audit items from July to September 2024. 2. 2025 audit plan.	None
	(4) Communications between Independent Directors and CPAs are summarized as follows:		
	Date	Details	Recommendations of Independent Directors
	March 8, 2024	1. Audit details of 2023 consolidated financial statements and individual financial statements.	None
	May 7, 2024	Audit details of consolidated financial statements for the first quarter 2024.	None
	August 9, 2024	Audit details of consolidated financial statements for the second quarter 2024.	None
	November 8, 2024	Audit details of consolidated financial statements for the third quarter 2024.	None

(3) Implementation of Corporate Governance Practices and Non-compliance with Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
1. Does the Company follow “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” to establish and disclose its corporate governance practices?	✓		The Company has established “Code of Practice for Corporate Governance” and disclosed it on the Company website and MOPS in order to enhance its performance in corporate governance, secure shareholders’ rights, improve the functionality of the Board, respect stakeholder’s right and enhance information transparency.	None
2. Ownership structure and shareholders’ rights (1) Does the Company have internal operation procedures to handle shareholders’ suggestions, concerns, disputes and litigations? If yes, has these procedures been implemented accordingly?	✓		(1) The Company has spokesperson, deputy spokesperson and related departments such as investor relation, shareholder service to handle shareholders’ suggestions or complaints.	(1) None.
(2) Does the Company possess a list of major shareholders and ultimate owners of these major shareholders?	✓		(2) In accordance with Article 25 and 43-1 of the Securities and Exchange Act, the Company has entrusted a professional stock agency to be responsible for the changes in shareholdings of internal parties, including directors, managers and shareholders with more than 5% shareholdings, and a person in charge will be responsible for handling related matters. The	(2) None.

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
(3) Does the Company build and execute risk management and firewall mechanism between itself and affiliates?	✓		changes in the shares held by the main shareholders that actually control the Company and the list of the ultimate controllers of the main shareholders can be grasped, and monthly updated the changes at MOPS website designated by Securities and Futures Bureau. (3) In addition to various risk management mechanisms already in place, the Company has established "Transaction Procedures for Group Enterprises, Specific Companies and Related Corporations", "Regulations on Financial Transactions Between Related Parties", and "Control Procedures for Supervision of Subsidiaries" for transactions between the Company and related companies in order to enforce risk management mechanism on subsidiaries.	(3) None.
(4) Does the Company have internal rules to prevent insiders from using undisclosed information to trade securities?	✓		(4) The Company has established “Code of Practice for Corporate Governance”, “Procedures for Handling Material Inside Information” and “Procedures for Prevention of Insider Trading,” prohibiting insiders from using undisclosed information to trade securities. The Company also disseminate the procedures periodically with all relevant personnel to avoid any violations, and disclosed it on the Company website.	(4) None.

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
3. Composition and responsibility of the Board of Directors				
(1) Has the Board established a diversification policy and specific management goals and have them been implemented accordingly?	✓		(1) The Company announces the effective Code of Practice for Corporate Governance. It has been stated that the composition of the Board of Directors should consider diversity and strive to implement the diversity policy. Please refer to pages 12 to 15 of this annual report for the Company's diversification policy, specific management objectives and implementation.	(1) None.
(2) Other than Compensation and Audit Committees which are required by laws, does the Company plan to set up other functional Committees?	✓		(2) In addition to the Remuneration Committee, the Audit Committee and the Mergers and Acquisitions Committee, the Company will set up various other functional committees in the future based on actual operational needs to assist the Board in managing the Company.	(2) None.

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
(3) Has the Company formulated rules and methods for the performance assessment of the Board of Directors and evaluate the Board performance every year? Is the outcome of performance assessment submitted to the Board of Directors and used as reference for the remuneration and re-election nomination of individual Director?	✓		(3) The Company has formulated the "Methods for Evaluating Board of Directors' Performance", and conducts the performance evaluation of the Board of Directors after the end of each year. Please refer to page 29 to 30 of this annual report for relevant evaluation information. The 2024 evaluation results have been reported to the Board of Directors on March 12, 2025. All are in line with the spirit of corporate governance, and serve as a reference for individual directors' remuneration and nomination for renewal.	(3) None.
(4) Has the Company periodically evaluated the independence of its CPAs?	✓		(4) The Company annually evaluates the independence of CPAs and obtains the Declaration of Independence. The Company evaluates the independence and suitability of CPAs based on the five aspects of the audit quality index (AQI), which are professionalism, quality control, independence, supervision and innovation capabilities, and reports to the Board of Directors.	(4) None

Assessment Item	Status (Remark)			Non-compliance and Reasons									
	Yes	No	Description										
			When discussing the independence and appointment of CPAs, the Board of Directors of the Company shall provide the accountant's personal resume, each accountant's independence statement and audit quality index (AQI) information level for the Board of Directors to evaluate their independence for discussion. The company's evaluation results for the last year have been discussed and approved by the Audit Committee on January 16, 2025, and reported to the Board of Directors for approval on the same day. The evaluation was conducted to assess the independence and suitability of the CPA. The company plan to appointing "Ernst & Young" as our company's auditor, with accountants Cheng-Chu Chen and Kuo-Sen Hung serving as the auditors for the company’s financial statements. Standards for CPA independence evaluation : <table><tr><th>Evaluation Item</th><th>Evaluation Result</th><th>Independence Status</th></tr><tr><td>1. Whether the CPAs served for the Company for over seven years?</td><td>N</td><td>Y</td></tr><tr><td>2. Whether the CPAs have significant financial interest or relationship with the Company?</td><td>N</td><td>Y</td></tr></table>	Evaluation Item	Evaluation Result	Independence Status	1. Whether the CPAs served for the Company for over seven years?	N	Y	2. Whether the CPAs have significant financial interest or relationship with the Company?	N	Y	
Evaluation Item	Evaluation Result	Independence Status											
1. Whether the CPAs served for the Company for over seven years?	N	Y											
2. Whether the CPAs have significant financial interest or relationship with the Company?	N	Y											

Assessment Item	Status (Remark)					Non-compliance and Reasons
	Yes	No	Description			
			Evaluation Item	Evaluation Result	Independence Status	
			3. Whether the CPAs have improper relationships with the Company?	N	Y	
			4. Whether the CPAs have served as directors, supervisors, managers of the Company, or in the position that has a significant influence on the audit case in the past two years?	N	Y	
			5. Whether the CPAs themselves, their spouses, dependent relatives, or close relatives within the fourth degree of relatives have served as directors, supervisors, managers of the Company, or in the position that has a significant impact on the audit case during the audit period?	N	Y	
			6. Whether the CPAs allow others to use their credentials?	N	Y	
			7. Whether the CPAs own shares of the Company?	N	Y	
			8. Whether there is any financing between the CPAs and the Company?	N	Y	
			9. Whether the CPAs have joint investments or profit-sharing agreements with the	N	Y	

Assessment Item	Status (Remark)					Non-compliance and Reasons
	Yes	No	Description			
			Company?			
			Evaluation Item	Evaluation Result	Independence Status	
			10. Whether the CPAs do regular works for the Company and receive fixed salaries?	N	Y	
			11. Whether the CPAs are involved with decision-making management functions of the Company?	N	Y	
			12. Whether the CPAs received any commissions in association with their businesses?	N	Y	
			13. Whether the CPAs engages in businesses which may deprive them of audit independence?	N	Y	
			14. Whether the CPAs ensure the honesty, impartiality and independence of their assistants?	Y	Y	
4. Does the Company have an adequate number of qualified corporate governance personnel and appoint a chief corporate governance officer to handle matters pertaining to corporate governance	✓		In order to implement corporate governance, urge the Board of Directors to play the functions and safeguard investors’ rights and interests, the Board of Directors has resolved in the meeting on March 24, 2020 to appoint Chia-Chen Chang, vice general manager of the financial department, as Corporate			None

Assessment Item	Status (Remark)			Non-compliance and Reasons												
	Yes	No	Description													
(including but not limited to provide information required for business execution by directors and supervisors, assist directors and supervisors with regulatory compliance, handle matters pertaining to board meetings and shareholders’ meetings according to laws and regulations, produce minutes of board meetings and shareholders meetings, etc.)?			Governance Officer in charge of corporate governance related affairs, and the staff who is in charge of finance and stock affairs are also the one to be responsible for corporate governance related affairs. The main duties of a Corporate Governance Officer are to handle matters relating to Board meetings and Shareholders’ Meetings according to laws and regulations, prepare minutes of Board meetings and Shareholders’ Meetings, assist Directors with onboarding and continuing education, provide information required for business execution of Directors, and assist Directors with regulatory compliances. Continuing education for corporate governance supervisor : <table><tr><th>Date</th><th>Host</th><th>Class</th><th>Duration</th></tr><tr><td>June 27, 2024</td><td>Taiwan Corporate Governance Association</td><td>The roles and responsibilities of the board of directors/senior managers in ESG</td><td>3</td></tr><tr><td>June 27, 2024</td><td>Taiwan Corporate Governance Association</td><td>Starting from TIPS: Discussing how enterprises prevent and control the build intellectual property risk</td><td>3</td></tr></table>	Date	Host	Class	Duration	June 27, 2024	Taiwan Corporate Governance Association	The roles and responsibilities of the board of directors/senior managers in ESG	3	June 27, 2024	Taiwan Corporate Governance Association	Starting from TIPS: Discussing how enterprises prevent and control the build intellectual property risk	3	
Date	Host	Class	Duration													
June 27, 2024	Taiwan Corporate Governance Association	The roles and responsibilities of the board of directors/senior managers in ESG	3													
June 27, 2024	Taiwan Corporate Governance Association	Starting from TIPS: Discussing how enterprises prevent and control the build intellectual property risk	3													

Assessment Item	Status (Remark)							Non-compliance and Reasons
	Yes	No	Description					
			July 3, 2024	TWSE	2024 Cathay Sustainable Finance and Climate Change Summit	6		
5. Has the Company established a communication channel for its stakeholders (including but not limited to shareholders, employees, customers and suppliers) and created a stakeholder section at the Company’s website to address their concerns on major corporate social responsibility issues?	✓		The Company has spokesperson and deputy spokesperson, depending on the situation, who are responsible for communicating with various units including investor relations, shareholder services, legal affairs, and stakeholders (including but not limited to shareholders, employees, customers, and suppliers). And the Company has set up a stakeholder section on the Company's website as a communication channel for shareholders, employees, customers and suppliers. In addition, there is also the "Procedure of Illegal and Immoral or Dishonest Behavior Reporting" as the basis for the operation and handling procedures when the internal or external persons make report. Relevant department within the Company can also act as channel for communication with stakeholders on its duty.					None
6. Has the Company appointed a professional registrar to organize the Shareholders’ Meetings?	✓		To serve our shareholders, the Company has appointed the stock management service department of Hongyuan securities to manage issues related to shareholders and organize the Shareholders’ Meeting.					None

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
7. Information disclosure				
(1) Has the Company established a corporate website to disclose information regarding the Company's financials, business and corporate governance status?	✓		(1) The Company discloses financial and business information through the corporate website www.jihlin.com.tw , which is maintained by designated persons. Information is available in Chinese, English and Japanese. Material information, financial status, organization and operation of internal audit, significant laws and regulations, corporate governance information, corporate sustainability and attendance of previous Board of Directors are disclosed on the Company's official website for foreign and domestic investors to access, and the financial and business information shall be announced and declared at the MOPS in accordance with the regulations of the competent authority.	(1) None.
(2) Does the Company have other information disclosure channels (e.g., maintaining an English-language website, designating people to handle information collection and disclosure, appointing spokesperson, webcasting investor conference on the corporate website)?	✓		(2) The Company would hold investor conferences when deemed necessary. The video recording link and presentation file of such event would be available in the investors section on the website. Relevant information would be filed on the MOPS website. The Company has appointed dedicated personnel to collect relevant data and disclose material information. The spokesperson or deputy spokesperson is responsible for communications with external parties.	(2) None.

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
(3) Does the Company publicly announce and file its annual financial report within two months after the end of financial year, and its financial reports of the first three quarters as well as operational status of each month prior to the prescribed deadlines?	✓		(3) The Company has announced and filed the annual financial report within 75 days after the end of the financial year which is earlier than the deadline in accordance with the date stipulated in the "Business Matters for the Issuers of Listed Securities ", and the first, second and third quarter's financial reports and operating conditions of each month are announced as well before the specified deadline. Information is available on the company website and MOPS website. The website are as follows: www.jihlin.com.tw and http://mops.twse.com.tw .	(3) None.

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
8. Does the Company have other important information to facilitate better understanding of the Company's corporate governance practices (including but not limited to rights and welfare of employees, investor relations, supplier relations, rights of stakeholders, continuing education of directors and supervisors, the implementation of risk management policies and risk evaluation measures, the implementation of customer policies, and liability insurance for directors and supervisors provided by the Company) ?	✓		(1) Employees' rights ① Education and training plans are prepared by the HR department to provide employees with adequate education and training. ② Employees can report their opinions on personal rights, benefits, management and working environment to the Company at any time, through their supervisors and administration departments. ③ The Company has set up an Employee Welfare Committee, which hosts various welfare projects such as domestic tourism or international tourism, maternity allowances, birthday voucher, and annual dinner etc. The Company also give employee dividends, performance bonuses and year-end bonuses. (2) Employees' welfare The Company has established the Employee Welfare Committee to plan and handle employee travel activities, associations, dinners and other subsidies, and encourage employee to participate in healthy leisure activities for relaxation of employees' body and mind in order to enhance their solidarity with the Company. (3) Investor relations ① The Company publishes financial and operational information on the MOPS to ensure the basic rights and interests of investors in accordance with relevant laws and	None

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
			regulations. ②In order to enhance the company system, we actively strengthen the functions of directors to raise the transparency in company operations and safeguard the rights and interests of shareholders. ③The Company has set up the website and the spokesperson and deputy spokesperson to provide investors with financial and business information with higher transparency. (4) Supplier relations ①Review the product cost structure and the achievement of gross profit margins regularly and ensure the reasonableness of the purchase price. ②Maintain smooth communication channels with suppliers, and safeguard the due rights and interests of both parties on the basis of mutual trust and mutual benefit. ③ Over the years, the quality and delivery time of all suppliers have met standards, and there have been no supply shortages or interruptions.	

Assessment Item	Status (Remark)			Non-compliance and Reasons
	Yes	No	Description	
			(5) Stakeholder' rights ①The Company respects intellectual property rights, and there is no infringement. ②The Company pays great attention to the reports of relevant laws and regulations in the media, so as to ensure that the latest laws and regulations are immediately available. ③The Company discloses the implementation of social responsibility in the annual report of the shareholders' meeting. ④The Company's official website has set up a stakeholder section, which serve as a communication channel to protect the legal rights of both parties. (6) Advanced studies of Directors : All directors of the Company participate in the training in accordance with the regulations of Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies. (Please refer to page 52 of this annual report) (7) The implementation of risk management policies and risk evaluation standards : The Company has established the internal control system, audit system and self-assessment procedures, and the control function is sound.	

			(8) The implementation of customer policies : ①The Company follows ethical guidelines and maintains good relationship with customers. Quality policies include continuous improvement, quick responses, customer satisfaction, protecting the earth, eco-friendliness, ensuring timely delivery, and providing continuous communication with technical personnel for post-sale service. ②In addition, the Company has established the customer complaint operation procedure. In response to customer complaints, it will properly identify the problem and the responsibility to take prompt and effective countermeasures, and propose preventive and improve action to prevent similar incidents from happening again. (9) Liability insurance for Directors and Supervisors : In order to reduce risks and disperse the risk of heavy losses to the Company and shareholders caused by the mistakes or negligence of directors and managers, the Company has stipulated in Article 13 of the The Articles of Incorporation that the Company purchase liability insurance for directors' compensation liability within the scope of business execution according to the law. The Company has reported the director's liability insurance to the Board of Directors. The insurance conditions are as follows :	
--	--	--	--	--

Assessment Item	Status (Remark)			Non-compliance and Reasons								
	Yes	No	Description									
			<table><tr><th>Object</th><th>Company</th><th>Amount</th><th>Duration</th></tr><tr><td>All Directors and Managers</td><td>Tokyo marine insurance Co., Ltd.</td><td>USD 3 Million (Approx. NTD 95,940 thousand)</td><td>2024.04.01 ~ 2025.04.01</td></tr></table> (10) The Company has adopted electronic voting in Shareholders' Meetings since 2017, ahead of the schedule announced by Financial Supervisory Commission.	Object	Company	Amount	Duration	All Directors and Managers	Tokyo marine insurance Co., Ltd.	USD 3 Million (Approx. NTD 95,940 thousand)	2024.04.01 ~ 2025.04.01	
Object	Company	Amount	Duration									
All Directors and Managers	Tokyo marine insurance Co., Ltd.	USD 3 Million (Approx. NTD 95,940 thousand)	2024.04.01 ~ 2025.04.01									
9. The improvement status for the outcome of Corporate Governance Evaluation announced by Taiwan Stock Exchange Corporate Governance Center and the priority of pending issues : (1)Enhanced or improved : A. Annually disclose the implementation status and evaluation results of the internal performance evaluation of the functional committee on the company website and annual report. B. The functional committee in Audit Committee has been established. With the professional division of labor and independent and detached position, it assists the Board of Directors in decision-making and enhance corporate governance performance. C. In order to enhance information transparency, the annual financial report and sustainability report disclosed in Chinese and English will be uploaded to the MOPS and the Company's website. D. To plan at least two times of institutional investors conference holding every year starting from 2024. And the video recording link and presentation file of such event would be available in the investors section on the Compay's website and on the MOPS website appointed by the authority. E. The Sustainable Development Committee was established, implementing the Company's sustainable development goals, in order to enhance competency and management of the Board of Directors. (2)Prioritize improvements or enhancements : A. To fulfill corporate social responsibility, achieve net-zero emissions, and deepen the culture of sustainable governance, enhancing the sustainable competitiveness of the enterprise, and improving corporate governance and social responsibility, the Company adheres to GRI and SASB guidelines to disclose relevant ESG information in our sustainability report. In the future, we plan to disclose relevant information in accordance with International Financial Reporting Standard (IFRS) S1. B. To Promote Sustainable Development: The Company plans to obtain third-party verification for its sustainability report. C. Shall develop and disclose the business strategy and business plan, describe the concrete measure in promoting corporate value in order to encourage the company to put emphasis on shareholder value, leading it to promote corporate value.												

10. The directors of the Company have participated in the relevant training courses of various professional institutions in due course. The status of the directors' training of the Company in 2024 is as follows:

Title	Name	Date	Host	Class	Duration
Chairperson	Shang-Yen Tsai	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3
Director	Shang -Ming Tsai	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3
Director	Meng-Wei Tsai	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3
Director	Cheng-Han Jiang	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3
Independent Director	En-Cih Jheng	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3
Independent Director	Jhe-Hong Wu	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3
Independent Director	Li-Jhu Wu	July 29, 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024		ESG Insights and Trends Sharing	3

(4) The composition, duties and operations of the Remuneration Committee and Sustainable Development Committee in the Company :

A. Remuneration Committee

(a) Members of Remuneration Committee

As of April 30, 2025

Title	Condition	Professional Qualifications and Independence Status	Number of Other Public Companies in which the individual is concurrently serving in the Remuneration Committee
	Name		
Independent Director	En-Cih Jheng	Refer to pages 9 to 11 for information disclosure on directors' professional qualifications and independence of independent directors.	0
Independent Director	Jhe-Hong Wu		0
Independent Director	Li-Jhu Wu		0

(b) The main responsibility of the Remuneration Committee

- ① To review the article of Remuneration Committee regularly and propose recommendations for amendments.
- ② To review the annual and long-term performance goals and policies, systems, standards and structures for remuneration of the Company's directors and managers regularly.
- ③ To evaluate the achievement of the performance goals of the directors and managers of the Company regularly, and determine the content and amount of their remuneration.

(c) Information on operation of the Remuneration Committee

- ① The Company's Remuneration Committee is comprised of three members.
- ② Term of current Committee members: June 21, 2024 to June 20, 2027. The Remuneration Committee meeting called 4 (A) times in 2024. The attendance status is as follows :

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A) (Remark)	Remark
Convener	En-Cih Jheng	4	0	100.00%	Re-elected on June 21, 2024 and win reelection.
Member	Jhe-Hong Wu	4	0	100.00%	Re-elected on June 21, 2024 and win reelection.
Member	Li-Jhu Wu	2	0	100.00%	Re-elected on June 21, 2024 and newly appointed
Member	Jhao-Rong Guo	2	0	100.00%	Re-elected on June 21, 2024 and dismissal.
Remark : The actual attendance rate(%)is calculated on the basis of the number of Remuneration Committee meetings held and the actual number of attendances during the term of office.					

Annotation :

1. If the Board of Directors declined to adopt or modify a recommendation of the Remuneration Committee, the date and session of the Board meeting, contents of motions, resolution and actions taken by the Company regarding the Committee's opinions shall be specified (if the remuneration package approved by the Board is better than the recommendation made by the Committee, please specify the discrepancy and its reason) : None.
2. As to the resolutions of the Remuneration Committee, if a member expresses any objection or reservation, either by recorded statement or in writing, the date and session of the committee meeting, contents of motions, all members' opinions and actions taken regarding the opinions shall be specified : None.
3. The meeting date, period, proposal content and resolution results of the Company's Remuneration Committee in the past year, and the Company's handling of members' opinions are as follows:

Date of Remuneration Committee Meeting	Contents of Motions and follow-up processing	Resolutions	Actions Taken to the objection or reservation
1 st meeting in 2024 January 25, 2024	The performance bonus to the Company's chairperson and managers.	Approved by all of the members.	Proposed to the Board and approved by all of Directors present.
2 nd meeting in 2024 March 8, 2024	1. The distribution of the Company's 2023 compensation to employees and remuneration to Directors. 2. The Company pay for the remuneration to Directors for 2023 3. Revise some provisions of the Company's " Performance Evaluation Measures. " 4. Revise some provisions of the Company's " Salary Payment and Adjustment Measures. " 5. Revise some provisions of the Company's " Performance Bonus Payment Measures. " 6. Revise some provisions of the Company's " Employee Bonus Payment Measures. "	Approved by all of the members.	Proposed to the Board and approved by all of Directors present.
3 rd meeting in 2024 July 29, 2024	1. The distribution of the compensation to managers and employees 2. The distribution of the remuneration to Directors	Approved by all of the members.	Proposed to the Board and approved by all of Directors present.
4 th meeting in 2024 November 8, 2024	The appointment of new manager and their monthly salary payment amounts.	Approved by all of the members.	Proposed to the Board and approved by all of Directors present.

B. Sustainable Development Committee

(a) Members of Sustainable Development Committee

As of April 30, 2025

Title	Name	Condition	Professional Qualifications and Independence Status	Number of Other Public Companies in which the individual is concurrently serving in the Sustainable Development Committee
Director	Meng-Wei Tsai	Refer to pages 9 to 11 for information disclosure on directors' professional qualifications and independence of independent directors.		0
Independent Director	En-Cih Jheng			0
Independent Director	Jhe-Hong Wu			0

(1) The main responsibility of the Sustainable Development Committee

- ① To assist the Board of Directors in developing the company's sustainability policies and strategic planning.
- ② To supervise the implementation and effectiveness of the company's sustainability development plans.
- ③ To oversee sustainability information disclosure and review the company's sustainability reports.
- ④ To supervise the execution of sustainability-related tasks in accordance with the company's Sustainable Development Guidelines or other sustainability initiatives approved by the Board of Directors.

(2) Information on operation of the Sustainable Development Committee

- ① The Company's Sustainable Development Committee is comprised of three members.
- ② Term of current Committee members: November 8, 2024 to June 20, 2027.
The Sustainable Development Committee meeting called 1 (A) time in January, 2025. The attendance status is as follows :

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A) (Remark)	Remark
Convener	Meng-Wei Tsai	1	0	100.00%	Establishment of the First Sustainable Development Committee on November 8, 2024
Member	En-Cih Jheng	1	0	100.00%	
Member	Jhe-Hong Wu	1	0	100.00%	

Remark : The actual attendance rate(%) is calculated on the basis of the number of Sustainable Development Committee meetings held and the actual number of attendances during the term of office.

Annotation :

1. The meeting date, period, proposal content and resolution results of the Company's Sustainable Development Committee in the past year, and the Company's handling of members' opinions are as follows:

Sustainable Development Committee	Contents of Motions and follow-up processing	Discussion Resolutions	Actions Taken to the objection or reservation
1st meeting in 2025 January 16, 2025	Proposal : 1. Report the carbon inventories work in 2024 and the work plan in 2025. 2. Report the Sustainable Information management work in 2024 and the work plan in 2025. Discussion : Elect the convener of the first Sustainable Development Committee of the Company.	Members recommended Meng-Wei Tsai as the convener and chair person of Committee	None

(5) Implementation of Sustainable Developments and Non-compliance with “Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies” and Reasons :

A. Implementation of Sustainable Developments and Non-compliance with “Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies” and Reasons :

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
1. Does the Company establish a governance structure for promoting sustainable developments and set up an exclusively (or concurrently) dedicated sustainability unit with senior management being authorized by the Board to handle relevant issues under the supervision of the Board?	✓		In order to enhance the management of sustainable development responsibilities, the general manager's office was responsible for promoting sustainable development before. In accordance with the Code of Practice for Corporate Governance and Sustainable Development Best Practice Principles, the Company established the "Sustainable Development Committee" under the Board of Directors in November 2024 to fulfill its sustainability goals and enhance sustainable governance. The "Sustainable Development Committee" assist the Board of Directors in developing the company's sustainable development policies and strategic planning based on the authorization of the Board of Directors, and guides the implementation of the company's sustainable development plans and information disclosure matters. Under the committee, four working groups have been	None

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			established: the "Corporate Governance," the "Sustainable Environment," the "Social Responsibility," and the "Sustainability Disclosure." These groups plan and implement sustainability issues relevant to the company's operations and stakeholders, formulate corresponding strategies and action plans, and develop sustainability-related initiatives within their respective domains while executing annual programs. The working group reports the progress of its work to the Sustainable Development Committee, so that the sustainable development strategy can be fully implemented in the company's operation. The Committee convenes at least once a year and reports the execution progress, future action plans, and the review of sustainability report disclosures to the Board of Directors. During board meetings, directors' suggestions regarding greenhouse gas inventory and implementation status are also taken into consideration. Through the promotion and execution by the Sustainability Development Committee, the company aims to effectively implement its sustainability development goals.	

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons						
	Yes	No	Description							
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to the Company’s operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Remark 2)	✓		In oderer to fulfill our commitment to stakeholders and respect and safeguard their interests, the Sustainable Development Committee and representatives from internal departments of our company jointly convened a meeting to identify and consider the scope and boundaries. The Company integrated the issues of concern raised through regular communication channels and assessed their impact on the company's operations. Subsequently, we prioritized and categorized them into significant consideration areas based on their high level of concern and impact, making them the substantive issues for primary communication. Based on the assessed risks, the Company formulates relevant risk management policies or strategies as follows: <table> <tr> <th>Major issues</th> <th>Risk Assessment Project</th> <th>Risk management policy or strategy</th> </tr> <tr> <td>Environment</td> <td>Environmental Protection</td> <td>1. The Company formulates the basic concept of environmental protection, publicly announces it internally and externally, makes full use of resources to continuously improve and prevent pollution as the main environmental policy, and had obtained ISO14001 EMS certification.</td> </tr> </table>	Major issues	Risk Assessment Project	Risk management policy or strategy	Environment	Environmental Protection	1. The Company formulates the basic concept of environmental protection, publicly announces it internally and externally, makes full use of resources to continuously improve and prevent pollution as the main environmental policy, and had obtained ISO14001 EMS certification.	None
Major issues	Risk Assessment Project	Risk management policy or strategy								
Environment	Environmental Protection	1. The Company formulates the basic concept of environmental protection, publicly announces it internally and externally, makes full use of resources to continuously improve and prevent pollution as the main environmental policy, and had obtained ISO14001 EMS certification.								

Promotion Items	Implementation Status (Remark 1)					Non-compliance and Reasons
	Yes	No	Description			
					Through the implementation of effective management strategies on the raw material, production process and service aspects of the product, the environmental hazards and impacts that may be caused by each stage of the product life cycle are reduced to pursue sustainable management. The Company plans to implement energy-saving and carbon-reduction measures to minimize the environmental impact of production. At the same time, it aims to enhance the reuse and recycling of waste resources, striving toward goals of minimal energy consumption and optimal cost efficiency. 2. The company strives to fulfill its social responsibilities and promote sustainable development. We adhere to the latest version of the ISO 14001 environmental management system:	

Promotion Items	Implementation Status (Remark 1)					Non-compliance and Reasons
	Yes	No	Description			
					Plan, Do, Check, Act, to achieve continuous improvement. We also consider the lifecycle of materials, including their use, production, distribution, and disposal, and explore both internal and external issues. We uphold our company's environmental health and safety policy, which includes compliance with laws and regulations, waste reduction and recycling, full participation by all employees, workplace safety, risk control, energy conservation, carbon reduction, and continuous improvement to reduce the risk of occupational hazards and minimize our environmental impact.	
			Society	Employee’s Care	1. The Company has obtained ISO 14001 EMS certification and ISO 45001 Occupational health and safety management systems certification, complies	

Promotion Items	Implementation Status (Remark 1)					Non-compliance and Reasons
	Yes	No	Description			
					with environmental protection and safety and health-related laws and other requirements, and regularly conducts employee health checks and occupational safety and health training to provide a healthy and safe working environment. 2. The Company has also implemented the RBA (Responsible Business Alliance) to uphold human rights policies. Currently, the company has established the "JIH LIN Technology Co., Ltd. Responsible Business Alliance (RBA) Code of Conduct Management Manual," which outlines the requirements and expectations for internal operations and suppliers regarding the prohibition of child labor, labor management, basic human rights, and the elimination of all forms of forced labor. In	

Promotion Items	Implementation Status (Remark 1)					Non-compliance and Reasons
	Yes	No	Description			
					addition to compliance with laws and regulations, the company also ensures the protection of labor rights, health and safety, ethics, and integrity.	
				Customer Privacy	The Company strictly abides by the confidentiality of business secrets, and shall not inquire or collect non-job-related business secrets, trademarks, patents, works and other intellectual property of suppliers and customers, and shall not disclose them to others to protect business secrets.	
				Product and service labeling	The Company continues to promote corporate social responsibility plans, and at the same time guides suppliers to participate in and follow them, so as to promote suppliers to meet delivery requirements, improve quality, and increase competitive advantages. It also guides business partners to invest in improving and	

Promotion Items	Implementation Status (Remark 1)					Non-compliance and Reasons
	Yes	No	Description			
					strengthening their management operations on employee care, environmental protection, public safety and environmental sanitation ; the Company declares that it does not accept metals from conflict areas, and at the same time requires suppliers to abide by the conflict mineral procurement policy.	
			Corporate Governance	Socioeconomic and Legal Compliance	The Company establish a corporate governance structure, comply with securities laws, and diligently disclose information in accordance with relevant regulations to enhance the transparency of our operational outcomes. This ensures that shareholders have the right to fully understand, participate in, and make decisions regarding significant matters of the company. We implement corporate governance principles and systems to safeguard shareholder rights and ensure fair treatment of all shareholder requests.	

Promotion Items	Implementation Status (Remark 1)				Non-compliance and Reasons
	Yes	No	Description		
				Strengthen the functions of directors 1.Plan relevant training topics for directors, and provide directors with the latest regulations, system development and policies every year. 2.Insure directors' liability insurance to protect them from lawsuits or claims.	
				Stakeholder Communication Establish various communication channels, communicate actively, and reduce confrontation and misunderstanding. Set up an investor mailbox, which will be handled and responded by the spokesperson. please refer to the Company's Sustainability Please refer the the Stakeholder section for reference on our official website: www.jihlin.com.tw.	
3. Environmental issues (1) Does the Company establish environmental management system designed to fit industry characteristics?	✓		(1) Based on the ISO14001 environmental management system, the Company has established an environmental management standard to implement various environmental management requirements and push improvement continuously. The validity period of the best new certificate is from December 20, 2024 to December 19, 2027.		(1) None

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
(2) Is the Company committed to improving the energy efficiency and utilizing renewable materials that have low environmental impact?	✓		(2) The Company promotes various energy saving measures, and selects the equipment designed for high energy efficiency and energy saving. Setting environmental management objectives and countermeasures in order to reduce the usage of energy and water, and the energy consumption of enterprises and products, and takes appropriate procedures and measures to prevent or mitigate possible impacts on the environment.	(2) None
(3) Does the Company assess the present and future potential risks and opportunities of climate change for the entity, and takes measures to respond to climate-related issues?	✓		(3) With countries worldwide strengthening their carbon reduction targets and policies, aiming for net zero emissions by 2050, there is increased pressure on business operations and customer demands for sustainable supply chains. In response to the global trend towards low-carbon transformation amid climate change, the Company has been planning investments to reduce carbon emissions, aiming to mitigate the risks of future carbon taxes and rising energy costs. When facing the impact of climate change, the Company's energy and environmental protection costs are gradually increasing. The	(3) None

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons								
	Yes	No	Description									
			Company internally responds to environmental impacts through the implementation of various projects. For issues related to climate change, the evaluation and implementation methods are as follows: <table><tr><th>Risk</th><th>Result</th><th>Financial Impact</th><th>Countermeasures</th></tr><tr><td>Physical risk</td><td>As a result of climate change, the severity of floods, droughts, various natural disasters and the disaster areas increase.</td><td>Reduced production capacity, rising materials, extreme rainfall and drought caused production interruptions. Extreme rainfall caused production line interruptions, and drought caused water shortages and water restrictions in water-scarce areas, resulting in shutdowns.</td><td>Emergency generator power supply, emergency water purchase, implementation of personnel emergency procedures, solving short-term supply of water resources and energy emergency and other issues.</td></tr></table>	Risk	Result	Financial Impact	Countermeasures	Physical risk	As a result of climate change, the severity of floods, droughts, various natural disasters and the disaster areas increase.	Reduced production capacity, rising materials, extreme rainfall and drought caused production interruptions. Extreme rainfall caused production line interruptions, and drought caused water shortages and water restrictions in water-scarce areas, resulting in shutdowns.	Emergency generator power supply, emergency water purchase, implementation of personnel emergency procedures, solving short-term supply of water resources and energy emergency and other issues.	
Risk	Result	Financial Impact	Countermeasures									
Physical risk	As a result of climate change, the severity of floods, droughts, various natural disasters and the disaster areas increase.	Reduced production capacity, rising materials, extreme rainfall and drought caused production interruptions. Extreme rainfall caused production line interruptions, and drought caused water shortages and water restrictions in water-scarce areas, resulting in shutdowns.	Emergency generator power supply, emergency water purchase, implementation of personnel emergency procedures, solving short-term supply of water resources and energy emergency and other issues.									

Promotion Items	Implementation Status (Remark 1)						Non-compliance and Reasons
	Yes	No	Description				
			Regulation Risk	Total cap, air pollution, stricter emission standards.	Improve the efficiency of equipment control and increase operating costs.	Invest in high-efficiency control equipment to reduce pollution and operating costs, and avoid exceeding emission standards.	
			Policy Risk	The impacts of insufficient demand for carbon emissions and cap controls.	Carbon emissions are regulated in a total amount, and the incremental part must purchase carbon rights through the carbon trading market, which will increase operating costs.	Improve the equipments and reduced energy use to lower carbon emissions.	
			Energy Chance	Energy saving and carbon reduction.	Energy cost reduction.	1.Turn off the lights and close the door. 2.The lighting fixtures in the factory area are replaced by LED energy-saving lamps. 3.Through the adjustment of the temperature of the ice water outlet and timely parallel operation	

Promotion Items	Implementation Status (Remark 1)						Non-compliance and Reasons
	Yes	No	Description				
						to increase the temperature of the indoor cooling room and other operation management. 4.The supply of air compressors is oversupplied, and the pressure of loading and unloading of air compressors should be adjusted appropriately to make the pressure reach the balance between supply and demand.	
			Green Energy Chance	Water conservation and improvement.	Energy cost reduction.	1.Recycling and reusing recycled water reduces the use of tap water and promotes the recycling of water resources 2.Set up a special project to improve the water consumption of equipment, and install flow meters and water meters for individual production lines. Comprehensively monitor the water consumption of the production line on a daily	

Promotion Items	Implementation Status (Remark 1)				Non-compliance and Reasons		
	Yes	No	Description				
						basis, so as to find opportunities to reduce water consumption.	
			Resource Chance	Recycling of waste.	Assess the resource utilization of waste, while achieving the purpose of reducing environmental impact and increasing operating profit.	1.Process waste Reduce. 2.Recycle.	
			For detailed information, please refer to the Company's Sustainability Report and the Corporate Sustainability section on our official website: www.jihlin.com.tw.				

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons												
	Yes	No	Description													
(4) Does the Company calculate its GHG emissions, water consumption and total waste weight in the past two years, and formulate policies for energy conservation, reductions of carbon, GHG and water consumption, or other waste management?	✓		(4) 1. The carbon emissions in the past two years are as follows :	(4) None												
			<table><tr><td>Year</td><td>Scope 1 (tons CO₂e)</td><td>Scope 2 (tons CO₂e)</td><td>Factory</td></tr><tr><td>2023</td><td>234.4319</td><td>5,589.4994</td><td>JLT Nanzih Factory</td></tr><tr><td>2024</td><td>228.5087</td><td>5,322.2473</td><td>JLT Nanzih Factory</td></tr></table>		Year	Scope 1 (tons CO ₂ e)	Scope 2 (tons CO ₂ e)	Factory	2023	234.4319	5,589.4994	JLT Nanzih Factory	2024	228.5087	5,322.2473	JLT Nanzih Factory
			Year		Scope 1 (tons CO ₂ e)	Scope 2 (tons CO ₂ e)	Factory									
			2023		234.4319	5,589.4994	JLT Nanzih Factory									
			2024		228.5087	5,322.2473	JLT Nanzih Factory									
			2. The water consumption for water resource management in the past two years are as follows :													
			<table><tr><td>Year</td><td>Water consumption (tons)</td><td>Factory</td></tr><tr><td>2023</td><td>135,583</td><td>JLT Nanzih Factory</td></tr><tr><td>2024</td><td>128,939</td><td>JLT Nanzih Factory</td></tr></table>		Year	Water consumption (tons)	Factory	2023	135,583	JLT Nanzih Factory	2024	128,939	JLT Nanzih Factory			
			Year		Water consumption (tons)	Factory										
			2023		135,583	JLT Nanzih Factory										
			2024		128,939	JLT Nanzih Factory										
			3. The waste management data in the past two years are as follows :													
			<table><tr><td>Year</td><td>General industrial waste (tons)</td><td>Hazardous industrial waste (tons)</td><td>Factory</td></tr><tr><td>2023</td><td>10.41</td><td>120.71</td><td>JLT Nanzih Factory</td></tr><tr><td>2024</td><td>8.49</td><td>103.11</td><td>JLT Nanzih Factory</td></tr></table>		Year	General industrial waste (tons)	Hazardous industrial waste (tons)	Factory	2023	10.41	120.71	JLT Nanzih Factory	2024	8.49	103.11	JLT Nanzih Factory
Year	General industrial waste (tons)	Hazardous industrial waste (tons)	Factory													
2023	10.41	120.71	JLT Nanzih Factory													
2024	8.49	103.11	JLT Nanzih Factory													

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			4. The Company's policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction or other waste management are as follows : (1) Energy consumption and reduction of greenhouse gas emissions : The Company analyzes the electricity purchased from outside, which is the main source of greenhouse gas emissions in its operations. Because of production reduction, the carbon emissions decreased by 273 tons CO₂e in 2024 compared to 2023. With the expansion of production capacity and equipment, carbon emissions increased relatively. In terms of power consumption reduction, it focuses on larger power consumption equipment, such as air-conditioning equipment. Through the adjustment of the temperature of the ice water outlet and timely parallel operation to increase the temperature of the indoor cooling room and other operations and management, the power consumption of the air conditioner is reduced to reduce greenhouse gas emissions, and the pressure of loading and unloading of the air compressor is adjusted to reduce power consumption. (2) Water resource management : The Company's water usage reduction	

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			measures: The Third Factory continues to utilize water recycling equipment for recycling process wastewater. The second factory in Nanzih also completed the installation of waste water recycling equipment in December 2024 to improve water use efficiency within the facility. In 2024, water consumption decreased by approximately 6,644 metric tons compared to 2023. (3) Waste Management : The Company's waste is cleared and disposed of by qualified institutions recognized by government agencies, and the flow of waste in the factory is strictly managed. Each factory continues to maintain the waste reduction measures previously implemented. Additionally, due to a decrease in overall production capacity in 2024, the total waste generated in 2024 showed a declining trend compared to 2023. The Company will continue to evaluate and the feasibility of waste reuse or waste reduction as well, and plan it.	
4. Social issues (1) Does the Company formulate appropriate management policies and procedures according to related laws and regulations and the International Bill of Human Rights?	✓		(1) The Company recognizes and follows internationally recognized human rights standards such as “Universal Declaration of Human Rights”, “The United Nations Global Compact”, “United Nations Guiding Principles on Business and Human Rights”, “International Labor Organization.”	(1) None.

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			Each year, the Company regularly reviews its own operations, value chain, new business activities (such as mergers and acquisitions, joint ventures) and other related activities by paying attention to major social issues, data monitoring, and questionnaires in order to identify and evaluate the groups at risk and potential human rights risks, formulates a control plan for human rights issues based on potential risks, and continuously monitors and improves the implementation results of the plan. In order to protect the employees' right, the Company firmly believes that every employee should be treated fairly. Sexual harassment prevention measures, complaints and punishments are stipulated in Chapter 11 of the Personnel Management Measures to protect the rights and interests of employees. The human rights protection education and publicity will be given to the new employees by the HR department in the pre-employment training every year. In 2024, a total of 440 hours of education and publicity is conducted for total 55 new employees. The course content includes anti-discrimination, anti-discipline, forced labor, freedom of association, and explanation of religious beliefs.	

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons								
	Yes	No	Description									
(2) Does the Company formulate and execute reasonable employee welfare measures (including compensation, leaves and other benefits), and have the operating performance or results properly reflected in employee compensation?	✓		The Company's human rights management policies and specific plans are summarized as follows : <table><tr><td>Human Rights Management Policy</td><td>Specific plan</td></tr><tr><td>Provide a safe and healthy working environment.</td><td>Please refer to page 138 to 140 of this annual report.</td></tr><tr><td>Prohibit forced labor and abide by local government labor laws.</td><td>Implement the leave system and encourage colleagues to focus on work-life balance.</td></tr><tr><td>Human rights clauses in contracts with suppliers and carry out on-site audits.</td><td>Each supplier is invited to fill out the Supplier Social Responsibility Evaluation Form.</td></tr></table> We will continue to pay attention to human rights protection issues and promote relevant education and training in the future to raise awareness of human rights protection and reduce the possibility of related risks.	Human Rights Management Policy	Specific plan	Provide a safe and healthy working environment.	Please refer to page 138 to 140 of this annual report.	Prohibit forced labor and abide by local government labor laws.	Implement the leave system and encourage colleagues to focus on work-life balance.	Human rights clauses in contracts with suppliers and carry out on-site audits.	Each supplier is invited to fill out the Supplier Social Responsibility Evaluation Form.	(2) None
			Human Rights Management Policy	Specific plan								
Provide a safe and healthy working environment.	Please refer to page 138 to 140 of this annual report.											
Prohibit forced labor and abide by local government labor laws.	Implement the leave system and encourage colleagues to focus on work-life balance.											
Human rights clauses in contracts with suppliers and carry out on-site audits.	Each supplier is invited to fill out the Supplier Social Responsibility Evaluation Form.											
(2) <u>Employees' compensation</u> The Company's year-end bonus system is to distribute the Company's after-tax operating benefits to all employees after considering their seniority and annual performance appraisal, so as to motivate all employees to work together for the Company's goals.												

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			Employees' compensation is calculated according to the regulations of the Company's articles, and it shall not be less than 2% of the Company's profit for the year. <u>Employees' welfare</u> The Company has established Employee Welfare Committee and provides employees with welfare funds, and plans and provides various high-quality benefits for employees, e.g. employee travel allowances, birthday voucher, marriage allowances, maternity allowances, funeral condolences, hospitalization condolences etc. In addition, a free health check-up plan for employees is provided. In terms of the leave system, on the basis of a fixed two-day week off, if an employ has to take a longer leave due to the situation of baby care, serious injury or major accident, etc, he or she can also apply unpaid leave, so as to take into account personal and family care needs. <u>Workplace Diversity and Equality</u> Equal remuneration for work and equal opportunities for promotion for men and women are implemented, and more than 32% of senior positions are retained for female employee to facilitate sustainable and inclusive economic growth. In 2024, female	

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			employees accounted for 44.76% of the entire workforce while 36.00% of the supervisory positions were held by female employees, increasing to 1.35% and 3.35% compared to last year, respectively. The Company attaches great importance to the rights and welfare of employees, and shares profit with employees, and strives to maintain a sound working environment including all-round body and mind care and friendly workplace of female empowerment for different gender of employee to work with peace of mind. <u>Business performance is reflected on employee compensation</u> Article 19 of The Articles of Incorporation : The Company should allocate 2% to 10% of profit as employee compensation and no more than 2% of profit as directors compensation if it has a profit in the year. However, the Company should reserve the amount to be compensated in advance if there is accumulated losses. Employee compensation is paid to the Group employees who meet certain conditions. The Company participates in market salary surveys every year and makes adjustment according to the salary levels in market, economic trends and personal performance to maintain overall salary competitiveness.	

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
(3) Does the Company provide a safe and healthy work environment and provide safety and health training regularly?	✓		(3) Warning signs about safety precaution are posted in the Company's working place for workplace safety and health, and the education and training for employees are implemented periodically. In order to provide a safe working environment, the Company actively implements environmental 5S activities in the workplace to maintain cleanliness of the workplace and equipment safety protection measures. We also continue to provide relevant care measures and management for the health and safety of employees, and conduct regular employee health checks every year. The Company continues to operate the ISO 45001 Occupational Health and Safety Management System. The Company passed the third-year verification of the ISO 45001 Occupational Health and Safety Management System and obtained the certificate in December 2023. The certificate is valid from January 11, 2024 to January 10, 2027. This year, the amount of occupational accidents among employees of the Company was 1. The types of occupational accidents include 1 cases of "cutting hurt and abrasions". The ratio of other occupational accidents is 0.35%, and occupational safety training were done for occupational accident departments. The company regularly conducts hazard identification and risk assessment for safety,	(3) None

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			health, and hygiene working conditions. For items with higher risk levels, control measures or emergency response measures are proposed. For hazardous operations such as the operation of stamping machine, safety operation procedures have been established, and departments have implemented relevant education and training on operation procedures and hazard prevention. Regarding the measures for personal safety and environmental protection in the employees' workplace area, the company's factory premises are equipped with emergency stop buttons and basic safety protections for all hazardous equipment. Lockout-tagout measures are implemented effectively, and high-voltage electrical boxes are securely locked. Hazardous equipment is equipped with complete reminders for wearing protective gear (e.g., signage at the entrance of noise operation areas). Protective gear such as protective clothing, protective mask, earplugs, earmuffs, and gloves are provided on-site, and colleagues are supervised to ensure their proper use. To effectively prevent fire disasters, each factory area of the company implements fire protection measures in accordance with the Fire Services Act (such as fire protection plans, fire self-defense teams, various inspection checklists, etc.). Adequate fire	

Promotion Items	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			safety equipment or devices, such as fire extinguishers, fire hydrants, and emergency lighting, are installed. Fire safety equipment inspections and declarations are completed by the end of November each year, and annual fire safety inspections of the factory area are conducted in coordination with the fire brigade. Regular maintenance is carried out to ensure the effectiveness of various fire safety equipment. To implement personnel response and evacuation in the event of a disaster, emergency accident handling and response procedures have been established in each factory area. Additionally, fire drills and emergency response education and training are conducted twice a year. This year, we have also strengthened training for employees on the use of firefighting equipment, enabling them to quickly operate firefighting tools during a disaster to achieve effective disaster response. In addition, the company has conducted chemical spill drills and respiratory protection plan exercises to enhance employees' response abilities and protective knowledge when facing chemical spills and hazardous gas environments. Safety data sheets are placed in areas where chemicals are used, and translated versions are provided for foreign employees. Additionally, strict control measures are in place for on-site chemical management.	

Promotion Item	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
(4) Has the Company established effective career development training programs for employees?	✓		(4) The Company makes a plan of comprehensive training for managers and employees, including new employee orientation, general education, advanced training, supervisor training, etc., to help employees in continual learning and growth through multiple learning methods. There are 2,852 people who completed the career training in 2024 with a total training hours of 4,447 hours.	(4) None
(5) Has the Company complied with related regulations and international standards for issues of customer health and safety, customer privacy, marketing and labeling of products and services, and formulated relevant consumer or customer protection policies and complaint procedures?	✓		(5) The Company sets up a standard screening process for raw material suppliers who have to sign quality agreement, and continues to track the update of SDS, RoHS and EMRT. All of them must meet relevant requirements and specifications for the commitment to product safety. The trust of customers has always been one of the Company's core values. Therefore, the Company has established a system and policy about customer data secrecy management, and sets up a customer data secrecy team to manage and protect the privacy of customer-related confidential information. The Company insists on giving the highest level of protection and protects the confidential information of	(5) None

Promotion Item	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
(6) Has the Company formulated supplier management policies that require suppliers to follow relevant regulations on issues such as environmental protection, OSH, or labor rights, and the implementation results?	✓		customers through the internal audit on personal information, external verification, crisis prevention and training. The Company always adheres to the cooperating with customers in ISO, IATF and RBA auditing, and can also deal with customer complaints within the deadline to protect customers' rights and interests. (6) The Company adheres to the “Guidelines for Supplier Management” and sets out selection criteria of environmental protection, human rights protection, safety, health and sustainable development for suppliers as well as requirements and expectations in aspects of environment, safety and health risks, ban on child labor, labor management, zero breaches on the fundamental rights of workers, ethical standards and business ethics. The Company has set up the supplier counselling project. Through supplier selection, performance evaluation, training, based on collaboration, our sustainability requirements are carried out in the daily management of supply chain on the basis of cooperation. The Company stipulates that suppliers must fully comply with the following requirements:	(6) None

Promotion Item	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			Supplier Assessment	All suppliers must be legally incorporated companies and fully comply with the Supplier Code of Conduct.
				Suppliers of raw materials used during our manufacturing process shall have their production factories passed the criteria under ISO 9001 Quality Management System.
				Contractors of facilities and relevant operations shall complete the "Contractor's Construction Safety and Hygiene Education and Training Course" and submit a "Contractor's Work Safety Commitment" before construction.
				By business types, suppliers shall obtain valid factory registration certificates issued by the government.
			Supplier Audit	The Company monitors suppliers' progresses in improving their deficiencies, jointly enhance product quality and production technology and improve ESH performance.

Promotion Item	Implementation Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description	
			Supplier Training The Company effectively improves ESH performance and complies with international standards through different forms of guiding and communication. The courses include workplace health and safety, maintenance of fire safety equipment, changes in the international situation, regulatory risk and business ethics.	
5. Has the Company referred to the internationally accepted report preparation standards or guidelines for its preparation of sustainability report or other reports which disclose the Company's non-financial information? Do the aforementioned reports obtain a third-party assurance or verification statement?	✓		The Company compiles the Annual Corporate Sustainability Report in accordance with the GRI guidelines issued by the Global Reporting Initiative (GRI), and referring to SASB standards for disclosing relevant indicators and ESG information. The Company compiles the 2023 Annual Corporate Sustainability Report in 2024 and published it on the MOPS and the Company's website. The Company will consider obtaining the assurance or assured opinion of the third-party verification body for the previous disclosure report in the future.	None
6. If the Company has established its sustainable principles according to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please specify any discrepancy between the policies and their implementation : The Company has established “Code of Practice for Corporate Social Responsibility” and implemented corporate social responsibility, and shall take notice of the rights and interests of interested parties. The Company attaches focus on environmental, social and corporate governance factors and incorporates them into the Company's management policies and operational activities while pursuing sustainable development and profitability. Please refer to (5) Implementation of Sustainable Developments and Non-compliance under III. Corporate Governance (page 57 to 86) of this Annual Report or Annual Corporate Sustainability Report.				

7. Other important information to facilitate better understanding of the Company's sustainable practices :

1. Environmental protection :

- (1) The Company has earned the ISO14001 international certification, and has a perfect operation process for industrial environmental impact assessment, business waste classification, management and reuse.
- (2) The residual scraps (iron filings) produced during the Company's parts processing are handed over to the manufacturer for resource recovery in which the revenue is increased, at the same time, we actively implement the recycling of recycled paper and promote the activities of turning off the unused light, etc.
- (3) The Company supports the promotion of local economic growth, as far as possible to give priority to local suppliers, which can reduce the cost of both parties and fully achieve the result of energy conservation and carbon reduction.
- (4) The Company has earned ISO14001 environmental certification to integrate system specifications into factory operations, and effectively reduced carbon emissions per unit of product through the management system.

2. Community participation, contribution to society, service to society, social and public interests :

- (1) The Company responds to the charitable activities from time to time and actively participates in related activities such as neighbourly activity.

The social activities in 2024 are described as follows:

- ① Sponsorship the 2024 NCKU Badminton Open: The National Cheng Kung University Badminton Open has reached its 31st edition, with over 2,000 athletes participating in this event. In support of sports activities and to encourage an active lifestyle for better health, our company has sponsored NTD 30,000.
- ② Organizing an employee blood donation drive: Win a certificate of appreciation from the Kaohsiung Blood Donation Center for enthusiastic participation in blood donation efforts to save lives.

- (2) The implementation effectiveness of public welfare activities is listed as follows:

Item		Result
Blood Donation Event	Number of participants	About 60 people
	Number of beneficiaries	57 people
Exercise Events	Sponsorship	NTD 30 thousand

3. Consumer rights and interests :

The Company puts emphasis on product quality, safety, innovation and customer complaints handling immediately, and provides customers with complete product information to protect the rights and interests of customers.

4. Human rights :

- (1) The relevant personnel regulations of the Company are in accordance with the provisions of the Labor Standards Act, and the relevant matters are handled by appointed personnel in order to protect the basic rights and interests of employees.
- (2) The Company shall not discriminate against the job seekers or employees in recruitment, screening, promotion, performance appraisal because of his/her gender.
- (3) In order to maintain gender equality in work and provide a safe environment in which employees and customers are free from sexual harassment, the measures of workplace sexual harassment prevention, complaints and disciplining are formulated to safeguard the rights and privacy of the parties.

5. Safety and Health :

- (1) The Company implements 5S activities in the workplace to maintain the cleanliness of the workplace and equipment safety protection measures, and provides necessary training about safety and health and disaster prevention according to the work of employees to ensure the safety of the working environment.
- (2) The Company has certified by ISO45001 occupational safety and health management system, and implemented internal and external audits to ensure that the system is functioning well.

6. Supplier :

The EICC notes that some of the metal minerals have become a major source of revenue for armed rebel groups in the Democratic Republic of the Congo, Africa. Those metal are used to exchange arms and perpetuate their bloody conflicts with policies, and ravage local civilians, thus causing international controversy. As a global citizen, we declare that we do not accept the metals from conflict mining areas, and also requires the Group's suppliers to comply with the followings :

- (1) To cultivate the sustainable competitiveness of enterprises and improve corporate governance and social responsibility in order to implement ESG actions and management.
- (2) To ensure that "conflict minerals" from Congo and its neighboring countries and regions are not used in their product.
- (3) To trace those materials from problematic designated minerals including gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) contained in the product. All suppliers should complete the questionnaire and conduct the investigation in accordance with OECD guidelines to avoid direct or indirect funding of armed conflict groups.
- (4) To communicate this requirement to its upstream suppliers and construct a highly transparent supply chain.

7. Labor :

Based on the social responsibility of protecting the physical and mental development of children, the Company clearly prohibits the employment of child labor in the employment policy.

8. Other : None

Remark : The principle of materiality refers to issues related to environment, society and corporate governance that have a significant impact on company investors and other stakeholders.

B. Climate-related information:

Item	Implementation Status
1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	1. The highest review authority for climate-related risk issues in our company is the Board of Directors, under which the Sustainable Development Committee has been established. The Sustainable Development Committee is composed of various functional teams from relevant company departments, responsible for planning and implementing sustainability development activities, including climate change risks and opportunities, to achieve corporate sustainability development. The Board of Directors shall assess the effectiveness of climate response strategies at least once a year based on the results of initiatives compiled by the functional teams under the Sustainability Committee. Based on the Board's discussions or resolutions, the Sustainability Committee formulates relevant policies and improvement objectives, which are then delegated to the respective functional teams for project execution. 2. With the increasing impact of climate change on business operations, the composition of our Sustainable Development Committee considers the importance of expertise in sustainable business. In the selection of committee members, not only both corporate operational practices and members' expertise, but also the committee comprises professionals with expertise in industry, environmental engineering, financial institution management, and corporate governance practices are considered. This diverse expertise supports the Board of Directors in enhancing decision-making, providing recommendations, and strengthening knowledge and skills related to climate change and other sustainability development issues. 3. In response to the impact of climate change, the Company has implemented various projects to address environmental challenges and has established a Greenhouse Gas (GHG) Inventory Committee. In 2024, the Company completed its first external verification of the parent company's greenhouse gas emissions data for 2023. During the year, the General Manager's Office reports progress to the Board of Directors following the "Sustainability Development Roadmap for Listed Companies."

Item	Implementation Status				
2.Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short term, medium term and long term).	The significant short, medium, and long-term climate risks and opportunities for our company in 2024 are as follows:				
	Term	Risk	Threat	opportunity	Strategy
	Short term	Extreme Rainfall and Drought 、 Rising Raw Material Costs 、 Government Carbon and Energy Taxes	The interruption of production capacity and the increase in operating costs can have an impact on revenue.	Enhancing disaster prevention equipment, using low-carbon power, adopting more efficient production and transportation methods.	Establishing a disaster prevention system and emergency response measures.
	Medium term	Imposition of carbon tax abroad, and disruption of domestic and international supply chains due to extreme weather	Operation costs increasing affect revenue	Implementing energy-saving projects to reduce carbon emissions and strengthening various disaster prevention equipment.	Internal mamagement meetings to oversee the company's carbon neutrality goals
	Long term	Changes in customer behavior	Business interruption	Expanding into new business areas and increasing company revenue	Developing more low-carbon products and devising climate adaptation strategies to mitigate climate risks.

Item	Implementation Status
3. Describe the financial impact of extreme climate events and transformational actions.	1. Extreme Weather Events: Analyzing the potential impacts of a 4-degree temperature increasing scenario, the company is projected to be less affected by future droughts, floods, rising average temperatures and sea level based on each factory's location. However, the probability of severe typhoons causing property damage is assessed to be moderate to low, although the financial impact remains low. 2. Transition Actions: Initiatives such as replacing energy-intensive equipment and switching to low-pollution transportation may initially increase company costs. However, considering the potential savings from future carbon taxes or foreign carbon fees, along with actively developing low-carbon products, these actions are expected to reduce operating costs in the long term, enhance reputation, image, and increase overall revenue. The overall impact on financial risk is assessed to be low. 3. Properly managing extreme weather events and the transition to a low-carbon economy involves integrating climate change risks into operational decision-making, identifying and managing risks, and addressing the crises of global warming and resource depletion. We are committed to responding to the trends of energy conservation and carbon reduction, undertaking mitigation and adaptation efforts accordingly.
4. Describe how the identification, assessment and management of climate risks are integrated into the overall risk management system.	The Company conducts greenhouse gas inventories to quantify and manage overall emissions, identifying significant climate-related risks and opportunities. Each responsible department is tasked with controlling and managing these risks, disclosing proposed response strategies, and regularly reviewing and reporting to the Board of Directors.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.	1. The Company has not yet adopted scenario analysis for climate change. 2. We plan that when conducting assessments of climate-related risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines in the future, we will use climate scenario analysis.

Item	Implementation Status
6.If there is a transition plan for climate-related risks management, the content of the plan, the indicators and goals used to identify and manage physical risks and transition risks should be explained.	The Company has three major strategic plans to manage various physical risks and transition risks: "Regulatory Compliance," "Hardware Equipment Update," and "Emission Inventory." Firstly, we regularly update climate-related regulations and strictly comply with their requirements. Secondly, we replace hardware equipment with eco-labels. Thirdly, we gradually complete the emission inventory and plan reduction policies. Additionally, we develop low-carbon products and continuously establish a second supplier list in the supply chain to reduce the probability of operational interruptions caused by climate change. Furthermore, through periodic advocacy, we strengthen the implementation of eco-friendly measures to jointly reduce the occurrence probability of extreme weather events.
7.If internal carbon pricing is used as a planning tool, the basis of pricing should be stated.	Internal carbon pricing isn't used as a planning tool in 2024 yet.
8.If there are climate-related goals, the activities, the scope of greenhouse gas emissions, the planning period, and the progress achieved each year should be explained ; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits or the number of renewable energy certificates (RECs) to be offset should be stated.	The Company had completed the ISO 14064-1 greenhouse gas inventory and assurance for the parent company in 2024, and plans to complete the ISO 14064-1 greenhouse gas inventory and assurance for subsidiaries during 2026 to 2027.

Item	Implementation Status																						
9.Inventory and verification of greenhouse gas emission, reduction targets, strategies, and specific action plans. (Announce in item 1-1 and 1-2)	The Company's basic information ☐Companies with a capital of over 10 billion, steel industry, cement industry ☐Companies with a capital of over 5 billion but under 10 billion. ☒Companies with a capital under 5 billion.	According to the regulations of the sustainability development roadmap for listed companies,the following disclosures should be made at least: ☒Individual inventory of the parent company ☐Subsidiary's inventory result disclosed in consolidated financial report ☐Individual verification of the parent company ☐Subsidiary's verification result disclosed in consolidated financial report																					
Please refer the table 1-1 as below for the greenhouse gas inventory and verification.																							
1-1 The company's inventory and verification of greenhouse gas emissions over the past two years. The Company completed the first-year external verification of greenhouse gas emissions for the parent company (for the year 2023) in 2024. Meanwhile, the subsidiaries began conducting their own greenhouse gas inventories since 2024. External assurance processes are expected to be completed between 2026 and 2027. <table border="1"> <thead> <tr> <th>Quantitative Indicators</th><th>2023</th><th>2024</th></tr> </thead> <tbody> <tr> <td>Scope 1 (tons CO₂e) (Remark 1)</td><td>234.4319</td><td>228.5087</td></tr> <tr> <td>Scope 2 (tons CO₂e) (Remark 1)</td><td>5,589.4994</td><td>5,322.2473</td></tr> <tr> <td>Total (tons CO₂e)</td><td>5,823.931</td><td>5,550.756</td></tr> <tr> <td>Sales Revenue (Million dollar)</td><td>2,115</td><td>1,885</td></tr> <tr> <td>Intensity (tons CO₂e/Million dollar)(Remark 2)</td><td>2.7536</td><td>2.9446</td></tr> <tr> <td>Scope 3 to Scope 6 (tons CO₂e)</td><td>—</td><td>—</td></tr> </tbody> </table> Remark 1 : Direct emissions (Scope 1, emissions directly from sources owned or controlled by the company), energy indirect emissions (Scope 2, emissions from purchased electricity, heat, or steam), and other indirect emissions (Scope 3, emissions from activities of the company, not from energy sources, but from sources owned or controlled by other companies)." Remark 2 : The base year is 2023, with an annual emission equivalent of 5,823.931 metric tons of CO₂e per year.			Quantitative Indicators	2023	2024	Scope 1 (tons CO ₂ e) (Remark 1)	234.4319	228.5087	Scope 2 (tons CO ₂ e) (Remark 1)	5,589.4994	5,322.2473	Total (tons CO ₂ e)	5,823.931	5,550.756	Sales Revenue (Million dollar)	2,115	1,885	Intensity (tons CO ₂ e/Million dollar)(Remark 2)	2.7536	2.9446	Scope 3 to Scope 6 (tons CO ₂ e)	—	—
Quantitative Indicators	2023	2024																					
Scope 1 (tons CO ₂ e) (Remark 1)	234.4319	228.5087																					
Scope 2 (tons CO ₂ e) (Remark 1)	5,589.4994	5,322.2473																					
Total (tons CO ₂ e)	5,823.931	5,550.756																					
Sales Revenue (Million dollar)	2,115	1,885																					
Intensity (tons CO ₂ e/Million dollar)(Remark 2)	2.7536	2.9446																					
Scope 3 to Scope 6 (tons CO ₂ e)	—	—																					

Item	Implementation Status				
In 2024, the Company commissioned the "Metal Industries Research & Development Center" to verify the greenhouse gas emissions (Scope 1 and Scope 2) generated by the parent company's operations in the previous year (2023). The data has been compiled as follows: <table border="1" data-bbox="342 295 1529 973"> <thead> <tr> <th data-bbox="342 295 676 343">Year</th><th data-bbox="676 295 1529 343">Description</th></tr> </thead> <tbody> <tr> <td data-bbox="342 343 676 973">2023</td><td data-bbox="676 343 1529 973"> (1) Verification Principles: ISO 14064-1:2018 (2) Verification Scope: JIH LIN Technology Co., Ltd. parent company facilities and employee dormitories Headquarters : No.58, Jhong Yang Rd., Nanzih Dist., Kaohsiung City First Factory : No.43, Jhong Yang Rd., Nanzih Dist., Kaohsiung City Second Factory : No.12, Xinjing 1st Rd., Nanzih Dist., Kaohsiung City Third Factory : No.40-1, Jhong Yang Rd., Nanzih Dist., Kaohsiung City (3) Level of Assurance: Reasonable assurance (4) Materiality Threshold: Set at 5% </td></tr> </tbody> </table>		Year	Description	2023	(1) Verification Principles: ISO 14064-1:2018 (2) Verification Scope: JIH LIN Technology Co., Ltd. parent company facilities and employee dormitories Headquarters : No.58, Jhong Yang Rd., Nanzih Dist., Kaohsiung City First Factory : No.43, Jhong Yang Rd., Nanzih Dist., Kaohsiung City Second Factory : No.12, Xinjing 1st Rd., Nanzih Dist., Kaohsiung City Third Factory : No.40-1, Jhong Yang Rd., Nanzih Dist., Kaohsiung City (3) Level of Assurance: Reasonable assurance (4) Materiality Threshold: Set at 5%
Year	Description				
2023	(1) Verification Principles: ISO 14064-1:2018 (2) Verification Scope: JIH LIN Technology Co., Ltd. parent company facilities and employee dormitories Headquarters : No.58, Jhong Yang Rd., Nanzih Dist., Kaohsiung City First Factory : No.43, Jhong Yang Rd., Nanzih Dist., Kaohsiung City Second Factory : No.12, Xinjing 1st Rd., Nanzih Dist., Kaohsiung City Third Factory : No.40-1, Jhong Yang Rd., Nanzih Dist., Kaohsiung City (3) Level of Assurance: Reasonable assurance (4) Materiality Threshold: Set at 5%				
1-2 Greenhouse gas reduction targets, strategies, and specific action plans. In the year 2024, the Company plan to assess our emissions after completing the greenhouse gas inventory project. We will analyze emissions by source and develop reduction targets and action plans based on our operational objectives and equipment efficiency. JLT continues to focus on the development of new energy vehicles and applications related to renewable energy in response to the development of green energy technology. We are developing power busbars that meet efficiency requirements. In the future, we will evaluate efforts towards the goal Science-Based Targets (SBTi) 1.5°C.					

2023 GHS Verification Opinion



財團法人
金屬工業研究發展中心
METAL INDUSTRIES RESEARCH &
DEVELOPMENT CENTRE

溫室氣體查證意見

GHG Verification Opinion

界霖科技股份有限公司

JIH LIN Technology Co., Ltd.

高雄市楠梓區中央路 58 號

No. 58, Zhongyang Rd., Nanzi Dist., Kaohsiung City, Taiwan (R.O.C.)

經本中心依據 ISO 14064-3:2019 完成查證並符合下列標準要求
Has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

直接溫室氣體排放量 Direct greenhouse gas emission	234.4319	公噸二氧化碳當量(tCO ₂ e)
間接溫室氣體排放量 Indirect greenhouse gas emission	5,589.4994	公噸二氧化碳當量(tCO ₂ e)
直接與間接溫室氣體排放總量 Direct and indirect GHG emissions	5,823.931	公噸二氧化碳當量(tCO ₂ e)

溫室氣體排放量期間：2023 年 01 月 01 日至 2023 年 12 月 31 日
The GHG emissions information for the period from 2023-01-01 to 2023-12-31

意見編號
Opinion No : MIRDC-2024-15G

簽署日期
Approved Date : 2024-09-11

簽署人
Signatory : 林仁益



● 本查證報告僅供客戶參考，不得作為其他用途。查證結果僅供客戶參考，不得作為其他用途。查證結果僅供客戶參考，不得作為其他用途。
● This document is for reference only and should not be used for other purposes. The verification results are for reference only and should not be used for other purposes. The verification results are for reference only and should not be used for other purposes.
● This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, MIRDC cannot guarantee the accuracy or correctness of the information. MIRDC cannot be held liable by any party relying on or acting upon this Verification.

財團法人金屬工業研究發展中心 高雄楠梓區中央路 58 號 1001 室
Page 1 of 3



METAL INDUSTRIES RESEARCH &
DEVELOPMENT CENTRE

GHG Verification Opinion

JIH LIN Technology Co., Ltd.

No. 58, Zhongyang Rd., Nanzi Dist., Kaohsiung City, Taiwan (R.O.C.)

Has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Direct greenhouse gas emission	234.4319	tonnes CO ₂ e
Indirect greenhouse gas emission	5,589.4994	tonnes CO ₂ e
Direct and indirect GHG emissions	5,823.931	tonnes CO ₂ e

The GHG emissions information for the period from 2023-01-01 to 2023-12-31

Opinion No : MIRDC-2024-15G

Approved Date : 2024-09-11

Signatory: 林仁益



● This Opinion is not valid without the full verification scope, objectives, criteria and findings available on the Opinion.
● This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, MIRDC cannot guarantee the accuracy or correctness of this information. MIRDC cannot be held liable by any party relying on or acting upon this Verification.
Metal Industries Research & Development Centre, No. 1001, Zhongyang Highway, Nanzi Dist., Kaohsiung City 811225, Taiwan (R.O.C.)

Page 1 of 3

(6) Performance in Ethical Management and Non-compliance with “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies” and Reasons :

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
1. Establishment of ethical management policies and schemes (1) Does the Company formulate ethical management policies approved by the Board of Directors and clearly express ethical management policies and actions as well as the Board and senior management’s commitment to implement those policies in the Company’s internal rules and external documents?	✓		(1) The Board of Directors of the Company has stipulated and publicly announced the “Ethical Corporate Management Best Practice Principles” to all personnel of the Company, which has been disclosed on the MOPS, and both the Board of Directors and managers implement the ethical management policy. Unless otherwise stipulated in laws and regulations, the Board meetings shall be conducted in accordance with the Company’s “Rules of Procedure for the Board of Directors’ Meetings.” The designated division responsible for the Board meetings shall have relevant information ready for directors to study at all times and notify relevant departments’ managers who aren’t serving as directors to attend the Board meetings depending on the subject matters of the agenda. The CPAs or other professionals may also be invited to present at the meeting if necessary.	(1) None

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
(2) Does the Company establish assessment mechanism for risk arising from unethical conducts, regularly analyze and assess operating activities with higher risk of unethical conduct within its business, and formulate preventive schemes accordingly, which at least contain preventive measures for conducts set forth in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	✓		(2) The Board of Directors of the Company has formulated "Ethical Corporate Management Best Practice Principles" and will regularly analyze and evaluate business activities within the scope of business that have a high risk of dishonest conduct in order to establish preventive measures and regularly review their adequacy and effectiveness, as well as strengthen relevant preventive measures, the following scope of preventive measures is considered: 1. Bribery and corruption. 2. Provision of illegal political contributions. 3. Improper charitable donations or sponsorships. 4. Providing or accepting unreasonable gifts, hospitality, or other undue advantages. 5. Infringement of trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights. 6. Engaging in unfair competition practices. 7. Directly or indirectly harming the rights, health, and safety of consumers or other stakeholders during the research and development, procurement, manufacturing, provision, or sale of products and services.	(2) None

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
(3) Does the Company have clear statements regarding relevant procedures, conduct guidelines, disciplinary measures and compliant system in the schemes to prevent unethical conduct, and does the Company implement them accordingly and regularly review those schemes?	✓		(3) In order to prevent dishonest behavior, the Company has established a whistleblower system that defined in “the Measures for handling cases of illegal and immoral or dishonest conduct,” reducing the risk of various types of dishonest behavior through internal control, routine audit etc. ,and clear definition of reporting channel and response department.	(3) None
2. Fulfill operations integrity policy				
(1) Does the Company review the counterparty’s history of ethical conduct and include the compliance of business ethics as a clause in the contract?	✓		(1) Personnel of the Company shall avoid engaging in business with unethical agents, suppliers, customers or other business counterparties. Once we are aware of the counterparty’s misconduct, we will terminate all business dealings and blacklist the counterparty for future dealings to meet our requirement for business ethics.	(1) None
(2) Has the Company established a dedicated department under the Board to promote ethical conducts and report regularly (at least once every year) its ethics policies and preventive schemes for unethical conducts as well as implementation status to the Board of Directors?	✓		(2) In order to improve the management of integrity operation, the corporate governance supervisor was in charge of it before. Currently the Sustainable Development Committee has formulated and supervised integrity management policies and prevention plans. The implementation status of the year 2024	(2) None

			was reported to the Board of Directors on May 7, 2025. There have been no significant instances of unethical behavior this fiscal year. The company's promotion of integrity management in 2024 is as follows: 1. To comply with the regulations to formulate and implement relevant regulations of the integrity management policy, evaluate whether the preventive measures established for integrity management are operating effectively, and report their implementation status to the Board of Directors at least once a year. 2. The company held internal and external education and training related to integrity management topic for 211 people, totaling 406 person-hours in 2024. 3. Implement the whistleblowing system to ensure the effectiveness of implementation. No illegal incidents were reported this year.	
--	--	--	--	--

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
(3) Has the Company established policies to prevent conflicts of interest, provide appropriate communication channels and thoroughly implement the policies?	✓		(3) The Company has formulated relevant measures for all employees to follow up and has provided appropriate channels for statements in order to prevent conflicts of interest.	(3) None
(4) Has the Company established effective accounting and internal control systems for the implementation of ethics policies and had the internal audit unit formulating relevant audit plans based on the assessment outcome of risk associated with unethical conducts? Has the Company then performed audits on the compliance with the preventive schemes for unethical conducts accordingly, or entrust the CPAs to conduct the audits?	✓		(4) The Company has established an effective accounting system and internal control system. The internal auditors will also evaluate the high-risk operations as an annual audit plan, and make audit results into reports and submit them to the Audit Committee for review, as well as report to the Board of Directors; in addition, each department is required to self-evaluate the internal control system item on an annual basis to ensure the effectiveness of its design and implementation.	(4) None

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
(5) Has the Company regularly held internal and external training sessions on operational integrity?	✓		(5) The Company will arrange for internal and external training courses about operational integrity to teach the importance of integrity management from time to time and list it as one of the performance appraisal indicators.	(5) None
3. Implementation of whistleblowing system (1) Has the Company established specific whistleblowing and reward systems, set up conveniently accessible complaint channels, and designated responsible individuals to handle the complaint received?	✓		(1) A whistle-blowing system was defined in Article 23 of the Company's "Ethical Corporate Management Best Practice Principles." There are multiple whistle-blowing channels that are available such as entity opinion boxes and e-mail mailboxes, and when the the informing is accepted, the relevant personnel of the general manager's office will be responsible for case review, filing and follow-up investigation procedures.	(1) None

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
(2) Has the Company established standard operating procedures for investigating the complaints received, actions to be taken upon the completion of investigation, and mechanisms for confidentiality?	✓		(2) A whistle-blowing system was defined in Article 23 of the Company's "Ethical Corporate Management Best Practice Principles," in which the acceptance of informing , the investigation process and the results are recorded and kept, and the identification of whistle-blowers and case information should be treated as confidential. Upon investigation, if major violations or major damages are found, a report shall be made immediately and informed to independent directors in writing.	(2) None
(3) Has the Company established measures to protect whistleblowers from retaliation?	✓		(3) The Company is responsible for the confidentiality of the whistleblower, the person responsible is strictly prohibited from revealing the case to unrelated persons during or after the investigation. All supervisors also maintain confidentiality, and the relevant information must be handled and filed as confidential documents, so as to protect the whistleblower from trouble or retaliation.	(3) None

Assessment Item	Status (Remark 1)			Non-compliance and Reasons
	Yes	No	Description (Remark 2)	
4. Enhancement on Information disclosure Does the Company disclose its principles of business ethics and information about implementation of such guidelines on its website and MOPS?	✓		The Company has disclosed the compliance of “Ethical Corporate Management Best Practice Principles” on the corporate website www.jihlin.com.tw and MOPS. Relevant information can also be found in this annual report.	None
5. If the Company has established ethical conduct policies based on “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies,” please specify any discrepancy between the policies and their implementation : The Company upholds the principles of fairness, honesty, trustworthiness and transparency in all business transactions. Principles of Business Ethics are established in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies” for all employees to follow. There is no significant difference between practice and principle.				
6. Other important information to facilitate better understanding of the Company’s ethical conduct practices (e.g., the Company reviews and revises its Principles of Business Ethics, etc.) : The Company has established the " Code of Practice for Corporate Governance " and "Proceduresfor the Prevention of Insider Trading", which clearly stipulate the following norms: 1. Directors, managers and employees are not allowed to divulge the material inside information they know to others. 2. It is not allowed to inquire or collect undisclosed important internal information of the Company that is not related to personal duties from those who know the important internal information of the Company, and it is not allowed to disclose the important unpublished internal information of the Company that is not obtained through business execution as well. 3. It is forbidden for company insiders to use unpublished information in the market to buy and sell securities. 4. Company insiders including (but not limited to) directors are not allowed to trade their stocks during the closed period of 30 days before the announcement of the annual financial report and 15 days before the announcement of the quarterly financial report.				

(7) Other important information to facilitate better understanding of the Company's corporate governance :

- A. Internal Handling Procedures for Material Information: The company has established " Procedures for Handling Material Inside Information " and " Procedures for Prevention of Insider Trading " as guidelines for directors, managers, and employees of the company to follow. It specifies that directors, managers, and employees of the company must comply with laws, regulations, and orders, including those related to insider trading. For more information, please refer to the company's website at : www.jihlin.com.tw.
- B. Other information such as the nomination and selection process for independent directors, nomination procedures, candidate information (qualification criteria compliance), and selection results can be found on the company's website and the MOPS website. The website are as follows: www.jihlin.com.tw and <http://mops.twse.com.tw>.
- C. The corporate governance training courses that the Company's managers, chief corporate governance officer and accounting supervisors participate in are as follows :

Title	Name	Training Date	Organizer	Course	Hour
Chief Corporate Governance Officer	Chia-Chen Chang	June 27, 2024	Taiwan Corporate Governance Association	The roles and responsibilities of the board of directors/senior managers in ESG	3
			Taiwan Corporate Governance Association	Starting from TIPS: Discussing how enterprises prevent and control the build intellectual property risk	3
		July 30, 2024	TWSE	2024 Cathay Sustainable Finance and Climate Change Summit	6
Accounting Supervisor	Chia-Chen Chang	July 18, 2024 ~ July 19, 2024	National Cheng Kung University	Accounting Supervisor advanced studies Course	12
Vice General Manager	Ting-Hung Tsai	July 29 , 2024	Taiwan Corporate Governance Association	Intellectual Property Rights and Trade Secret Protection	3
		August 9, 2024	Taiwan Corporate Governance Association	ESG Insights and Trends Sharing	3
Senior Manager	Nien-Yi Wu	August 9, 2024	Taiwan Corporate Governance Association	ESG Insights and Trends Sharing	3

(8) Matters to be disclosed about the implementation of the internal control system :

- A. Statement of Internal Control System : Please refer to the MOPS, the access path is as follows (<https://mops.twse.com.tw/mops/#/web/t06sg20>) :
MOPS > Single Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Notice
- B. The CPA review report shall be disclosed when appoint an CPA to review the internal control system : None.

(9) For the most recent year and as of the date of publication of the annual report, the important resolutions of the Shareholders' Meeting and the Board of Directors are as follows :

A. Important resolutions of the shareholders' meeting and implementation in 2024 and as of the publication date of the annual report

Date	Important Resolutions
June 21, 2024 (General Shareholders' Meeting)	1. Acknowledge the Company's 2023 annual business report and financial statement. 2. Acknowledge the Proposal for Distribution of 2023 earnings. Implementation status: The distribution date is July 15, 2024, and the payment date is August 2, 2024. (Earnings per share distributed cash dividend of NTD0.9, capital reserve distributed cash dividend of NTD1.1) 3. Seven seats of directors (including three seats of independent directors) were re-elected Directors were elected : Shang-Yen Tsai 、 Shang -Ming Tsai 、 Meng-Wei Tsai 、 Cheng-Han Jiang. Independent directors were elected : En-Cih Jheng 、 Jhe-Hong Wu 、 Li-Jhu Wu. Status : Approved by the Ministry of Economic Affairs on 2024/06/27 4. Release of the new directors from non-compete restrictions Status : New directors were released from non-compete restriction.

B. Important resolutions of the Board of Directors in 2024 and as of the publication date of the annual report

Date	Important Resolutions
January 25, 2024	1. Approved the proposal for bonus to the Company's chairperson and managers. 2. Approved the proposal for certified accountants independence assessment for 2024. 3. Approved the proposal for obtaining pre-approval from the Audit Committee for the accounting firm and its affiliates to provide non-assurance services to the company and its subsidiaries for 2024. 4. Approved the Proposal for endorsement and guarantee for overseas subsidiaries. 5. To revise some provisions of the Company's " Rules of Procedure for Shareholders' Meetings. " 6. To revise some provisions of the Company's " Code of Practice for Corporate Governance. "
March 8, 2024	1. Approved the 2023 annual business report, individual financial statements and consolidated financial statements. 2. Approved the distribution of the Company's 2023 compensation to employees and remuneration to Directors.

Date	Important Resolutions
	3. Approved the proposal for the Company paying for the remuneration to Directors for 2023. 4. Approved the proposal for distribution of 2023 earnings. 5. Approved the proposal for cash distribution from capital surplus. 6. Approved the proposal for election of all directors (7 directors include 3 independent directors). 7. Approved the proposal for director candidates (including independent directors) nominated and reviewed by the Board of Directors. 8. To release of the new directors from non-compete restrictions. 9. Approved matters about 2024 shareholders meeting be convening. 10. Approved the Company's statement of internal control system 11. To revise some provisions of the Company's " Performance Evaluation Measures." 12. To revise some provisions of the Company's " Salary Payment and Adjustment Measures." 13. To revise some provisions of the Company's " Performance Bonus Payment Measures." 14. To revise some provisions of the Company's " Employee Bonus Payment Measures."
May 7, 2024	1. Approved the Consolidated financial statements for the period from January 1 to March 31, 2024. 2. To revise some provisions of the Company's " Sustainable Development Best Practice Principles." 3. To add new company regulation " The Operational Procedures for the Preparation and Verification of the Sustainability Report." 4. Approved the Company's statement of ESG report for 2023
June 21, 2024	1. To electe the chairperson. 2. To appoint members of the 6th Remuneration Committee of the Company.
July 29, 2024	1. The distribution of the compensation to managers and employees. 2. The distribution of the remuneration to Directors
August 9, 2024	1. Approved the Consolidated financial statements for the period from January 1 to June 30, 2024. 2. To revise some provisions of the Company's " Personnel Management Measures." 3. To add new company regulation " Regulations on Job Authorization Management."
November 8, 2024	1. Approved the Consolidated financial statements for the period from January 1 to September 30, 2024. 2. Approved the Cpmpany's 2025 internal audit plan.

Date	Important Resolutions
	3.To establish a functional committee “Sustainable Development Committee” under the board of directors and add new company regulation “Organizational Procedures for the Sustainable Development Committee.” 4. To appoint members of the first sustainable development committee. 5. Approved the proposal for the Company’s new manager. 6. To add new company regulation ” Sustainable Information Management Procedure.” 7. To revise some provisions of the Company's “Code of Practice for Corporate Governance.” 8. To revise some provisions of the Company's ” The Regulation for Reporting Illegal, Unethical and Dishonest Behavior.” 9. To revise some provisions of the Company' “Internal Control System” and “Internal Audit Implementation Rules.”
January 6, 2025	1. Approved the proposal for bonus to the Company's chairperson and managers. 2. Approved the proposal for certified accountants independence assessment for 2025. 3. Approved the proposal for obtaining pre-approval from the Audit Committee for the accounting firm and its affiliates to provide non-assurance services to the company and its subsidiaries for 2025.
March 12, 2025	1. Approved the 2024 annual business report, individual financial statements and consolidated financial statements. 2. Approved the distribution of the Company's 2024 compensation to employees and remuneration to Directors. 3. Approved the proposal for the Company paying for the remuneration to Directors for 2024. 4. Approved the proposal for distribution of 2024 earnings. 5. Approved the proposal for cash distribution from capital surplus. 6. Approved matters about 2025 shareholders meeting be convening. 7. Approved the Company’s statement of internal control system. 8. To revise some provisions of the Company's " The Articles of Incorporation." 9. To amend the Company’s " Code of Internal Control System" and " Internal Audit Implementation Rules."

(10) The main contents of disagreement in a form of record or written statement from the Directors or the Auditors over the directors’resoulution in the most recent year and as of the date of publication of the annual report : None.

4. Information Regarding the Company's Audit Fee

(1) Audit Fees for CPA

In Thousands of New Taiwan Dollars

Accounting Firm	Name of CPA	Auditing period	Audit Fee	Non-audit Fee	Total	Note
Ernst & Young	Cheng-Chu Chen	2024.01.01 ~ 2024.12.31	6,250	500	6,750	Non-audit fee refer to work for tax compliance audits and transfer pricing report.
	Kuo-Sen Hung					

Remark : If the company changed auditors or accounting firm during the current year, the audit period shall be separately disclosed, and the reason is explained in the notes. Additionally, the information regarding audit and non-audit fees paid is disclosed sequentially.

(2) The accounting firm is changed and the audit fee paid in the replacement year is less than it in the previous year: None.

(3) Audit fees decreased by more than 10% compared with the previous year: None.

5. Information Regarding the Change of CPA in the Past Two Years and Subsequent periods

(1) Former CPA

Date	January 1, 2023		
Reasons for Change and Explanation	The former CPA are Wan-Ru Chiu and Chih-Chung Chen from Ernst & Young. Due to internal organizational changes in Ernst & Young, they were replaced by Cheng-Chu Chen and Kuo-Sen Hung start from first quarter of 2023.		
Explain whether the Company ended the engagement or CPA declined further engagement	Parties	CPA	The Company
	Cases		
	Voluntarily Termination of Engagement	—	—
	Decline (Terminate) Further Engagement	—	—

Opinion and reason for the former CPA to issue an audit report expressing other than an unqualified opinion during the two most recent years	None		
Disagreement with the Company	Yes	—	Accounting principle or practice
		—	Financial report disclosure
		—	Auditing scope or procedure
		—	Others
		—	
	No	✓	
	Explanation		
Supplementary Disclosure (Matters specified in Items 1-4 to 1-7, Subparagraph 6, Article 10 of the Regulations Governing Information to be Published in Annual Reports of Public Companies)	None		

(2) Successor CPA

CPA Firm	Ernst & Young
CPAs	Cheng-Chu Chen 、Kuo-Sen Hung
Date of Engagement	January 1, 2023
Consultation on accounting treatment of or application of accounting principles to a specified transaction, or the type of audit opinion that might be rendered prior to the engagement	None

Written opinions from successor CPA regarding disagreeable items of the former CPA	None
--	------

(3) Response by mail from the former CPA regarding matters in Items 1 and 2-3, Subparagraph 6, Article 10 : None

6. Any of the Company's Chairperson, General manager, or Managers in Charge of Finance or Accounting Held a Position in the CPA's Firm or Its Affiliates in the Most Recent Year : None

7. Changes in Shareholding and Shares Pledged by Directors, Supervisors, Managers and Shareholders with 10% Shareholdings or More in the Most Recent Year and As of the Date of this Annual Report.

(1) Changes in Shareholding by Directors, Supervisors, Managers and Major Shareholders :

In Shares

Title	Name	2024		As of April 27, 2025	
		Net Change in Shareholding	Net Change in Shares Pledged	Net Change in Shareholding	Net Change in Shares Pledged
Chairperson	Shang-Yen Tsai	—	—	—	—
Director with General Manager position	Shang-Ming Tsai	5,000	—	—	—
Director with Vice General Manager position	Meng-Wei Tsai	—	—	—	—
Director	Cheng-Han Jiang	—	—	—	—
Independent Director	Jhao-Rong Guo (Remark 2)	—	—	Not Applicable	
Independent Director	En-Cih Jheng	—	—	—	—
Independent Director	Jhe-Hong Wu	—	—	—	—
Independent Director	Li-Jhu Wu (Remark 3)	—	—	—	—
Vice General Manager	Ting-Hung Tsai	—	—	—	—
Vice General Manager	Chien-Sheng Lee	—	—	—	—
Vice General Manager with Accounting Supervisor	Chia-Chen Chang	—	—	—	—
Senior Manager	Shu-Hui Chen	—	—	—	—
Senior Manager	Nien-Yi Wu	—	—	—	—
Senior Manager	Shu-Hua Hsu	—	—	—	—
Senior Manager	Yen-Chang Hsu	—	—	—	—
Senior Manager	Wan-Shan Tu (Remark 4)	—	—	—	—
Major Shareholder (Remark 1)	Shang-Yen Tsai	—	—	—	—
Major Shareholder (Remark 1)	Shang-Ming Tsai	5,000	—	—	—

Remark 1 : Shareholders with 10% shareholdings or more shall be indicated as major shareholders and listed separately

Remark 2 : Independent Director Jhao-Rong Guo was relieved on June 21, 2024.

Remark 3 : Independent Director Li-Jhu Wu was appointed on June 21, 2024.

Remark 3 : Senior Manager Wan-Shan Tu was new-appointed on November 8, 2024.

(2) Transferring stock information : The directors, managers and shareholders holding more than 10% of the shares, have have no instances of transferring stock to related parties

(3) Pledging of shares information : The directors, managers and shareholders holding more than 10% of the shares, have have no instances of pledging shares to related parties.

8. Top 10 Shareholders Who are Related Parties, Spouses, or within Second-Degree of Kinship to Each Other

Relationship between Top 10 Shareholders

As of April 27, 2025; (In Shares; %)

Name (Remark 1)	Shareholding		Shareholding by Spouses, Minor Children		Shareholding by Nominee Arrangement		Names and Relationship of Top 10 Shareholders who are Related Parties, Spouses or within Second-Degree of Kinship to Each Other Defined in Account Standard Communiqués No.6 (Remark 3)		Note
	Shares	%	Shares	%	Shares	%	Name	Relation	
Shang-Yen Tsai	10,087,550	9.89%	3,429,500	3.36%	1,916,791	1.88%	Shang-Ming Tsai	Sibling	None
							JIH LONG Industry Co., Ltd.	Son of Director/Chairperson	
							Su-Chen Lin	Spouses	
Shang-Ming Tsai	8,880,000	8.70%	2,319,500	2.27%	6,438,663	6.31%	Shang-Yen Tsai	Brother	None
							JIH LONG Industry Co., Ltd.	Son of Director/Chairperson	
							Meng-Wei Tsai	Father and son	
							HSIU FANG Investment Co., Ltd.	Father of the representative	
JIH LONG Industry Co., Ltd. Representative : Wan-Kuo Tsai	4,914,063	4.82%	—	—	—	—	Shang-Yen Tsai	Father and Son	None
							Shang-Ming Tsai	Father and Son	
							HSIU FANG Investment Co., Ltd.	Grandfather of the representative	
							Meng-Wei Tsai	Grandparent and Grandchild	
Chang-Sheng Li	4,724,000	4.63%	—	—	—	—	GUAN-CING investment Co., Ltd	Representative	None
HSIU FANG Investment Co., Ltd. Representative : Hsiu-Yin Tsai	4,243,144	4.16%	—	—	—	—	Shang-Ming Tsai	Father and Daughter	None
							JIH LONG Industry	Granddaughter of the representative	
	1,220,500	1.20%	—	—	—	—	Meng-Wei Tsai	Sibling	
Su-Chen Lin	3,429,500	3.36%	—	—	—	—	Shang-Yen Tsai	Spouses	None
							Shang-Ming Tsai	Sister in law	
							JIH LONG Industry Co., Ltd.	Daughter-in-law of the Chairperson	

Name (Remark 1)	Shareholding		Shareholding by Spouses, Minor Children		Shareholding by Nominee Arrangement		Names and Relationship of Top 10 Shareholders who are Related Parties, Spouses or within Second-Degree of Kinship to Each Other Defined in Account Standard Communiqués No.6 (Remark 3)		Note
	Shares	%	Shares	%	Shares	%	Name	Relation	
GUAN CING investment Co., Ltd Representative : Chang-Sheng Li	3,000,000	2.94%	—	—	—	—	—	—	None
	4,724,000	4.63%	—	—	—	—			
Meng-Wei Tsai	2,541,000	2.49%	—	—	200,000	0.20%	Shang-Ming Tsai	Father and Son	None
							Wan-Kuo Tsai	Grandparent and Grandchild	
							JIH LONG Industry Co., Ltd.	Grandson of the representative	
Chiu-Chu Wu	2,319,500	2.27%	—	—	—	—	Shang-Ming Tsai	Spouses	None
							Shang-Yen Tsai	Sister in law	
							JIH LONG Industry Co., Ltd.	Daughter-in-law of the Chairperson	
HUNG HSIU Investment Co., Ltd. Representative : Shang-Yen Tsai	1,916,791	1.88%	—	—	—	—	Shang-Ming Tsai	Brother	None
							JIH LONG Industry Co., Ltd.	Son of Director/Chairperson	
	10,087,550	9.89%	3,429,500	3.36%	1,916,791	1.88%	Su-Chen Lin	Spouses	

Remark 1 : All the top ten shareholders were listed, and those who are corporate shareholders listed the names of corporate shareholders and its agent separately.

Remark 2 : Shareholding percentage means the percentage of shareholding in the method share hold by himself, share hold by spouses/minor children or share hold by nominee arrangement.

Remark 3 : The shareholders listed above include juridical persons and natural persons, and the relationship between them was disclosed.

9. Number of Shares Held and Shareholding Percentage of the Company, the Company's Directors, Supervisors, Managers and Directly or Indirectly Controlled Entities on the Same Investee

Shareholding Percentage

(In Shares ; %)

Investee	Investment by the Company		Investment by Directors, Managers and Directly or Indirectly Controlled Entities		Total	
	Shares	%	Shares	%	Shares	%
SPEEDY INVESTMENT LIMITED	1,000	100.00%	—	—	1,000	100.00%
JIH LI Technology Co., Ltd	5,000,000	100.00%	—	—	5,000,000	100.00%
Jih-Linchpin Limited	3,000,000	100.00%	—	—	3,000,000	100.00%
SH Precision Co.,Ltd	8,000	100.00%	—	—	8,000	100.00%
Malaysian SH Precision Sdn. Bhd	13,871,000	100.00%	—	—	13,871,000	100.00%

Remark : The Company investment using the equity method.

III. Capital Overview

1. Capital and Shares

(1) Source of Capital

A. History

As of April 30, 2025 (In Shares; NTD)

Month / Year	Issue Price	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Shares Source	Capital Increase by Assets Other than Cash	Others
2018.03	10	100,000,000	1,000,000,000	82,837,198	828,371,980	Converted from CB 8,504,700	None	By Jing-Jia-Shang- Zi No. 10700019500N 2018.03.01
2018.05	10	100,000,000	1,000,000,000	83,767,575	837,675,750	Converted from CB 9,303,770	None	By Jing-Jia-Shang- Zi No. 10700053420 2018.05.25
2018.08	10	100,000,000	1,000,000,000	83,811,389	838,113,890	Converted from CB 438,140	None	By Jing-Jia-Shang- Zi No. 1070008901 2018.08.22
2018.11	10	100,000,000	1,000,000,000	84,270,077	842,700,770	Converted from CB 4,586,880	None	By Jing-Jia-Shang- Zi No. 1070012379 2018.11.26
2019.01	10	100,000,000	1,000,000,000	84,613,414	846,134,140	Converted from CB 3,433,370	None	By Jing-Jia-Shang- Zi No. 1080001371 2019.01.29
2019.05	10	150,000,000	1,500,000,000	85,965,343	859,653,430	Converted from CB 13,519,290	None	By Jing-Jia-Shang- Zi No. 1080005540 2019.05.27
2019.08	10	150,000,000	1,500,000,000	86,099,463	860,994,630	Converted from CB 1,341,200	None	By Jing-Jia-Shang- Zi No. 1080008571 2019.08.14
2019.11	10	150,000,000	1,500,000,000	94,089,259	940,892,590	Converted from CB 79,897,960	None	By Jing-Jia-Shang- Zi No. 1080012251 2019.11.26
2021.11	10	150,000,000	1,500,000,000	102,040,926	1,020,409,260	Converted from CB 79,516,670	None	By Jing-Jia-Shang- Zi No. 1100011875 2021.11.11

B. Type of shares

As of April 30, 2025

Shares Type	Authorized Capital			Remark
	Outstanding	Unissued Shares	Total	
Common Shares	102,040,926	47,959,074	150,000,000	The Company's shares are listed.

C. Shelf Registration : None

(2) Major Shareholders :

The name, number of shares and percentage for those shareholders with a shareholding ratio of 5% or more, and the top 10 shareholders.

As of April 27, 2025

Shareholding	Shares	Percentage
Major Shareholders		
Shang-Yen Tsai	10,087,550	9.89%
Shang-Ming Tsai	8,880,000	8.70%
JIH LONG Industry Co., Ltd.	4,914,063	4.82%
Chang-Sheng Li	4,724,000	4.63%
HSIU FANG investment Co., Ltd.	4,243,144	4.16%
Su-Chen Lin	3,429,500	3.36%
GUAN-CING investment Co., Ltd	3,000,000	2.94%
Meng-Wei Tsai	2,541,000	2.49%
Chiu-Chu Wu	2,319,500	2.27%
HUNG HSIU investment Co., Ltd	1,916,791	1.88%

(3) Dividend Policy and Its Execution Status

A. The dividend policy is stipulated in the Articles of Incorporation as follows :

Article 19 : When the Company makes a profit for the year, the compensation to employees shall be two to ten percent of the balance and the remuneration to the directors shall not be higher than two percent of the balance. However, when the Company still has accumulated losses, it shall reserve the compensation amount in advance.

The compensation can be made in the form of stock or cash. Parties eligible to receive the said compensation shall include employees in controlled company or affiliated companies who met certain conditions set by the Board.

Article 19-1 : The Company shall first pay the tax and reserve the amount of the accumulated loss when there is the profit before tax of the year, and the next withdrawal of 10% shall be the statutory surplus reserve and the special surplus reserve allocated or reversed in accordance with the provisions of the competent authority. Except for discretionary reservations, the board of directors shall propose a proposal for the distribution of profit resolved in the shareholders' meeting to distribute the dividends of the shareholders, together with the accumulated surpluses in the previous years. The dividends distribution of the shareholders in the before paragraph paid by way of cash shall be decided by the Board of Directors and report to the Shareholders' Meeting in the presence of more than two-thirds of the Directors and the resolutions of a majority of the Directors.

Article 19-2 : In accordance with article 241 of the Company Law, the Company shall issue all or part of the statutory surplus reserve and capital reserve to new shares or cash in proportion to the original shares of the shareholders, when it distributed in cash, authorize the Board of Directors to decide it with the attendance of more than two-thirds of the directors and the resolution of a majority of the directors present, and then report to the shareholders' meeting.

The Company belongs in the industry which is under growing stage. Because of company's fund requirement in the future and long term operating plan and reaching the target of sustainable operation and steady business performance, also considering the shareholder's interests, the dividend paid yearly shall not less than 20% of the amount of company net income deduct accumulated deficit and statutory surplus reserves or others statutory reserve, and the amount of cash dividend paid the year shall not less than 20% of the amount of expected dividend paid. But a distribution proposal of dividend type and ratio will be proposed by the board and submitted to the shareholder's meeting and adjusted based on company's situation and capital planning etc.

B. Earnings distribution proposal :

- (a) The Company's profit after tax in 2024 is NTD257,001,202, and the accumulated undistributed dividend amount of 2023 is NTD773,109,724, and deduct other comprehensive income (Actuarial present value of defined profit plan) which is NTD143,914. According to Financial management certificate No. 1010012865, the

Company allocate NTD74,915,831 for special reserve and NTD25,685,729 for the statutory surplus reserve for the year 2024. The accumulated distributable surplus for this year is NTD1,079,197,114 and cash dividend be paid expectedly on total NTD81,632,741. The declared dividend is NTD0.8 per share.

Unit : New Taiwan Dollars

Initial Retained Earnings Undistributed		773,109,724
Add : Other Comprehensive Income (Actuarial Gains and Losses in Defined Benefit Plan (2024Y))	(143,914)	
Add : Current Net Income	257,001,202	
Add : Reverse Special Reserve	74,915,831	
Minus : Allocate Statutory Surplus Reserve	(25,685,729)	306,087,390
Current disbutiable amount		1,079,197,114
Item :		
Shareholder dividend		
Cash dividend (NTD0.8 per share)	(81,632,741)	(81,632,741)
Retained Earnings Undistributed at the end		997,564,373

(b) The subjects of profit distribution for the current year and the cash allocation of the capital reserve are scheduled to be submitted to the shareholders' meeting for discussion on June 25, 2025. The statutory surplus reserve of NTD25,685,729 will be allocated in accordance with the Company Law, and also Shareholder dividend of NTD81,632,741 will allocated. The retained earnings undistributed of NTD997,564,373 at the end will be retained for future years.

C. Any expected significant changes in dividend policy : No significant changes as of the date of publishment.

(4) Impact of Stock Dividends on Operation Performance and Earnings per Share : Not applicable.

(5) Compensation to Employees, Directors :

A. The percentage or range of compensation to employees and remuneration to directors in the Articles of Incorporation is as follows

In accordance with Article 19 of the Articles of Incorporation : When the Company makes a profit for the year, the compensation to employees shall be two to ten percent of the balance and the remuneration to the directors shall not be higher than two percent of the balance. However, when the Company still has accumulated losses, profit shall cover the losses before it is used for compensation.

For the compensation mentioned in the preceding paragraph, stock or cash may be issued to employees of controlled or subordinate companies who meet certain conditions authorized by the Board of Directors.

- B. The estimation basis of compensation to employees and remuneration to directors, calculation basis for number of shares distributed as employee compensation and accounting treatments for difference between estimated and actual payment amount.

The remuneration of employees and directors shall be estimated in advance at the time of preparation of the mid-term and annual financial statements by the Company in accordance with the provisions of the Company Law and the Articles of Incorporation, and shall be listed as a proper accounting items under the operation cost or operating expenses according to the nature of the remuneration of employees and directors. After that, if any discrepancy in amount between the resolution of the Board and the estimation in the financial statements, the discrepancy would be regarded as a estimated change and would be included in the current net income.

C. Proposed compensation approved by the Board

- (a) The compensation to employees and remuneration to directors are paid with cash or stock.

The Company approved the distribution of NTD8,405,608 in remuneration for employees, NTD1,440,000 in remuneration for directors, and NTD1,440,000 in total for the whole year to be paid monthly to independent directors on the Board on March 12, 2025. There is no discrepancy in amount between the resolution of the Board and the estimation in financial statements 2024.

- (b) Amount of stock distributed as employee compensation and as a percentage to net income of parent company only or individual financial statements and aggregate compensation to employees : Not applicable.

D. Actual payment of compensation to employees and remuneration to directors in the previous fiscal year :

Item	Payment of compensation to employees and remuneration to directors in 2023		Difference	Reason of difference
	Resolution in the Board of Directors (March 8, 2024)	Actual payment as resolved in the shareholders' meeting (June 21, 2024)		
Remuneration to directors	1,920,000	1,920,000	—	—
Compensation to employees	8,000,000	8,000,000	—	—

- (6) Buyback of Common Shares: None.
2. Corporate Bonds : None.
 3. Preferred Shares : None.
 4. Global Depositary Shares : None.
 5. Employee Stock Options : None.
 6. Employee Restricted Stock : None.
 7. New Share Issuance in Connection with Mergers and Acquisitions : None.
 8. Execution of Funding Plans : None.

IV 、Operational Highlights

1. Business

(1). Business Scope

A. Major Products/Services :

- (a) CQ01010 Die manufacturing.
- (b) F106030 Wholesale of Die.
- (c) CC01080 Electronic parts and components manufacturing.
- (d) C805050 Technical plastic products manufacturing.
- (e) F119010 Wholesale of electronic materials.
- (f) CB01010 Machinery and equipment manufacturing.
- (g) F113010 Wholesale of machinery.
- (h) Other businesses which are not prohibited or restricted by the laws, in addition to business approved.

B. Major Products as a Percentage to Revenue

In Thousands of New Taiwan Dollars ; %

Main Products	2024		2023	
	Amount	%	Amount	%
TO Lead Frame	1,489,958	29.64%	1,670,225	32.55%
Discrete	1,346,853	26.79%	1,262,391	24.60%
Module	684,286	13.61%	648,198	12.63%
Others	1,505,754	29.96%	1,550,738	30.22%
Total	5,026,851	100.00%	5,131,552	100.00%

C. Major Products/Services

JIH LIN TECHNOLOGY CO., LTD is mainly engaged in the research and development, manufacturing and sales of various power Lead Frames. The products can be classified as TO Lead Frame, Discrete, Power Module Lead Frame and others. Lead Frames are packaging materials of power semiconductor products, and the terminal products are widely used in energy-efficient electronics, mobiles, new energy vehicle, PC, industrial and data center power management unit, satellite and consumer electronics etc.

D. Development of New Products

- (a) To develop the Lead Frame which was used in high-technology product like High-Power Transistor, Thin Power Lead Frame and Micro-Rectifier Diode etc.

- (b) To cooperate with customers in developing lead frames for power control on artificial intelligence product and server etc.
- (c) To cooperate with customers in developing the automotive Lead Frame applied in alternative fuel vehicle and the Lead Frame applied in High-Class Power Module.
- (d) To develop high-tech, high-barrier applications such as Power Integrated Modules (PIM) for the aerospace and satellite industries.
- (e) Advancement in the development and application of heterogeneous integration components combining metal materials and circuit substrate materials.

(2) Industry Overview

A. Industry Status and Development

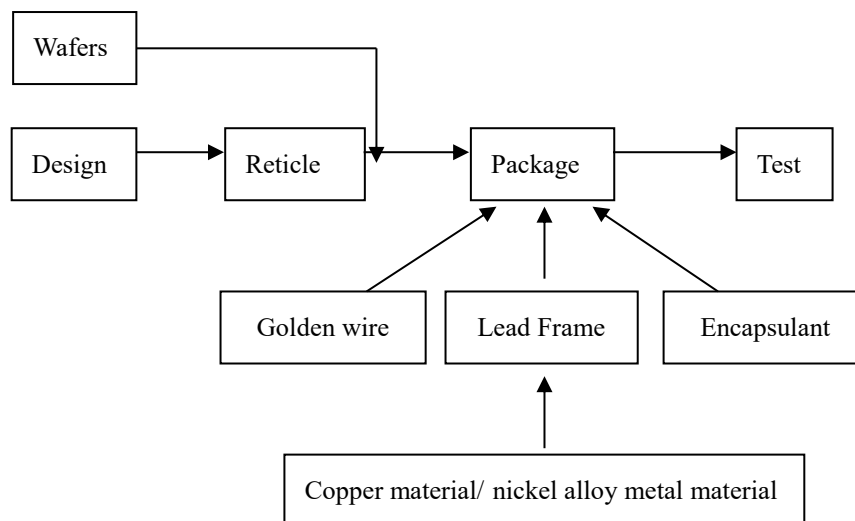
The Lead Frame produced by the Company belongs to semiconductor industry, and the semiconductor market is classified into three categories - Integrated Circuit (IC) , Discrete and Optoelectronics, and the core products of the Company are Diode and Transistor Power component Lead Frame. Lead Frame is mainly used as a chip carrier and in a circuit board that transmits the internal functions of electronic components to the external connection, and it's the most important one within three major materials of semiconductor wire packaging (Lead Frame, Golden wire and Encapsulant) . Power Lead Frame is widely used in products such as PC, communication product, consumer electronics, alternative fuel vehicle and industrial VFD in which the market scale are closely related to semiconductor industry, developing amount of IC product and chip factory production quantities, so the performance of Lead Frame industry will be affected by the delivery quantity of end-application product and global semiconductor market.

According to the statistics of WSTS (World Semiconductor Trade Statistics Association), the rapid advancement of artificial intelligence technology has driven growth in the logic IC and memory IC sectors. As a result, global semiconductor sales are projected to increase from USD526.9 billion in the previous year to USD626.9 billion in 2024. Looking ahead to 2025, with growth expected across all semiconductor application sectors, total semiconductor sales are estimated to reach USD697.2 billion.

B. Upstream,midstream and downstream industry linkages

The main product in the Company is Lead Frame, which is mainly made of copper or iron-nickel alloys through stamping and then plating, and products are sold to IDM customers or compound outsourcing facilities producing discrete elements (such as Rectifier Diode or Power transistor etc.) . The main raw materials in the upstream of the industry are metal materials such as copper and iron-nickel alloys, and the fluctuation of the material cost and price will affect the Company's operation and profit as well. Since the trading of metal materials is an open and transparent market and the Company considered the fluctuation

of current raw material price in pricing, so the operating risk is under control. The major customers in downstream are international semiconductor IDM factories or professional packaging foundries, which produce customized products in response to customer needs. The requirements for product innovation, development and launch capabilities and speed are market competition risks faced by the Company's industry.



C. Product development trends

The main products of the Company are customized power component lead frames. According to the product and chip packaging methods, there are two types: single lead frame and module lead frame. Power Devices have a long developing history and are the key parts of electronic power transmission and conversion. The extended application products are ubiquitous. The growth momentum mainly comes from the demand of terminal application equipment, such as consumer electronics, 5G communication equipment, alternative fuel vehicle, new energy and industrial machine etc. Power devices are responsible for the conversion of power supply types, thereafter power device market scale is in highly positive correlation with global economic developing situation. Under the guidance of global energy-saving and carbon reduction initiatives, along with advancements in wide-bandgap semiconductor technology, the power component industry has experienced growth driven by new energy vehicles and renewable energy products in recent years. In terms of handheld device, the fast charger has become the standard equipment when we purchase mobile phone, in addition to using rectifiers and low power discrete transistors, this kind of fast charger has adopted the third generation of compound gallium nitride (GaN) as a substrate for power component production, and has the advantages of shorter switching time and lower power consumption than traditional Si substrate materials. At present, gallium nitride (GaN) had been widely used in fast charging systems for handheld devices and PC, and also been gradually introduced into new energy vehicle charging converters, data centers and base station power management equipment. There will be a positive impact on the demand for power components and power lead frames.

On the other hand, both electric vehicles (EVs) and AI data centers require significant amounts of current to drive motors or chips. Among these, AI servers, compared to traditional servers, require two to three times the power, or even more than ten times the energy consumption, due to the need for high-end processors such as GPUs. To avoid unnecessary energy loss, the overall energy efficiency of server racks must be improved. As a result, the voltage input to the server motherboard has been increased from the traditional 12V to 48V. To prevent excessive current loss during transmission and reduce the cross-sectional area of wires carrying the current, the trend toward high-voltage DC is inevitable. Based on the development trend, electric vehicles have already transitioned from 48V DC to 600V and even 800V DC. AI servers are expected to follow the same path as electric vehicles, shifting toward high-voltage DC, which benefits the current high-power AI server products by meeting the needs for power density, heat dissipation, and over-voltage and over-current components, facilitating system integration and flexible design.

In the new energy vehicle industry, according to the latest statistics from TrendForce, global new energy vehicle sales will reach 16.29 million units in 2024, an increase of 25% year-on-year, with the Chinese market accounting for 67% of the total. It is estimated that global new energy vehicle sales will increase by 18% year-on-year in 2025. The overall development of the new energy vehicle market is expected to benefit from the overseas expansion of Chinese automakers, government subsidies, and the introduction of self-driving features combined with AI technology. This will continue to drive the growth of new energy vehicle penetration rates, with sales expected to reach 19.2 million units, thereby benefiting the use of power Lead Frames in electric vehicles.

D. Market Competition

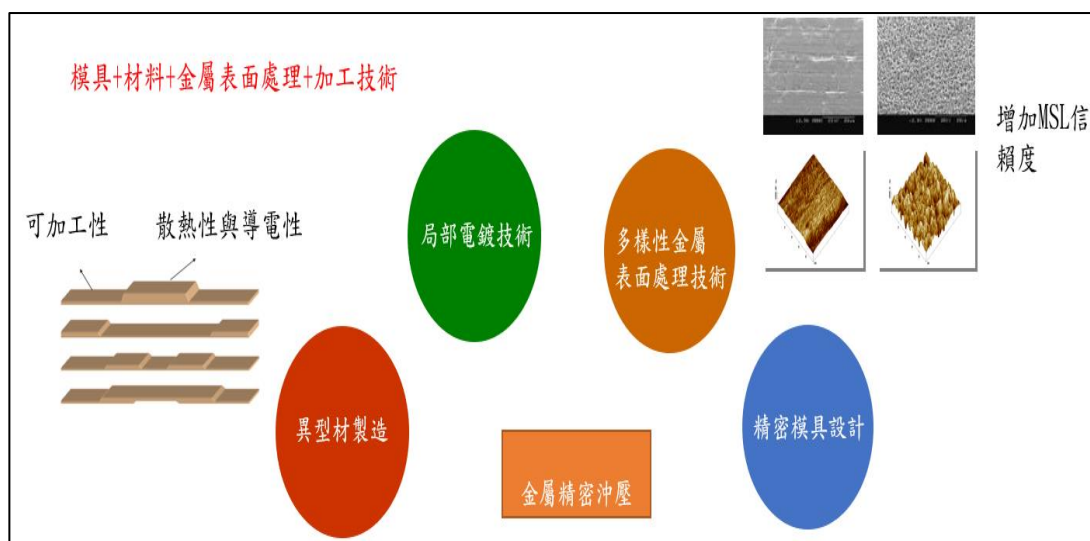
Lead Frame is a customized packaging material, and the product can be divided into the power Lead Frame from stamping process and the integrated circuit Lead Frame form chemical etching process. The semiconductor packaging industry is currently dominated by Taiwan, China, Japan and South Korea. The main manufacturers include Taiwanese manufacturers JIH LIN Technology, SDI, CWTC, ECE, Jentech precision and others; Chinese manufacturers Kang Qiang, Yong Zhi; Japanese manufacturers Mitsui High-Tech, Shin Kong Electric Appliances, Enomoto; South Korean manufacturers Haesung DS and European manufacturers Possehl and other companies. The aforementioned companies sell different types of lead frames, mainly producing Integrated Circuit Lead Frame. In recent years, some manufacturers have also developed IC structure mounting boards and transformed into packaging materials integrated suppliers, or have simultaneously engaged in the development of special metal processing such as heat dissipation products. Among the relevant manufacturers, only the Company is a professional semiconductor Power Lead Frame manufacturer. In recent years, semiconductor industry was booming in the Mainland China and Southeast Asia, and China has also encouraged the localization of material supply. As a result, small-scale regional lead frame manufacturers have entered the industry one after another. However, it is difficult for them to compete with the

aforementioned manufacturers for quality and mass production capacity currently. The key to the power Lead Frame competition lies in excellent and rapid mold development, stable production quality and material equipment integration capabilities. At present, the development trend is shifting from the traditional Single Lead Frame into Modular Lead Frame and our company had established the product and market development threshold. The Company with excellent technology and stable quality makes adjustments for customer demand and delivers quickly. The Company's products are currently sold throughout the major semiconductor producing countries in the Asia-Pacific region and high-end market for vehicles in Japan. As the demand for automotive electronic components and inverter home appliances continues to increase, the Company will follow this trend to develop related products of green energy, automotive electronics, industrial frequency conversion products and other auxiliary electronic products etc. with the attitude of "Innovation and excellence, creativity and future".

(3) Technology and Research and Development

A. Technology and R&D

The Company's technology covers tooling development, materials and metal surface treatment, and heterogeneous integration processing technology. The company has customers from China, Europe, the United States, and Japan, and our subsidiary also has the experienced tools development team and advanced production and R&D equipments which contributes to the overall strength of the group in order taking. In response to multi-row and modular products, we have also successively purchased large stamping equipments and continuous production equipments in recent years, and introduced the metal surface plating technology for automotive products. The Company has the continuous production capacity from tooling design and manufacturing to stamping and plating, which help shorten the product development time greatly, and response to solve the problems quickly.



Data source : The Company summarize.

In response to the demand for components with high current and high voltage specifications in system power assemblies, the Company has developed its own technology for the production of custom-shaped materials. Additionally, we have invested in various metal surface treatment technologies, which enhance the adhesive strength between the leadframe and epoxy resin after encapsulation. This improves the reliability of the final product's MSL (Moisture Sensitivity Level) and offers greater flexibility in material inventory and cost savings, thus increasing our industry competitiveness.

B. Education Level of Research and Development Personnel

As of the end of March 2025, the Company has a total of 113 Research and Development Personnel, of which 57 people are college degree or above accounting for 50.44% of the total number of Research and Development Personnel, and the distribution of their academic qualifications is shown in the table below :

In number of people						
Education \ Year	2023		2024		End of March 2025	
	Number	Percentage (%)	Number	Percentage (%)	Number	Percentage (%)
Doctor's Degree	—	0.00%	—	0.00%	—	0.00%
Master's Degree	2	1.57%	1	0.83%	1	0.88%
Bachelor's Degree	62	48.82%	60	50.00%	56	49.56%
Others	63	49.61%	59	49.17%	56	49.56%
Total	127	100.00%	120	100.00%	113	100.00%

(3) Research and Development Expenses from 2020 to 2024

In Thousands of New Taiwan Dollars ; %						
Item \ Year	2020	2021	2022	2023	2024	End of March 2025
R&D Expenses	49,968	117,650	108,374	106,451	113,678	28,455
Net Revenue	4,347,192	6,331,893	6,274,400	5,131,552	5,026,851	1,335,411
Rate of R&D expenses to Net Revenue (%)	1.15%	1.86%	1.73%	2.07%	2.26%	2.13%

(4) Technology or Product Developed from 2020 to 2024

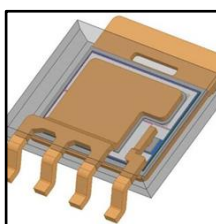
Year	Result
2020	1. Two types of High-Power Discrete Transistor Lead Frame developed. 2. One type of High-power Discrete Transistor Lead Frame jumper developed. 3. One type of Rectifier Lead Frame developed. 4. Three types of Rectifier Leadframe jumper developed. 5. Four types of Low-Power Discrete Transistor Lead Frame added. 6. Six sets of High-Power Discrete Transistor Lead Frame tools started mass production for a total of 12 types of product. 7. Three types of Micro Rectifier Diode Lead Frame added. 8. Five types of Low-Power Discrete Transistor Lead Frame added into down set tools. 9. Nine sets of Intelligent Power Module (IPM) Lead Frames tools developed and started mass production which are used in energy-saving inverter home appliances and New Energy Vehicles.
2021	1. Fourteen types of High-Power Discrete Transistor Lead Frame developed. 2. Five types of High-power Discrete Transistor Lead Frame jumper developed. 3. Seven types of Rectifier Lead Frame developed. 4. Four types of Rectifier Lead Frame jumper developed. 5. Nine types of Low-Power Discrete Transistor Lead Frame added. 6. Eleven types of Intelligent Power Module (IPM) Lead Frame developed which are used in energy-saving inverter home appliances and New Energy Vehicles.
2022	1. Twenty-six types of High-Power Discrete Transistor Lead Frame developed. 2. Eight types of High-Power Transistor Clip developed. 3. Nine types of Rectifier Lead Frame developed. 4. One type of Rectifier Clip developed. 5. Nine types of Low-Power Discrete Transistor Lead Frame added. 6. Two types of Low-Power Discrete Transistor Clip added. 7. Sixteen types of Power Module Lead Frame or Clip developed which are used in energy-saving inverter home appliances and New Energy Vehicles.
2023	1. Twenty-eight types of High-Power Discrete Transistor Lead Frame developed. 2. Six types of High-Power Transistor Clip developed. 3. Nine types of Rectifier Lead Frame developed. 4. One type of Rectifier Clip developed. 5. Two types of Low-Power Discrete Transistor Lead Frame added. 6. One type of Low-Power Discrete Transistor Clip added. 7. Nine types of Power Module Lead Frame or Clip developed which are used in energy-saving inverter home appliances and New Energy Vehicles. 8. One type of electronic material developed.
2024	1. Twenty types of High-Power Discrete Transistor Lead Frame developed. 2. Seven types of High-Power Transistor Clip developed. 3. Seven types of Rectifier Lead Frame developed.

Year	Result
	4. One type of Rectifier Clip developed. 5. Two types of Low-Power Discrete Transistor Lead Frame added. 6. One type of Low-Power Discrete Transistor Clip added. 7. Twelve types of Power Module Lead Frame or Clip developed which are used in energy-saving inverter home appliances and New Energy Vehicles. 8. One type of electronic material developed.

(4) Short Term and Long Term Business Development Plan

A. Short Term Business Development Plan

High-power products such as medium, high-voltage and high-frequency power discrete components will derive characteristics of low on-resistance, heat conduction, and anti-electromagnetic interference due to the requirements of thinness, high conversion, and low power consumption. The Company promotes rectification protection components and TO lead frames to meet the necessity of the industry ; at the same time, in view of the general need for high voltage and high current characteristics of automotive products, the heat dissipation and electrical conduction requirements will be derived. In the future, the importance of copper clip bonding (as below pirture) will increase which offers advantages such as low impedance, low power loss, and low heat generation comparing to traditional metal wires . And the Company will promote product development in line with customer needs.



Data source : IET/ Power Electronics

B. Long Term Business Development Plan

The supply chain of power device products is designed from the perspective of "Reasonable Cost to Improve Conversion Efficiency and Reduce Energy Consumption". Therefore, from Frontend chip manufacturing, Backend packaging and power system product design, comprehensive factors such as power density, switching speed, heat dissipation, on-resistance, and electromagnetic waves need to be considered. Based on the increasing demand for backend packaging due to the improvement of power density and the strengthening of telecommunications integration of semiconductor components, power modules have become the mainstream for the development of next-generation

power components. The Company has successfully developed the PIM (Power Integrated Module) Lead Frame from the Intelligent Power Module IPM lead frame. The products are mainly used in the three-electric system of new energy vehicles, and have been shipped to well-known foreign BEV factories. These products need to be produced by integrating double-sided (or single-sided) cooling modules and composite metal processing methods at the same time, which can perform large-area component heat dissipation and ensure chip performance, and respond to the current high-voltage demand of new energy vehicles above 800V. The Company plans to cooperate with customer needs to promote the group's multi-point production and manufacturing capabilities to improve the future competition threshold.

2. Market and Sales Overview

(1) The market analysis

A. Mainly product (Service) sales (Provide) region

Region	2024		2023	
	Amount	Percentage (%)	Amount	Percentage (%)
Taiwan	490,771	9.76%	540,125	10.52%
Mainland China	2,253,278	44.83%	2,070,363	40.35%
Other Country	2,282,802	45.41%	2,521,064	49.13%
Total	5,026,851	100.00%	5,131,552	100.00%

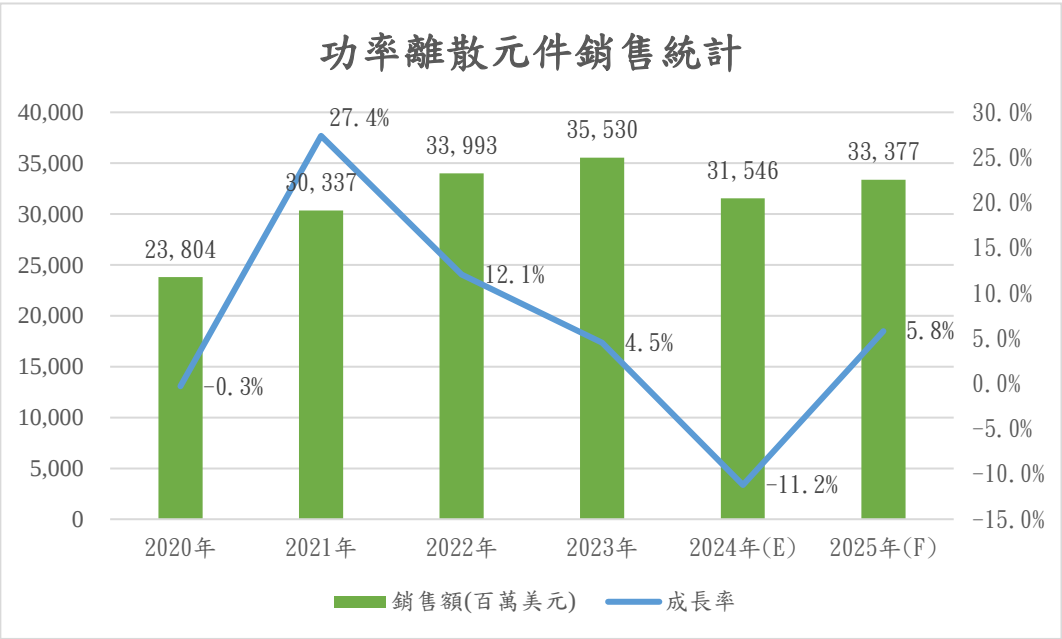
B. Proportion of the market

In terms of market share, the Company's major product lead frames are "Lead Frames for transistors, diodes" (Export Tariff code. 85419020007) of the export declaration product category. The total export quantity was 40,334,936 thousand and the total export value was USD263,580 thousand (NTD8,554,489 thousand) of this code in 2024 from Import and Export Trade Statistics Database of the General Administration of the Ministry of Finance; the number of Lead Frames exported by JIH LIN TECHNOLOGY CO., LTD Taiwan's parent company was 5,410,579 thousand pieces and the export amount was NTD1,394,838 thousand in 2024 with the percentage 13.41% and 16.31% to the total domestic export of Lead Frame respectively, which shows that the Company holds a small portion of the export market.

In addition, revenue of the Company was 5% of the global Lead Frame market and ranking seventh in the world.

C. The future supply and demand and market growth

Power Lead Frames, the Company’s product, are mainly used on discrete device, and based on the estimation of WSTS statistic data, the growth rate in other years has shown an increase except 2024, where the market growth rate declined due to the downturn in sales of new energy vehicles in Europe and the United States and a slowdown in consumer demand for industrial control and consumer electronics products. Overall, the market scale is steadily expanding, and it is expected that the annual growth rate will reach 5.8% in 2025.



Data source : WSTS(December, 2024), the Company summarize.

At present, developing and developed countries in the world are fully introducing and constructing renewable energy and new energy vehicle industries. It is estimated that there will be long-term positive benefits for power packaging Lead Frames.

D. Competitive Advantage

The Company is a professional Lead Frame manufacturer, and its main customers include international IDM (Integrated Device Manufacturer Integrated Component Manufacturer) manufacturers and large packaging factories. Because the Company collaborates closely with customers on customized product development processes at the early stage of product development, resulting in high customer loyalty. In recent years, the Company has also made investments and upgrades in tool development equipment, stamping, and plating facilities, while at the same time introducing automated inspection equipment to make the product quality highly competitive, thereby enhancing the Company's competitiveness in the Lead Frame market. The Company's competitiveness is analyzed as follows:

- (a) To cultivate R&D capabilities and make good use of rich technical experience.

The Company's management team, relying on years of industrial experience, profound technological innovation and strength in new product development, has successively invested in the development of high precision stamping parts processing machine. The Company and its subsidiaries combine their tool technology to shorten the development time of new tools, and continue to develop various types of Power Lead Frame products using different metal materials and specialized manufacturing processes. This enables entry into high-voltage and high-current automotive power semiconductors, industrial inverters, and aerospace-specific applications. These efforts allow effective collaboration with major semiconductor component manufacturers. In response to the key themes of sustainable development, energy technology innovation, and the advancement of the aerospace industry, the Company focuses on developing corresponding metal components, thereby effectively enhancing its industrial competitiveness.

- (b) To have close cooperation with international customers and high customer loyalty.

With excellent product quality, accurate delivery, professional research, development capabilities, and full after-sales service, the Company has established a close cooperative relationship with customers over the years, accumulating a deep customer base, including customers from Europe, the United States, Japan and semiconductor factories in Greater China. Because the major customers have market leadership positions in individual products, the Company can receive market information through customers, directly conduct R&D discussion and support with end customers, and can further understand the future market development trends and directions.

- (c) Consistent production operations, effective control of quality, delivery, cost and after-sales service, to improve the overall competitiveness.

The Company's tool development, tool manufacturing, stamping, plating process and other parts are all independently developed, and each process can be completed in the factory. The Company's consistent process can fully control the cost and shorten the delivery time, making the Company competitive in price. At the same time, the Company has various solutions for metal surface treatment, which makes the Company extremely flexible in production to meet the needs of product customization. In order to improve the quality management system, obtaining ISO-9001 and ISO-14001 certification and IATF16949 automotive quality assurance certification system to strengthen the control of production quality will help the Company's competitive advantage in the industry.

- (d) Our operation sites are located in Taiwan, China, Japan, and Malaysia, meeting the current demand for diversified supply chain setup.

Over 90% of global semiconductor back-end packaging production is located in the Asia-Pacific region. In recent years, aside from China, customers have increasingly expanded into the Philippines, Malaysia, Indonesia, and even India. The Company's operational sites include the oriental region (Taiwan and China), Northeast Asia (Japan), and Southeast Asia (Malaysia), allowing us to supply to customer locally. The coverage is appropriately distributed, and each site plays an integral role within the group's supply chain network. This helps enhances supply chain resilience, and fulfills the role of a diversified supply chain.

E. Advantages, Disadvantages and Countermeasures

(a) Advantages

- a. Diversification of product application, and expanding of market demand.

Lead frames are materials used in wire bonding and packaging. Their applications cover a wide range—from 3C consumer electronics, information and communication technology, and network industries, to renewable energy products, industrial applications, and the automotive sector. In recent years, the development focus for power lead frames has been on automotive semiconductors and industrial inverter-related applications.

Being one of the key components in electric vehicles, power components are critical to the overall performance of alternative fuel vehicles and industrial production machines such as its material, using in the terminal control, and the integration of electric drive systems. With governments developing energy saving and carbon emission reduction around the world, automobiles are one of the main sources of carbon dioxide emissions in cities. Governments around the world are encouraging people with allowance to buy new energy vehicles or forcing car manufacturers to reduce fuel vehicle production, thereby driving the development of automotive power components.

The Company has been deeply involved in the field of power semiconductors for many years and become one of the world's important power semiconductor lead frame suppliers. The company has a solid and stable foundation, which is advantageous for attracting potential new customers.

- b. Having consistent operation process and vertical integration capabilities, with cost and quality advantages.

The core competitiveness of Lead Frame manufacturers lies in the precision of tooling and the speed of tooling fabrication, which are important keys to smooth

production. Since its establishment, the Company has spared no effort in the development and manufacture of various tools and the improvement of precision, strictly controlled the tooling fabrication speed and passed the certification. In addition to the development of Lead Frame production technology, the Company also has the ability to develop high-precision, high-quality tooling and automated equipment, and develop fully automated production equipment to integrate stamping, inline checking, plating, cleaning and packaging and other production processes. The Company strictly control the detail of the process to reduce production costs, improve product quality, efficiency and stability, and help improve customer's loyalty and enhance its competitiveness.

(b) Unfavorable Factors and Countermeasures

a. Fluctuation in raw material prices may impact operating profits.

The main raw materials of the Company's and subsidiaries' products are copper, iron-nickel alloys, iron and other metal and chemicals used in plating, etc. The production costs are also closely related to the price variation of raw materials. Copper is the main material, and its price changes have impact on the Company's profitability. When material prices increase, quotations have the advantage of reflecting the current market price, allowing for price adjustments accordingly; conversely, the same applies when prices decrease. In recent years, it is difficult to control production costs because of the violent fluctuation of international raw material prices. Therefore, fluctuations in raw material prices will affect the cost control ability of the Group.

Countermeasure :

The Company and its subsidiaries actively maintain close interaction with a number of upstream manufacturers and pay attention to changes in raw material prices to ensure the stability of material supply and the risk of decentralized supplier concentration, and maintain a good communication channel with customers to appropriately reflect the cost up caused by the price increase in raw materials. In addition, the Company has also continued to invest in research and development, using various materials or composite materials as the stamping material, reducing the ratio of material using rely on a single metal material, and actively establishing a vertically integrated production process for products, and promoting the alternative material certification. In addition to increasing the added value of products, it may deepen its own process capabilities and reduce its dependence on upstream raw materials.

b. Several stamping manufacturers in domestic country and foreign country , and the competition in product market is fierce.

The quality of the Lead Frame depends on the precision of the tooling. Through the tooling production, the quality can be stabilized and mass production can be carried out quickly. In recent years, price competition has become fierce due to the rise of mold-related manufacturing industry in China, putting pressure on domestic manufacturers.

Countermeasure :

- (a) To purchase high-precision machinery and equipment, and introduce automatic cleaning systems and AOI (Automated Optical Inspection) equipment.
 - (b) To assemble related equipment in-house, continuously improve production processes, and enhance technical capabilities to increase the level of production automation.
 - (c) To strengthen vertical integration of manufacturing processes by establishing in-house plating and degreasing production lines to achieve fully integrated production capabilities.
 - (d) To invest in the development and application of metal stamping product to enhance competitiveness in the semiconductor materials market through new technologies.
- c. Purchases and sales are mostly denominated in foreign currencies, and profits are easily affected by exchange rate movement.

Since more than 80% of the products of the Company and its subsidiaries are exported to overseas markets, we have actively developed international customers over the years, and the group's overall transactions in foreign currency have become increasingly important. Export orders are mostly quoted in US dollars depending on the customer. Therefore, exchange rate fluctuations have an obvious impact on the Company's revenue and profit.

Countermeasure :

The import of the main raw material copper of the Company and its subsidiaries is also denominated in US dollars, which can naturally offset the exchange rate risk of part of the sales. At the same time, the Company also try its best to use sales revenue in the same currency to pay for various purchase expenses, so as to achieve the effect of automatic risk avoidance. In addition, for the risk of exchange rate movement, the financial department should pay close attention to the international financial situation and grasp the information of latest exchange rate movement, and asks consulting services from the banks in order to grasp the exchange rate trend effectively. On the other hand, the sales department considers exchange rate movement when quoting, and adjusts the price by measuring exchange rate fluctuations to appropriately reflect the exchange rate movement and ensure product profits.

(2) Main applications and production process of key products

A. Main application of key products

Main Product	Important usage
TO Lead Frame	It is used for Power Transistors package of different power level, and is often used in automobiles, home appliances, and industrial machines.
Other Discrete Component	In the packaging process, it is used to carry the chip, turn on the circuit, connect with the PCB, and achieve the effect of heat dissipation and sensing through its metal material. The final products include Diodes, Rectifiers, Miniature Transistors and Opto etc.
Modular Lead Frame	The systematic design of module products usually includes a Computing Controller, a Driver IC and several MOSFETs or IGBT chips, and it is designed in a modular manner with advanced manufacturing and packaging technology, which can achieve the advantages of saving space, helping to reduce costs and improving reliability, and is mainly used for white inverter home appliances and alternative fuel vehicle.
Others (Include Lead Frame tooling and automated equipment)	The Tooling developed for different types of Lead Frame. Automated equipment developed for the customer's production process requiring, such as automatic stacker, automatic bending machine, etc.

B. Main production process of major products

(a) Lead Frame production process

Tooling Design and fabrication→Tooling assembly→Raw material→Stamping
→Plating→VQC→Warehousing

(b) Semiconductor sealing Tooling making process

Tooling Design and fabrication→Tooling assembly→Raw material→Tooling
trial →Customer acceptance

(c) Automated equipment making process

Equipment design and fabrication→Equipment assembly→Raw material→
Equipment trial→Customer acceptance

(3) Supply of major raw materials

Finish goods	Major raw material	Main Source	Supply
Lead Frame	Copper(Single-gauge 、Dual-gauge)	Korea, Japan, Taiwan, Europe, China	steady
	Iron	Japan, Taiwan, China	steady
	Nickel bead, silver cyanide, Silver potassium cyanide	Taiwan, China	steady

The main raw material of Lead Frame is copper (including single-gauge material and dual-gauge material), iron and plating chemicals, etc. In order to ensure quality stability, price competitiveness and to avoid material shortages, the Company maintains a good interactive relationship with suppliers.

(4) Suppliers/Customers accounting for more than 10% of the Company's total purchase/ revenue in any of the recent two years, the purchase/ revenue amounts and proportions, and the reasons of increase or decrease.

A. Suppliers accounting for more than 10% of the Company's total purchase in any of the last two years, the purchase amounts and proportions, and the reasons of increase or decrease.

(In Thousands of New Taiwan Dollars ; %)

Year	2024				2023			
Item	Name	Amount	Percentage to Annual Net Purchase (%)	Relationship with the Company	Name	Amount	Percentage to Annual Net Purchase (%)	Relationship with the Company
1	Supplier A	794,845	25.03%	None	Supplier A	886,554	29.83%	None
2	Supplier D	563,043	17.73%	None	Supplier D	481,543	16.20%	None
3	Supplier B	414,813	13.07%	None	Others	1,603,959	53.97%	—
4	Supplier C	405,702	12.78%	None	—	—	—	—
5	Others	996,833	31.39%	—				
	Total	3,175,236	100.00%	—	Total	2,972,056	100.00%	—

Note : List the names of suppliers who account for more than 10% of the total purchases in the recent two years, as well as the purchase amount and proportion. However, due to the contractual agreement that it is not allowed to disclose the name of the supplier or the trade counterpart who is individual and non-related person, the code name may be used.

Variance Analysis :

The Group's main purchase items are copper materials, iron materials and other metal materials. In addition to the purchase amount of purchasing from the suppliers A, B, C and D over 10% of the total purchases in 2024 and 2023, the Company has continued to increase the purchase quantity of other suppliers for purchasing concentration improvement. The purchase amount of purchasing from other rest companies do not exceed 10% of the total purchases, and the source is still stable.

B. Customers accounting for more than 10% of the Company's total sales in any of the last two years, the revenue amounts and proportions, and the reasons of increase or decrease : None.

Variance Analysis : None.

3. Human Resources in the Past Two Fiscal Years and as of the Date of this Annual Report (No. of Employees, Average Year of Service and Age, and Education)

Year		2023	2024	End of March 2025
No. of Employees	Direct	775	742	729
	Indirect	364	364	364
	Total	1,139	1,106	1,093
Average Age		39.08	39.08	40.11
Average Year of Service		8.24	8.99	9.37
Average Year of Service	Doctor's Degree.	0.00%	0.00%	0.00%
	Master's Degree	1.67%	1.63%	1.56%
	Bachelor's Degree	29.76%	30.02%	30.28%
	Senior High School	54.17%	53.89%	53.71%
	Below Senior High School	14.40%	14.46%	14.45%

Remark : Information for the year ending on the print date of the annual report should be filled in.

4. Expenditure Related to Environmental Protection

(1) In the most recent year and by the print date of the annual report, the losses suffered due to pollution of the environment (including compensation and environmental protection audit results of violations of environmental laws and regulations, the date of the penalty, Penalty reference number, the provisions of the violation, the description of the violation, and the details of violation shall be listed) : None.

(2) Estimated amount happened at the present time and in the future, and the reaction :

In response to global climate change and the requirements of governments and customers both domestically and internationally for carbon neutrality and renewable energy, the Company is committed to fulfilling corporate social responsibility and maintaining sustainable development. Following the spirit of continuous improvement in the ISO 14001 environmental management system, we review and improve the waste and emissions generated during the production process of our products.

The Company actively promotes various energy reduction measures, selects equipment with high energy efficiency and energy-saving designs, establishes environmental management objectives and strategies, strives to reduce the use of energy and water resources, reduce energy consumption by the company and its products, and takes appropriate measures to prevent or mitigate potential environmental impacts.

5. Employment Relations

(1) Employees' welfare, education, training and pension, employee relations and protection of employees' rights

A. Employee welfare measure and implementation

In order to enable employees to work with peace of mind and live without worries, the Company has established a Labor Retirement Reserve Supervision Committee, which is responsible for supervising the allocation and use of retirement reserves, and has set up an Employee Welfare Committee to handle the planning of employee welfare and the management of welfare income and expenditure for the whole year. The Company's welfare measures are listed below :

- (a) Employees have annual leave and pensions in accordance with the law, establish employee welfare committees, coordinate welfare activities, and protect labor rights and interests.
- (b) Employees are provided with work clothes, coats and uniforms free of charge.
- (c) Employees participate in labor insurance and national health insurance in accordance with the law.
- (d) The Company holds employee check-ups for employees and specialized personnel regularly.
- (e) The welfare committee plans to organize activities such as employee tours, family days, and movie screenings.
- (f) In the event of marriages, funerals or celebrations, employees are given leaves in accordance with the Labor Standards Act, and can enjoy subsidy of welfare funds.
- (g) The Company issues bonuses on New Year's Day; employees can receive vouchers on Dragon Boat Festival, Mid-Autumn Festival, Labor Day, and birthdays.
- (h) The company provides parking spaces for cars and motorcycles, a nursing room, a refrigerator exclusively for pregnant women, official vehicles, and public bikes etc.

B. Employee education and training

In order to improve the professional and technical ability of employees, strengthen work efficiency and pay attention to product quality, education and training are carried out according to the annual education and training plan. Internal training and external training are carried out at the same time to strengthen the professional ability of employees of various functions. The various trainings of the Company are listed below :

- (a) New recruits training : Provide courses about the Company's business items, work rules, employee benefits, reward and punishment regulations, etc., so that new recruits have a basic understanding of the Company.
- (b) Pre-employment training : According to Article 16 of Occupational Safety and Health Education and Training Rules, when employees change jobs, they must receive labor safety and health education and training.
- (c) Employees training : Cultivate the professional skills, knowledge and management ability of colleagues in work.
- (d) Professional functional training : Send colleagues to relevant institutions for training as needed, so that colleagues can obtain professional inspection certification.

C. Retirement system and its implementation

The employee retirement method stipulated by the Company and its domestic subsidiaries in accordance with the "Labor Pension Regulations" is a definite provision plan. Pursuant to the regulations, the monthly labor pension contribution rate borne by the Company and its domestic subsidiaries shall not be lower than 6% of the employee's monthly salary. The Company and its domestic subsidiaries have already set aside 6% of the employee's salary to the individual pension account of the Bureau of Labor Insurance in accordance with the employee retirement regulations stipulated in the Act.

Subsidiaries in mainland China shall, in accordance with the regulations of the local government, appropriate a certain percentage of the employees' total salary for endowment insurance, pay them to the relevant government departments, and save them in a separate account for each employee.

Other overseas subsidiaries of the Group appropriate pension funds to relevant pension management businesses in accordance with local laws and regulations.

The expenses recognized by the Company and its domestic subsidiaries in 2024 and 2023 were NTD8,267 thousand and NTD8,529 thousand respectively.

The employee pension scheme stipulated by the Company and its domestic subsidiaries in accordance with the "Labor Standards Act" is a defined benefit plan. The payment of employee pension is calculated based on the base of service years and the average monthly salary at the time of retirement. Two bases will be given for one year of service within 15 years (inclusive), and one base will be given for each full year of service for more than 15 years, but the accumulation of bases is limited to a maximum of 45 bases. The Company and its domestic subsidiaries allocate 2% of the total salary to the pension fund on a monthly basis in accordance with the Labor Standards Act, and deposit it in a special

account in the Bank of Taiwan in the name of the Labor Retirement Reserve Supervision Committee. In addition, before the end of each year, the Company and its domestic subsidiaries estimate the balance of the aforementioned special account for labor retirement reserves. If the balance is not enough to pay the pension amount calculated by the aforesaid for workers who are estimated to meet the retirement conditions in the next year, the difference will be allocated before the end of March of the following year.

Assets are allocated by the Ministry of Labor in accordance with the methods for the custody and utilization of the income and expenditure of the labor pension fund. The investment of the fund is carried out in the form of self-management and entrusted management, and both active and passive management are adopted for medium- and long-term investment strategies.

Taking into account market, credit, liquidity and other risks, the Ministry of Labor has set the fund risk limit and control plan, so that there is sufficient flexibility to achieve the target return without excessive risk taking. For the use of the fund, the minimum income for annual final settlement and distribution shall not be lower than the income calculated on the basis of the two-year fixed deposit of the local bank. If there is any shortage, it will be supplemented by the national treasury with the approval of the competent authority. Since the Company has no right to participate in the operation and management of the fund, it cannot disclose the classification of the fair value of the project assets in accordance with paragraph 142 of IAS 19. As of December 31, 2024, the Company's defined benefit plan is expected to allocate NTD196 thousand in the next year.

As of December 31, 2024 and December 31, 2023, the weighted average duration of the Company's defined benefit obligations was 18 years and 17 years respectively.

D. Employment relations and employee welfare

The Company regularly holds labor-management meetings on a quarterly basis to maintain a two-way communication channel. The relationship between labor and management has always been harmonious and sound, and there has been no major labor-management disputes. Therefore, up to now, no request for collective bargaining agreement has been submitted to the company, and thus, no collective bargaining agreement has been signed. In addition to formulating work rules according to laws and regulations to clearly regulate various working conditions and protect the rights and interests of employees, the Company has also established Labor-Management Conferences, Employee Welfare Committees, etc. according to laws and regulations. All rights and interests of employees can be treated fairly and reasonably through the above channels.

(2) Loss incurred due to industrial disputes, estimated amount at present or in the future and actions taken in the most recent year and as of the date of this annual report:

There has been no major industrial dispute in the history of the Company. The Company strives to implement various employees' welfare measures to avoid losses from disputes. However, follows the labor inspection, the Company was fined for a violation of labor regulations. Details are as follows:

In Thousands of New Taiwan Dollars

Date of Punishment	Name of the Punishment	Violation of Regulations	Violation Content	Penalty	Reaction
2024.12.13	Jingyuan Huanan Zi No. 1130024291	Article 36, item 1 of Labor Standards Act	Make employees work for over 7 days continuously	50	Comply with relevant laws and regulations and implement

(3) Safety measures at work place and for employees' personal safety:

Category	Details
ISO 45001 Occupational health and safety management systems	The Company has obtained ISO 45001 occupational health and safety management system certification, complies with environmental protection and safety and health related laws and other requirements, and provides a healthy and safe working environment.
Access Security	- Stringent surveillance on all exterior and major interior entrances and exits using security camera or access security system 24 hours a day. - Security guards are situated in factories to assist with securing the premises. - Security systems with on-line connection to the security firm.
Equipment Safety & Maintenance	- Annual public safety inspection by specialized company in accordance with the Regulations for Inspecting and Reporting Buildings Public Security. - In accordance with the Fire Services Act, annual fire safety inspection shall be conducted by external parties. Periodic maintenance and inspection of fire safety equipment shall be performed. - Pursuant to the Regulations for Management of Occupational Safety and Health, weekly maintenance and inspection on each device shall be performed.
Physiological Hygiene	- Health Check : All new recruits undergo physical examinations before they enter the workplace. For incumbents, they undergo annual examinations according to regulations and frequencies. For all examination results, there are dedicated personnel to conduct relevant health management operations. - Working environment : The Company disinfects the environment of the factory area and has drinking water testing every quarter, and also has special personnel to maintain the environment.

Insurance	The Company handles labor insurance and national health insurance matters for employees in compliance with relevant regulations. Pursuant to the Labor Insurance Act and Enforcement Rules of the Labor Insurance Act issued by the Ministry of Labor, the Company assists employees in apply for insurance benefit payments from the Bureau of Labor in instances of child birth, injury, illness, disability, seniority and death.
Education Training	1. Publicize the rules of occupational safety and health facilities every month, including how to use fire extinguishers, 6S regulations on plant safety and hygiene, electricity usage and operation safety regulations, etc. 2. Hold machine safety operation education and training every quarter. 3. Hold labor safety education and training every six months. 4. Hold health lectures every year.

6. Cyber Security Management

(1) Cyber risk management

A. Structure

The Company's information department coordinates and implements cyber security-related specifications, equipment and software construction, and conducts cyber security publicity. At the same time, it cooperates with internal audits to conduct employee cyber security activities inspections to enhance employees' awareness of cyber security and strengthen the confidentiality and integrity of information assets.

B. Cyber security policy

● Institutional norms

The Company has formulated relevant cyber security norms and operating systems to regulate the cyber security operations of the Company's personnel, while at the same time strengthening the operating management of confidential information through internal audit, accounting information and IATF external audit operation.

● Technology use

In order to prevent various external cyber security threats, the Company adopts a multi-layer protection structure design. The Company builds an cyber security protection system for the host and computer to improve the information security for enhancing the security and reliability of the cybersecurity environment.

● Personnel education and training

Conduct education and training on cyber security and regulations to enhance employees' awareness of cyber security.

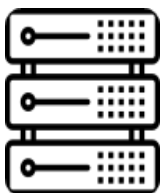
C. Management plans

PC Equipment Control



- Restriction of accessing company resources on the USB and other portable storage devices.
- To perform data wiping on PC's storage devices when this equipment is written off.
- Each PC is assigned to one individual, ensuring effective tracking of equipment movement.

Domain Control



- File access rights control, regulating personnel access to file server permissions.
- Users are required to regularly update their passwords to strengthen account security.
- Mobile device access to resources requires a zero-trust mechanism to ensure information security.
- Integration of authentication information from various systems in the environment.

Emergency Response Plan and Recovery Mechanism



- Regular review of backup records.
- Regular review of emergency response and execution of emergency response drills.
- Regular drills for system recovery.

Establishment of Cybersecurity Regulations and Audits



- Irregular cybersecurity awareness campaigns-Personnel must undergo cybersecurity awareness and education training.
- Engagement of external cybersecurity consultants-Signing system maintenance contracts with system vendors.
- Regular external audits-Information technology audits by accountants and external audits by IATF.
- Periodic internal audits.

D. Resources allocated to cyber security management

- (a) The system and computer equipment are installed with firewalls and anti-virus software, and regularly perform anti-virus or version updates.
- (b) Set a remote backup server for data archiving.
- (c) Sign a maintenance contract with an external information service company for the storage and system server to confirm the effectiveness of cyber security.
- (d) The IT department staff will arrange external training courses on information security technology as needed and periodically conduct information security awareness campaigns for company employees.

(2) As of the most recent year and up to the date of the annual report's publication, there have losses incurred, potential impacts identified, or response measures implemented due to significant information security incidents : None.

7. Material Contracts

Nature	Counterparty	Duration	Description	Covenant
Land Lease	Export Processing Zone Administration	2023.08.01~2033.07.31	Leasing land in Nanzi Processing Export Zone for use as the First Factory	None
Land Lease	Export Processing Zone Administration	2016.12.01~2026.11.30	Leasing land in Nanzi Processing Export Zone for use as the Second Factory	None
Land Lease	Export Processing Zone Administration	2014.08.16~2024.08.15	Leasing land in Nanzi Processing Export Zone for use as Headquarters	None
		2024.08.16~2034.08.15		
Land Lease	Export Processing Zone Administration	2018.08.01~2028.07.31	Leasing land in Nanzi Processing Export Zone for use as the Third Factory	None
Land Lease	Export Processing Zone Administration	2019.01.01~2028.12.31	Leasing land in Nanzi Processing Export Zone for use as Factory F	None
Plant Lease	Jihhong Technology Co., Ltd.	2020.04.01~2024.12.31	Leasing the factory building in Alian District, Kaohsiung City to be used as Jih-li Technology Alian Factory	None
Plant Lease	Vishay General Semiconductor Taiwan Ltd.	2018.12.01~2028.11.30	Leasing the building at No. 40, Zhongyang Road, Nanzi Processing Export Zone for rental to Vishay General Semiconductor Taiwan Ltd.	None

V. Review and Analysis of Financial Position and Performance and Associated Risks

1. Financial Position :

Reasons and impact of significant changes in Asset, Liability and Equity. If the impact is significant, the future action plan should be explained.

(In Thousands of New Taiwan Dollars)

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	3,634,520	3,435,605	198,915	5.79
Property, Plant and Equipment	1,292,044	1,356,849	(64,805)	(4.78)
Intangible Assets	1,551	2,558	(1,007)	(39.37)
Other Assets	350,037	378,446	(28,409)	(7.51)
Total Assets	5,278,152	5,173,458	104,694	2.02
Current Liabilities	1,489,511	944,856	544,655	57.64
Non-current Liabilities	791,664	1,359,316	(567,652)	(41.76)
Total Liabilities	2,281,175	2,304,172	(22,997)	(1.00)
Capital	1,020,409	1,020,409	—	—
Capital Surplus	556,531	668,776	(112,245)	(16.78)
Retained Earnings	1,545,486	1,380,466	165,020	11.95
Other Equity	(125,449)	(200,365)	74,916	(37.39)
Total Equity	2,996,977	2,869,286	127,691	4.45

Significant variance (Variance of more than 20%, and the amount of variance is more than NTD10 million) :

1. Current Liabilities : Mainly due to the syndicated loans transferred to current liabilities, so it increase.
2. Non-current Liabilities : Mainly due to the syndicated loans transferred to current liabilities, so it decrease.
3. Other Equity : Mainly due to the exchange differences on translation of foreign operations.

2. Financial Performance :

Reasons for significant changes in Sales Revenue, Operating Income and Net Profit before Income Tax in the last two years, the expected sales volume and their basis, the possible impact on the Company's future financial business and the action plans.

(1) Comparison and analysis of business results

(In Thousands of New Taiwan Dollars)

Item \ Year	2024	2023	Increase (Decrease)	%
Sales Revenue	5,026,851	5,131,552	(104,701)	(2.04)
Cost of Goods Sold	4,331,861	4,414,381	(82,520)	(1.87)
Gross Profit(Note 1)	694,990	717,171	(22,181)	(3.09)
Operating Expenses	478,058	491,353	(13,295)	(2.71)
Operating Income (Note 1)	216,932	225,818	(8,886)	(3.94)
Non-Operating Income and Expenses (Note 2)	106,979	50,044	56,935	113.77
Net Income before Income Tax from Continuing Operations (Note 1)	323,911	275,862	48,049	17.42
Income Tax Expense	66,910	97,225	(30,315)	(31.18)
Net Income after Income Tax from Continuing Operations	257,001	178,637	78,364	43.87
Other Comprehensive Income (Note 3)	74,772	(68,106)	142,878	(209.79)
Total Comprehensive Income(Note 3)	331,773	110,531	221,242	(200.16)
Significant variance (Variance of more than 20%, and the amount of variance is more than NTD10 million) :				
(Note 1) Analysis for items Gross Profit and Operating Income etc. : Mainly due to the sluggish market conditions in 2024, decreasing in demand and price hike, resulting in a decrease in each item.				
(Note 2) Non-operating income and expenses : Mainly due to changes in net foreign currency exchange gains and losses.				
(Note 3) Other comprehensive income : Mainly due to the recognition of exchange differences in the translation of financial statements of foreign operating institutions.				

(2) Expected sales volumn in the next year with basis, its impact on the Company's finance and business and action plans:

Due to the obvious recovery of the economic situation, the electronics industry is booming, mainly because of the demand for work from home and cloud computing derived during the epidemic, and the sales of IT products has increased significantly, while the promotion of carbon neutrality policies of each country, the rapid growth of automotive electronics, the delay in international sea and air transportation and the epidemic have raised the stocking

level of manufacturers. The Group will focus on the development of niche lead frame products and expand the development strength of new energy vehicle, industrial inverter and major appliance module lead frames.

3. Cash Flows

(1) Various analysis of cash flows in the most recent years

(In Thousands of New Taiwan Dollars)

Item	Year	2024	2023	Increase or decrease (%)
Net cash inflow from operating activities		467,209	794,351	(41.18)
Net cash inflows (outflows) from investing activities		(105,415)	(94,440)	11.62
Net cash inflows (outflows) from financing activities		(277,387)	(408,082)	(32.03)
Analysis of variance: (above 20%)				
(1) Net cash generated by operating activities:				
Mainly due to a increase of NTD144,558 thousand in cash inflow from accounts receivable, a decrease of NTD301,637 thousand in cash inflow from inventory, and a increase of NTD99,908 thousand in cash inflow from accounts payable, which resulted in net cash inflow decrease from operating activities in 2024.				
(2) Net cash generated by financing activities:				
Mainly due a increase of NTD89,735 thousand in cash outflow from short-term borrowings, a decrease of NTD67,532 thousand in cash outflow from repayment of long-term borrowings, and a decrease of NTD153,061 thousand in cash outflow from payment of cash dividends in 2024, resulting in net cash outflow decrease from financing activities.				

(2) Improvement plans for liquidity shortfall: None.

(3) Liquidity analysis for the next year

(In Thousands of New Taiwan Dollars)

Cash Balance, Beginning of Year (1)	Net Cash Inflows from Operating Activities (2)	Net Decrease Outflows in Cash (3)	Cash Balance, End of Year	Remedies for Cash Shortage	
			(1)+(2)-(3)	Investment Plans	Financing Plans
1,249,038	400,738	(296,782)	1,352,994	—	—
1. Analysis of expected cash flow changes in 2025:					
Operating activities : Net cash inflow from operating activities due to business volume.					
Investing activities : Mainly due to the purchase of equipment.					
Financing activities : Mainly due to the repayment of loans and payment of cash dividends.					
2. Remedial measures and flow analysis of estimated cash shortfall : None.					

4. Major Capital Expenditures in the Most Recent Year and Their Impacts on the Company's Finance and Operation :

The source of funds for the major capital expenditures of the Company and its subsidiaries in 2024 is mainly the net cash inflows from operating activities, with some bank loan. The amount of real estate, plant and equipment obtained is NTD97,751 thousand, accounting for approximately 1.94% of the sales revenue, and had no significant impact on the finance and business of the Company.

5. Reinvestment Policies in the Most Recent Year, Main Reasons for Investment Gains or Losses, Improvement Plans, and Investment Plans of the Next Year :

(1) Reinvestment policies

The Company's reinvestment is mainly in the lead frame related fields, and by setting up domestic and overseas reinvestment companies to develop mainland and overseas markets, and to serve customers nearby, it is expected to improve the Company's overall operational performance.

(2) The main reasons for the profit or loss of reinvestment, improvement plan:

(In Thousands of New Taiwan Dollars)

Reinvestment company	Investment gains and losses recognized in 2024	Main reason for profit or loss	Improvement plan	Investment plan for the coming year
Speedy Investment Limited	\$59,778	As a holding company, it recognizes the investment gains and losses of reinvesting in Jinan Jihlong Technology Co., Ltd. The product orders in the mainland market have the advantages of technology-specific exclusivity and low personnel costs, resulting in relatively stable profitability of Jinan Jihlong Technology Co., Ltd.	None	None
Jih Li Technology Co., Ltd.	\$(5,747)	It is a 100% outsourcing processing company of the Company. This company faced losses in 2024 due to the sluggish market conditions compared to 2023	None	None

Reinvestment company	Investment gains and losses recognized in 2024	Main reason for profit or loss	Improvement plan	Investment plan for the coming year
Jih-Linchpin Limited	\$86,828	As a holding company, it recognizes the investment gains and losses of reinvesting in Suzhou SH Precision Co., Ltd. The product orders in the mainland market have the advantages of technology-specific exclusivity and low personnel costs, resulting in relatively stable profitability of Suzhou SH Precision Co., Ltd.	None	None
SH Precision Co.,Ltd	\$64,785	Due to the exclusiveness of technology-specific product orders in the Japanese market, SH Precision Co., Ltd's profitability is relatively stable.	None	None
Malaysian SH Precision Sdn. Bhd	\$33,364	Due to the advantages of technology-specific exclusivity and low personnel costs for product orders in the Malaysian market, Malaysian SH Precision Sdn. Bhd's profitability is relatively stable.	None	None

(3) Investment Plans of the Next Year :

Each of subsidiaries invests in production machinery, facilities, and eco-friendly and energy-saving equipment based on changes in the external environment and demand, optimizing industrial competitiveness.

6. Risks

(1) Impacts of fluctuations in interest rates and foreign exchange rates and inflation on the Company's profitability and associated action plans

A. Impacts of interest rate fluctuations in 2024 and 2023 on the Company's profitability and associated action plans:

(In Thousands of New Taiwan Dollars)

Item	2024	2023
Net Interest Income (Expense) (Note)(1)	(11,548)	(17,368)
Net Revenue (2)	5,026,851	5,131,552
Operating Income (3)	216,932	225,818
(1)/(2)	(0.23) %	(0.34) %
(1)/(3)	(5.32) %	(7.69) %

(Note) Interest amortization on corporate bond discounts and interest on lease liabilities have been excluded.

The Group incurred interest expense of NTD11,548 thousand in 2024, which was 0.23% and 5.32% of revenue and operating income in 2024, respectively. This is mainly due to the adjustment of the Group's capital utilization structure and the use of long-term funds to pay for long-term investments, resulting in an decrease of approximately NTD5,820 thousand in the net interest expense of the Group in 2024. The Group continues to regularly review and allocate our funds, while making a closer partnership with banks to secure a better interest rate compared to the market average.

B. Impacts of foreign exchange rate fluctuations in 2024 and 2023 on the Company's profitability and associated action plans:

(In Thousands of New Taiwan Dollars)

Item	2024	2023
Net Foreign Exchange Gain (Loss) (1)	51,026	51,509
Net Revenue (2)	5,026,851	5,131,552
Operating Income (3)	216,932	225,818
(1)/(2)	1.02%	1.00%
(1)/(3)	23.52%	22.81%

Foreign exchange profit amounted to NTD51,026 thousand in 2024, which was 1.02% and 23.52% of revenue and operating income in 2024, respectively. This is mainly due to the impact of the appreciation in the US dollars in 2024.

The Group's operating income and manufacturing costs are mostly denominated in US dollars, and the amount of foreign currency sales is higher than that of foreign currency purchases, so fluctuations in the exchange rate of the US dollars will have an impact on the

revenue and income of the Group. In addition to keeping an eye on the exchange rate fluctuations in the international market, the Group will continue to implement the following countermeasures:

- (a) In addition to the natural hedging effect of purchases denominated in foreign currencies, the Group's financial department also takes into account relevant information on the exchange rate market and future trends to avoid exchange rate risks in a timely manner.
- (b) The Group maintains information exchanges with major correspondent banks, and monitors changes in the foreign exchange market in real time, so that relevant supervisors can make timely adjustments in response to exchange rate fluctuations, and at the same time serve as a basis for business personnel to quote product prices.

C. Impacts of inflation on the Company's profitability and associated action plans:

The total CPI index for December 2024 announced by the Accounting Office was 108.82, with an annual CPI growth rate of 2.10%. The inflation risk was assessed to be within an acceptable range. The Company continues to reduce various costs through raw material inventory management and the research and innovation of procurement strategy and process, which is sufficient to respond to the changes in environment and reduce the impact of inflation on the Company.

- (2) The policies, main causes of gain or loss and action plans with respect to high-risk, highly-leveraged investment, lending funds to other parties, endorsement and guarantee and derivative trading:

A. High-risk, highly-leveraged investment

The Company is mainly engaged in research and development, manufacturing and sales, and does not engage in high-risk or high-leverage investments.

B. Lending funds to other parties, endorsement and guarantee

- (a) In response to the actual operational needs of the reinvestment company, the Company has formulated the "Operation Procedures for Funds Loans to Others" and "Operation Procedures for Endorsement and Guarantee" in accordance with the relevant laws and regulations of the Securities and Futures Bureau, and evaluates risks and effectively controls them through an internal dedicated unit. At the same time, the audit unit of the Company has established relevant standards for risk management and assessment in accordance with the "Guidelines for the Establishment of Internal Control Systems for Public Offering Companies" issued by the Securities and Futures Bureau.
- (b) As of December 31, 2024, the maximum limitation amount of the Company's endorsement guarantee was NTD2,372,234 thousand, the balance of the announced endorsement guarantee was NTD650,000 thousand without any disbursement, a

decrease of amount 102,084 thousand from 102,084 thousand in 2023 ; in addition, the invested companies in which the Company directly and indirectly holds 100% of the shares will have priority for each subsidiary to apply for a financing quota from the bank due to the overall working capital consideration to facilitate the use of working capital of each subsidiary. The Company will not provide endorsement and guarantee to them anymore.

(c) In 2024, the Company did not have funds loaned to others.

C. Derivative trading

It is handled in accordance with the procedures for dealing in derivatives transactions in the "Acquisition or Disposal of Assets Processing Procedures" stipulated by the Company. The Company has not undertaken forward foreign exchange contracts and derivatives transactions in the last two years. If there is demand in the future, it will mainly avoid the risks caused by exchange rate fluctuations, and will not engage in arbitrage and investment transactions. The relevant risks are limited.

(3) Future research and development plans and estimated expenses

A. Future research and development plans :

In recent years, the Company has continued to invest in research and development in mold development, purchase high-precision machinery and equipment, improve production processes and enhance production efficiency. The future research and development plans are as follows:

- (a) The demand for artificial intelligence and smart transportation systems has caused the scale, density, and number of global data centers to grow exponentially, and the demand for electricity remains high. The power supplies of such equipment have high output power, high power density, and high energy efficiency characteristics, and generate demand for components with high voltage, high current, and low impedance. In response to customer needs, the Company develops lead frame for over-voltage, over-current and circuit protection to seize the market.
- (b) To introduce diverse metal surface processing solution that promote product differentiation and enhance product competitiveness as customer's demand on automotive power device.
- (c) To strengthen the development capabilities of heterogeneous materials in response to the development trend of semiconductor packaging technology integration and multi-layer stacking, materials, aligning the increasingly diversified development characteristics of the current semiconductor supply chain and seize business opportunities.
- (d) To align with the industrial developing trend for conductive heat dissipation and enhance our collaborative technology development capabilities with customers to seize business opportunities.

B. Estimated Research and Development expenses

The Company adheres to the concept of high-precision mold development and production for many years, and is committed to improving the speed of mold development and product

quality. It is estimated that the research and development expenses invested will be gradually listed according to the development progress of new products and new technologies. 2% to 3% of the revenue in 2025 is mainly invested in the R&D center to purchase all kinds of precision machines, shorten the mold development time and the lead frame stamping consistency, and maintain a certain degree of growth depending on the operating conditions to ensure the Company's competitive advantage.

- (4) Impacts of changes in major domestic and overseas policies and regulations on Company's finance and business and associated action plans:

The Company has always paid close attention to and mastered the policies and laws that may affect the Company's operations, and cooperated with the revision of relevant internal systems of the Company. The legal changes in 2025 have been assessed to have no significant impact on the operation of the Company.

- (5) Impacts on the changes in technology (including cyber security risk) and industry on Company's finance and business and associated action plans:

In order to presume the relevant policies of cyber security, strengthen the construction of cyber security software and hardware and related contingency handling, implement cyber security education and training, the Company implements cyber security risk management through internal audit and accountant information audit. The Company always pays attention to the changes in the technology related to the industry in which it operates, and evaluates its impact on the Company's operations. However, there was no major technology change in the recent year that had a significant impact on the Company's finance and business.

- (6) Impacts of changes in corporate image on corporate risk management and associated action plans:

Since its establishment, the Company has been focusing on its own business operations. So far, there has not been a crisis in the Company's operation caused by the change of the corporate image. However, once an enterprise crisis occurs, it may cause considerable damage to the enterprise. Therefore, the Company will continue to comply with the various corporate governance requirements as much as possible, and timely invite relevant experts to provide advice and comply with them, so as to reduce the occurrence of such risks and the influence on the Company's finance and business.

- (7) Expected benefits and risks relating to merger and acquisition and associated action plans:

As of the date of publication of the annual report in the most recent year, the Company has no plans to acquire other companies, so it is not applicable.

- (8) Expected benefits and risks relating to plant expansion and associated action plans:

In response to the multi-site production due to geopolitics, and the trend of electronic components industry company setting up factories within Southeast Asia, India and Thailand.

In order to increase business opportunities, the Company plans to have factory expansion in Malaysia factory idle land and then process subsequent equipment investment. It is currently implementing preliminary preparation and application for factory land, and there is no large capital investment yet, so no major risks occur.

(9) Risks of concentrated sources of sales or purchases and associated action plans:

A. Purchase concentration risks

The Company's purchase items are mainly copper, iron-nickel, iron and other metal materials. In addition to purchasing from various copper suppliers in South Korea, Taiwan, Japan, China, etc., it can also purchase through traders. The sources of purchases are scattered and the required raw materials can be obtained stably, and there should be no risk of concentration of purchases. The Company's response measures to the concentration risk of purchases are as follows:

- (a) Grasp the main raw material sources: The Company has been working hard in the industry for a long time, and its grasp of the upstream raw materials is sufficient to support the Company's long-term development, and has signed supply contracts with relevant suppliers to stabilize the source of materials.
- (b) Dispersion of suppliers: The Company purchases raw materials from different suppliers as far as possible to diversify the procurement sources, ensure the safe supply of raw materials and reduce the risk of centralized procurement.
- (c) Self-made dual-gauge materials: The development trend of the Company's product is to increase the proportion of self-made dual-gauge materials.

B. Sales concentration risks

None of the Company's major customers in the last two years has a revenue accounts for more than 10% of sales, so the Company has no sales concentration.

(10) Impact or risk of change or transfer of significant number of shares by directors, supervisors or shareholders with over 10% of shareholding and associated action plans: None

(11) Impact or risk of change in management and associated action plans:

As of the date of the publication of the annual report in the most recent year of the Company, there has been no change in management rights, so it is not applicable.

(12) For major litigations, non-litigations or administrative disputes which involve the Company, directors, supervisors, general managers, de facto responsible person, major shareholders with over 10% of shareholding and affiliates and have significant impacts on the interests of shareholders or share prices, the facts, amount in dispute, commencement date, major parties involved, and the status as of the date of this annual report shall be disclosed: None

(13) Other significant risks and associated action plans: None.

7. Other Significant Matters: None.

VI. Special Notes

1. Affiliates Information

Please refer to the MOPS, the access path is as follows :

MOPS > Single Company > Document Download > Consolidated Business Report of the Affiliates

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

2. Private Placement of Securities in the Most Recent Year and as of the Date of this Annual Report: None.

3. Other Necessary Supplement: None.

VII. Any Events in the Most Recent Year and as of the Date of this Annual Report that had Significant Impacts on Shareholders' Right or Security Prices as Stated in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act: None.

JIH LIN TECHNOLOGY CO., LTD.

Chairperson : Shang-Yen Tsai