Stock Symbol:	3265

Winstek Semiconductor Co., Ltd.

Winstek Semiconductor Co., Ltd.

2024
Annual Report

Printed on: March 31, 2025

Annual report website: http://mops.tse.com.tw

I. S Name, job tile, contact telephone and email address of spokesperson and acting spokesperson:

Name of spokesperson	:	Liu Kui-Chu
Job title of spokesperson	:	Finance Director
Contact Telephone Number	:	03-5936565 extn. 133
Email address	:	kevin.liu@winstek.com.tw
Name of Acting Spokesperson		Huang Hou-Chi
Job Title of Acting Spokesperson		Vice General Manager of Test Operation Department
Contact Telephone Number		03-5936565 extn. 201
Email address		Steven.huang@winstek.com.tw

II. Address and Telephone Number of Headquarters, Subsidiary, and Factory:

Address of Headquarters:	:	No. 176-5, Luliaokeng, Qionglin Township, Hsinchu County 307410, Taiwan, R.O.C.
Telephone Number	:	03-5936565
Address of Factory	:	No. 176-5, Luliaokeng, Qionglin Township, Hsinchu County 307410, Taiwan, R.O.C.
Telephone Number	:	03-5936565

III. Name, Address, Website, and Telephone Number of Stock Transfer Brokage:

Name	:	Yuana Securities Co., Ltd.
Address	:	B1 #210, Section 3, Chengde Rd., Datong District, Taipei City, 103, Taiwan R.O.C.
Website:	:	www.yuanta.com.tw
Telephone Number	:	02-25865859

IV. Name of, Office, Website, and Telephone Number: Certified Public Accountant Who Prepares Recent Annual Report:

Name of Accountants	:	CPA Hsieh Chih-Cheng & CPA Chiang Tsai-Yen
Name of Accounting Office	:	PwC Taiwan
Address	:	27F, #333, Section 1, Keelung Rd. Taipei City
Website:	:	http://www.pwcglobal.com.tw
Telephone Number	:	02-27296666

V. Name of any exchanges where the company's securities are traded offshore, and the method by which to access information on said offshore securities:

NA

VI. Website of the Company: http:// www.winstek.com.tw

Table of contents

		Number of Page
I.	Letter to Shareholders	1
II.	Corporate Governance Report	4
1.	Information of Directors, Supervisors, General Manager, Vice General Manager, Assistant Vice General Management, and heads of functional departments and offices	4
2.	Remuneration paid to Directors, Supervisors, General Manager, and Vice General Manager	23
3.	Corporate Governance of the Company	30
4.	Financial Audit Fee of CPA	94
5.	Information related to CPA change	94
6.	Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm	95
7.	Any transfer of equity interests and/or pledge of or change in equity interests during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent.	95
8.	Relations party or a relative within the second degree information and any one because of and among the top ten largest shareholders	96
9.	Consolidated Holding Percentage	97
III.	Fundraising	98
1.	Capital and share of stocks	98
2.	Issuance of Corporate Bond	103
3.	Issuing of Preferred Stock	103
4.	Issuance of GDR	103
5.	ESO Issuing and Restrictions of ESO Conversion into Shares	103

6. Issuance of new shares due to acquisition of shares of another company---------- 103
7. Implementation of the company's capital allocation plans ---------- 103
IV. Status of Operations ---------- 104
1. Sales Scope ---------- 104
2. Market and Production and Sales Status ---------- 113
3. Employee Details ---------- 119
4. Information of Environmental Protection Expense---------- 119
5. Labor Relationship---------- 121
6. Cyber security Management---------- 122
7. Important Contracts---------- 126
V. Review and Analysis of Financial Position, Financial Performance, and Risk Management---------- 127
1. Comparative Analyses of Financial Position ---------- 127
2. Financial Performance Analyses ---------- 128
3. Cash Flow Analyses ---------- 129
4. Major capital expense of the most recent fiscal year on finance---- 130
5. The company's reinvestment policy for the most recent fiscal year, the main reasons for the profits/losses generated and the plan for improving re-investment profitability, and investment plans for the coming year ---------- 130
6. Re-investment policy and reason and improvement plan and future one-year investment plan of the most recent fiscal year ----- 131
7. Other important items ---------- 134
VI. Special items to be included---------- 135
1. Relevant information of affiliated companies ---------- 135
2. Where the company has carried out a private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, please describe ---------- 144
3. Other matters that require additional description ---------- 144
4. If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially to affect shareholders' equity or the price of the 144

company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one-----

I. Letter to Shareholders

Due to the gradual recovery of demand for some terminal products in 2024, including smartphones, PCs, and some consumer electronic products, the sales momentum is improving. Coupled with the vigorous development of AI technology, the demand for AI-related chips grows steadily, and the scale of high-end chip orders will continue to grow. Mainly benefiting from the increase in demand for advanced packaging and high-end testing, as well as the development of emerging technologies driving demand in some terminal fields, the operating performance of semiconductor companies has generally improved. According to the estimates of Taiwan Semiconductor Industry Association (TSIA), the domestic semiconductor output value is estimated to reach NT$5.24 trillion in 2024, with an annual growth rate of 20.6%; the output value of Taiwan's IC packaging and testing industry is estimated to be NT$638 billion, with an annual growth rate of 9.3%.

With the collective efforts of all our employees and shareholders' and customers' support, the Company's overall business performance for the past year is reported as follows:

1. The consolidated operating income in 2024 was NT$4.167 billion, an increase of NT$499 million (13.6%) from NT$3.668 billion in 2023. The net income after tax in 2024 was NT$849 million, an increase of NT$8.7 million from NT$840 million in 2023. The earnings per share in 2024 was NT$6.23, an increase of NT$0.07 from NT$6.16 in 2023.
2. Budget execution: The Company did not disclose financial forecasts for 2024.

Financial structure, debt service ability, and profitability analysis

The Company's financial position and profitability are great and its financial structure, debt service ability, and profitability are as follows:

Item		Standalone Financial Statements		Consolidated Financial Statements	
		2024	2023	2024	2023
Financial structure	Ratio of liabilities to assets (%)	5.2%	8.4%	17.5%	21.4%
	Ratio of long-term capital to fixed property (%)	451.4%	385.8%	228.0%	222.9%
Debt service ability	Current ratio (%)	604.4%	473.1%	300.2%	414.3%
	Quick ratio (%)	600.0%	470.5%	283.1%	405.1%
Profitability	Return on assets (%)	12.8%	13.0%	11.2%	11.3%
	Return on equity (%)	13.7%	14.2%	13.7%	14.2%
	Net profit rate (%)	61.2%	52.3%	20.4%	22.9%
	Earnings per share (NTD)	6.23	6.16	6.23	6.16

Research and Development Status

In the prospect of semiconductor industry, the booming development of AI technology will help activate an increasing demand for advanced processes and advanced packaging, create structural growth in demand for the global semiconductor industry. In particular, the advancement of AI technology will push the semiconductor industry into an accelerated growth period. Also, better communication technology, smart cars, etc. require the support of advanced semiconductor technology, thereby increasing the semiconductor content and value of terminal products. It will lead to a steady growth in demand for AI chips. Manufacturers will continue to launch AI servers and actively invest in ASIC chip research and development, increase demand for advanced processes and advanced packaging, which will have hardware specifications upgraded to meet software application requirements and to increase the value of semiconductors contained in terminal products. As the semiconductor process node begins to slow down in the miniaturization of chip size, innovation in transistor structure and new materials and advanced packaging technology in use become more important. Advanced packaging technology is able to have heterogeneous chips integrated into the same package so to improve chip performance. Therefore, as the demand for high-performance computing increases, semiconductor manufacturers in Taiwan are actively developing packaging technologies such as 2.5D, 3D, and FOPLP. AI technology and the semiconductor industry will develop closely and reciprocally in the future, thereby promoting the continued growth of the domestic semiconductor industry.

This Year's Business Strategy and Policy

Looking back at the semiconductor industry over the past year, the demand for high-end AI chips has been strong continuously. According to the forecast of WSTS (World Semiconductor Trade Statistics), the global semiconductor market would have grown by 19% year-on-year in 2024, with an output value of US$627 billion; the global semiconductor market output value will reach US$697 billion in 2025, an annual increase of 11.2%. In addition, according to the forecast of Industrial Technology Research Institute (IEK), Taiwan’s semiconductor industry output value would have reached NT$5.3 trillion in 2024, a year-on-year increase of 22%. In the prospect of 2025, Taiwan’s IC industry output value will exceed NT$6 trillion, with an annual growth rate of 16.5%. We will continue to focus on the high-end semiconductor packaging and testing field and invest R&D resources to maintain a close integration of high-end technology with customer product needs. In order to meet the product demand for high-performance and low-power-consumption, the company will base on the existing technology to develop 2.5D/3D heterogeneous chip integration packaging technology, thereby achieving the performance goals of small packaging size, high speed, and low power consumption. We will also strive to expand service scope, deepen technical strength, and integrate resources to reduce production costs and improve production efficiency in order to provide the existing customers with complete one-stop solutions. The company’s sales volume and revenue in 2025 are expected to be cautiously optimistic.

Impact of external environment, regulatory environment, and overall business environment

The booming development of emerging technologies has helped create structural growth in demand for the global semiconductor industry. In particular, the advancement of AI technology has pushed the semiconductor industry into an accelerated growth period. Also, better communication technology, smart cars, etc. require the support of advanced semiconductor technology, thereby increasing the semiconductor content and value of terminal products. The sales momentum of terminal products such as smartphones, consumer electronics, and servers are expected to be improved continuously, which will help drive further growth in the operating performance of the semiconductor companies in Taiwan. As the semiconductor process node begins to slow down in the miniaturization of chip size, innovation in transistor structure and new materials and advanced packaging technology in use become more important.

The impact of the uncertainty arising from the spread of geopolitical conflicts and the US-China technology war on Taiwan's semiconductor industry operating environment is worsening. In particular, under the restructuring of the global supply chain, how domestic semiconductor manufacturers should maneuver and deploy between the two superpowers, the United States and China, will become an important challenge in the future.

Wafer fabs have been built in succession in the United States, China, Japan, Southeast Asia, etc. in recent years. As global wafer production capacity is gradually released, the competitive pressure on semiconductor manufacturers may increase.

We while facing a changing external environment will seize emerging technological trends and expand technology and market deployment. We have been working closely with material suppliers and customers to develop relevant new technologies and materials in order to enhance packaging and testing performance. In response to the global supply chain restructuring trend, the Company ensures a stable supply of key materials through diversified supply chain management. Provide customized solutions and reinforce long-term cooperative relationships with major customers so to ensure leadership in the semiconductor industry continuously and build up the company (Winstek Semiconductor Co., Ltd.) strong as an important strategic supply partner of customers.

We would like to thank our shareholders for your continuous support and encouragement of the Company and hope that you will continue to encourage us and offer us your precious advice. I wish all shareholders, ladies and gentlemen, good health and all the best.

Winstek Semiconductor Co., Ltd.

Chairman: Huang, Hsing-Yang

II.Corporate Governance Report

I. Information of Directors, Supervisors, General Manager, Vice General Manager, Assistant Vice General Management, and heads of functional departments and offices

1. Information of Directors

(1) Personal Data Table of Members of Board of Directors

March 31, 2025

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Chairman	The Republic of China	SIGWIN Corporation Representative: Huang, Hsing-Yang	Male 71~80 years old	2023/06	3 Years	Nov, 2017	70,726,438	51.90	70,726,438	51.90	-	-	-	-	MA in Business Administration, National Taiwan University; President, Xilunboge Corporation	Chairman and CEO of Sigurd; Chairman of Sigurd International, Sigurd Cayman Islands, Burgurd, Sigurd UTC Corporation, Winstek Semiconductor Co., Ltd., TST Co., Ltd., SIGWIN Corporation; Director of Ambersan	None	None	None	None

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Director	The Republic of China	Weng, Chih-Li	Male 61~70 years old	2023/06	3 Years	May,2000	571,507	0.42	571,507	0.42	-	-	-	-	MS of Illinois Institute of Technology, the USA, General Manager of World-Wide Test Technology INC. for three years, Assistant Vice General Manage of IC Testing Department of Formosa Advanced Technologies Co., Ltd., Sales Manager of ASE, the USA.	President of the Company, Director and President of Winstek Semiconductor Technology Co., Ltd., Director and President of TST Co., Ltd.	None	None	None	None

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Director	The Republic of China	SIGWIN Corporation Representative: Yeh, Tsan-Lien	Male 71~80 years old	2023/06	3 Years	Nov, 2017	70,726,438	51.90	70,726,438	51.90	-	-	-	-	Department of Electrophysics, National Chiao Tung University; MA in Advanced Business Administration, National Chiao Tung University; President, Ocean Technologies Co., Ltd.; President of the Semiconductor Department, Chroma ATE	Deputy Chairman of Sigurd UTC Corporation President and COO; Chairman of Sigurd Cayman Islands, Director of Bloomeria, Sigurd UTC Corporation, SIGWIN, Winstek, Amersan and Oupusi.	None	None	None	None

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Director	Republic of China	SIGWIN Corporation Representative: Wu, Min-Hung	Male 61~70 years old	2023/06	3 Years	Nov, 2017	70,726,438	51.90	70,726,438	51.90	-	-	-	-	Department of Electronic Engineering, National Taiwan University of Science and Technology; President, Xilunboge Corporation	CEO and CFO of Sigurd Microelectronics Co., Ltd; Chairman of TEST-SERV INC. and TPFUSION; Director of Chen June Co. Ltd., Sigurd Cayman, Inc., Hong Taixing Co., Ltd., Xi Xing Co., Ltd., Bloomeria, Sigurd UTC Corporation, Winstek Semiconductor Technology Co., Ltd. and SIGWIN.	None	None	None	None

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Director	Republic of China	SIGWIN Corporation Representative: Kuo, Hsu-Tung	Male 61~70 years old	2023/06	3 Years	Nov, 2017	70,726,438	51.90	70,726,438	51.90	-	-	-	-	Department of Electrical & Mechanical Engineering, National Cheng Kung University; Chairman of Panther Technology Co., Ltd.; Executive Vice President & CTO of WALSIN; Chairman and President of Advantech Semiconductor Inc.	Deputy COO and Senior Executive Vice-President of Sigurd Microelectronics Technology Co., Ltd.; Chairman of Xi Xing Co., Ltd.; Director of Sigurd Cayman Inc., Sigurd UTC Corporation and Flatek, Inc.	None	None	None	None

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Director	Republic of China	SIGWIN Corporation Representative: Hsieh, Chao-Hung	Male 51~60 years old	2023/06	3 Years	Nov, 2017	70,726,438	51.90	70,726,438	51.90	-	-	-	-	College of Engineering, Yuan Ze University	Senior Vice President of Sigurd Microelectronics Technology Co., Ltd.; President of Sigurd UTC Corporation; Director of Xi Xing Co., Ltd. and Sigurd UTC Corporation.	None	None	None	None

Independent Director	Republic of China	Lin, Min-Kai	Male 61~70 years old	2023/06	3 Years	Nov, 2017	-	-	-	-	-	-	-	-	MA in Business Administration, National Taiwan University; Prior Senior Investment/ Wealth Management Specialist at the President's Office of Chia Hsin Cement Corporation/ Special Assistant to the Chairman/Head of Audit Office/Chief Secretary; Supervisor of Huadong Cement International/ CHIA HSIN CONSTRUCTION & DEVELOPMENT CORP./Verdancy Company.	Member of the Company's Compensation and Remuneration Committee; Independent Director and Member of the Compensation and Remuneration Committee, Sigurd.	None	None	None	None
Independent Director	Republic of China	Wang, Dan	Male 61~70	2023/06	3 Years	2023/06	317	0	317	0	-	-	-	-	Master of Science, Rochester Institute of	Has over 30 years of experience in engineering	None	None	None	None

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
			years old												Technology, Rochester, New York, USA	management, advanced packaging technologies, and supply chain operations within the semiconductor manufacturing and assembly and testing industries. Formerly served as Director of Advanced Packaging Business Operations at TSMC. Currently serves as a member of the Company's Remuneration Committee.				

Title	Nationality or Residency Registered	Name	Sex Age	Date of Appointment/Elected	Tenure	Date of First Appointment/ Elected)	Quantity of shareholding at the time of elected to office		Quantity of shareholding at present		Current shareholding of spouse and minor children		Shares held in the name of others		Work Experience (Educational Background)	Position(s) held concurrently in the company and/or in any other company	Those who are the spouses of or are related to the general manager or assistant general manager within the second degree of kinship			Note (Note 1)
							Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Title	Name	Relations	
Independent Director	United States	Wen-chou Vincent Wang	Male 71~80 years old	2023/06	3 Years	Sep, 2015	-	-	-	-	-	-	-	-	Ph.D. Materials Science and Engineering from Cornell University, Ithaca, New York, was Senior Vice-President for STATS Chip PAC Ltd, Head of Flip Chip Engineering for Altera Corporation, San Jose	None	None	None	None	None

Note 1: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (for example, increase of independent directors and more than half Directors not taking the post as employees or managers).

(2) Major shareholders of corporate shareholders serving as directors

March 31, 2025

Name of Institutional Investor	Major Shareholders of Institutional Investor
SIGWIN Corporation	Sigurd Microelectronics Co., Ltd. (100%)

Major shareholders of institutional Investor with the highest ownership

March 31, 2025

Name of Institutional Investor	Main Shareholder of Institutional Investor
Sigurd Microelectronics Co., Ltd.	Hua Nan Commercial Bank, as custodian for Yuanta Taiwan Value High Dividend ETF Securities Investment Trust Fund Account (3.46%)
	Yanyuan Investment Co., Ltd. (3.01%)
	Chung Li Investment Co., Ltd. (2.09%)
	HSBC (Taiwan) Commercial Bank Ltd., as custodian for Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. – proprietary SBL trading investment account (1.72%)
	Sidney Huang (1.55%)
	VentureTech Alliance Fund of Series Fund of PGIA Entrusted for the Management of JPMorgan Chase Bank, N.A., Taipei Branch (1.25%)
	New Labor Pension Fund (1.22%)
	Chiou Ming-Chun (1.2%)
	Vanguard FTSE Emerging Markets of Vanguard Group Entrusted for the Management of Managed by JPMorgan Chase Bank, N.A., Taipei Branch (1.18%)
	Citibank Taiwan is entrusted with the custody of the investment account of the Norges Bank (1.02%)

(3) Disclosure of Professionalism of Directors and Supervisors and Independence of Independent Directors:

March 31, 2025

Condition / Name	Professional Qualification and Experience	Independence	Number of Public Listed Company that taking the post of Independent Directors
Chairman Huang, Hsing-Yang	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Chairman and CEO of Sigurd; Director of the reinvestee of Sigurd; Director of Singapore Bloomeria Limited; Chairman of Winstek Semiconductor Co., Ltd.; Chairman of TST Co., Ltd.	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0
Director Weng, Chih-Li	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: General Manager of General Manager of World-Wide Test Technology INC., Assistant Vice General Manager of IC Testing Department of Formosa Advanced Technologies Co., Ltd., Sales Manager of ASE, the USA.	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0

Condition / Name	Professional Qualification and Experience	Independence	Number of Public Listed Company that taking the post of Independent Directors
Director Yeh, Tsan-Lien	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Deputy Chairman, President and Chief Executive Officer of Sigurd Microelectronics Corporation; Director of reinvestment company of Sigurd Microelectronics Corporation; Director of Singapore Merchants Bloomeria Limited; Director of Winstek Semiconductor Technology Co., Ltd.	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0
Director Wu, Min-Hung	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main experience: Director, Executive Vice President, and CFO of Sigurd; Director of the Investee of Sigurd; Director of TST Co., Ltd.	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0
Director Kuo, Hsu-Tung	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Deputy COO and Senior Executive Vice-President of Sigurd Microelectronics Technology Co., Ltd.; Director of Investee of Sigurd	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0

Condition / Name	Professional Qualification and Experience	Independence	Number of Public Listed Company that taking the post of Independent Directors
Director Hsieh, Chao-Hung	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Senior Vice President in Sale, Sigurd Microelectronics Corporation, President of Sigurd UTC Corporation	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0
Independent Director Lin, Min-Kai	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Investment /Finance Senior Specialist/Special Assistant to Chairman/Director of Audit Office/Chief Secretary of Chia Hsin Cement Corporation, and Supervisor of Hua Tung Cement International/Chia Hsin Construction/Chia Chi International.	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	1
Independent Director Wang, Dan	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Formerly served as Director of Advanced Packaging Business Operations at TSM	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0

Condition / Name	Professional Qualification and Experience	Independence	Number of Public Listed Company that taking the post of Independent Directors
Independent Director Wen-chou Vincent Wang	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main work experience: Ph.D. Materials Science & Engineering from Cornell University, Ithaca, New York, was Senior Vice-President for STATS Chip PAC Ltd, Head of Flip Chip Engineering for Altera Corporation, San Jose	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0

(4) Diversification policy of the Board of Directors:

Composition of the Board of Directors is diverse and diversification policy is enacted in consideration of operations, organizational structure, and development needs that include criteria in two dimensions:

1. Basic qualification and value: gender, age, nationality, and culture.

2. Professional knowledge and skill: professional background, professional skill, and industrial experience.

Members of the Board of Directors should be equipped with knowledge, skills, and literacies required to carry out their duties. To achieve ideal goals of corporate governance, the Board of Directors should possess overall abilities of operational judgement, management, industrial knowledge, and decision-making, and international market perspectives, and accounting and financial analyses.

The Company’s Board of Directors nominates professionals from various fields such as industry, commerce, technology, finance and accounting, ensuring that none fall under any of the circumstances specified in Article 30 of the Company Act, in accordance with the criteria for director selection. The board members have diverse backgrounds and are composed of individuals with extensive experience in both industry operations and academia. Their areas of expertise include business management, electrical engineering, electronic physics, chemical engineering and finance and accounting.

Following the board re-election on June 6, 2023, the Company will, upon the expiration of future board terms, comply with relevant regulations to appoint at least one director of a different gender in future elections.

(5) Independence of the Board of Directors:

The Company's Board of Directors consists of 9 seats, including 3 independent directors, with independent directors accounting for 33.3% of the entire board. The Company complies with relevant regulations in assessing and determining the independence of its independent directors.

All of the Company's independent directors meet the independence criteria set forth in Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies."

Directors and Independent Directors of the Company do not violate any item regulated by Article 26-3-3 and 26-3-4 of the Securities and Exchange Act.

2. Personal Information of General Manager, Vice General Manager, Assistant Vice General Manager, and Department and Office Heads

March 31, 2025

Title	Nationality	Name	Sex	Date of Elected (Appointed)	Shares of Stocks Held		Shares of Stocks Held by Spouse and Minors		Shares held in the name of others		Work Experience (Educational Background)	Posts in other companies taken	Managers with spouse and second degree kinship			Note (Note 1)
					Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Occupational title	Name	Relations	
General Manager	The Republic of China	Weng, Chih-Li	Male	Feb, 2017	571,507	0.42	-	-	-	-	MS of Illinois Institute of Technology, the USA. Sales Manager of ASE, the USA. 3 years of experiences for serving as General Manager of World-Wide Test Technology INC. Assistant Vice General Manage of IC Testing Department of Formosa Advanced Technologies Co., Ltd. Sales Manager of ASE, the USA.	Director and President of Winstek Semiconductor Technology Co., Ltd.; Director and President of TST Co., Ltd.	None	None	None	None
Department of Testing Operation Vice General Manager	The Republic of China	Huang, Hou-Chi	Male	Jan, 2012	-	-	-	-	-	-	Department of Electronics, Tamkang University Director of Sales, Winstek Semiconductor Co., Ltd. Engineering Manager of World-wide Test Technology Inc. Engineer of VC3 Networks Inc.	None	None	None	None	None

Title	Nationality	Name	Sex	Date of Elected (Appointed)	Shares of Stocks Held		Shares of Stocks Held by Spouse and Minors		Shares held in the name of others		Work Experience (Educational Background)	Posts in other companies taken	Managers with spouse and second degree kinship			Note (Note 1)
					Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Occupational title	Name	Relations	
Packing Operation Department Vice General Manager	The Republic of China	Chen, Chien-Hsun	Male	Nov, 2017	-	-	-	-	-	-	Electrical Engineering, National Ching Hua University Former Deputy Manager of UMC Technology Manager of Universe Optical Technology CO., LTD. and Chipbond Technology Co., Ltd. Deputy Director of Engineering, Winstek Semiconductor Technology Co., Ltd. Assistant Vice General Manager of Tron Energy Technology Corporation	None	None	None	None	None
Finance Department Controller	The Republic of China	Liu, Kui-Chu	Male	2000/06	9,106	0.01	-	-	-	-	Department of Accounting, Tunghai University Former Manager of ShineWing Accounting Firm	CFO of Winstek Semiconductor Technology Co., Ltd.	None	None	None	None
Chief Corporate Governance Officer and Deputy Director of Finance Division	The Republic of China	Chung,Hsiu-Tseng	Female	2023/04	-	-	-	-	-	-	Department of Accounting, National Chengchi University Formerly served as Auditor at PwC Taiwan,	Finance Deputy Director at Winstek Semiconductor Technology Co., Ltd.	None	None	None	None

Title	Nationality	Name	Sex	Date of Elected (Appointed)	Shares of Stocks Held		Shares of Stocks Held by Spouse and Minors		Shares held in the name of others		Work Experience (Educational Background)	Posts in other companies taken	Managers with spouse and second degree kinship			Note (Note 1)
					Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage			Occupational title	Name	Relations	
											Underwriter at Capital Securities and Deputy Director of the Finance Division at the Company					

Note 1: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto(for example, increase of independent directors and more than half of members of the Board of Directors should not take the post of employees or managers).

II. Remuneration paid to Directors, Supervisors, General Manager, and Vice General Manager:

1. Remuneration paid to GeneralDirectors and Independent Directors

Unit: NT$ Thousand Dollars

Occupational title	Name	Remuneration paid to Directors								Sum of A, B, C and D and percentage of net profit after tax		Remuneration paid to Directors taking the post of employee:								Sum of A, B, C, D, E, F and G and percentage of net profit after tax		Remuneration received from re-investment other than subsidies or mother company
		Remuneration (A)		Severance Pay and Pension (B)		Remuneration paid to Directors (C)		Expense of Business Operation (D)				Salaries, bonuses, and special allowance (E)		Severance Pay and Pension (F)		Employee Bonus (G)						
																All companies covered		All companies covered by the Financial Statement				
		All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	Amount of Cash	Amount of Stocks	Amount of Cash	Amount of Stocks	All companies covered	All companies covered by the Financial Statement	
General Directors	SIGWIN Corporation Representative: Huang, Hsing-Yang	9,400	9,400	0	0	0	0	269	269	1.14%	1.14%	20,583	23,496	108	108	0	0	0	0	3.58%	3.92 %	None
	SIGWIN Corporation Representative: Yeh, Tsan-Lien																					
	SIGWIN Corporation Representative: Wu, Min-Hung																					
	SIGWIN Corporation Representative: Kuo, Hsu-Tung																					
	SIGWIN Corporation Representative: Hsieh, Chao-Hung																					
	Weng, Chih-Li																					

Occupational title	Name	Remuneration paid to Directors								Sum of A, B, C and D and percentage of net profit after tax		Remuneration paid to Directors taking the post of employee:								Sum of A, B, C, D, E, F and G and percentage of net profit after tax		Remuneration received from re-investment other than subsidies or mother company
		Remuneration (A)		Severance Pay and Pension (B)		Remuneration paid to Directors (C)		Expense of Business Operation (D)				Salaries, bonuses, and special allowance (E)		Severance Pay and Pension (F)		Employee Bonus (G)						
																All companies covered		All companies covered by the Financial Statement				
		All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	Amount of Cash	Amount of Stocks	Amount of Cash	Amount of Stocks	All companies covered	All companies covered by the Financial Statement	
Independent Director	Lin, Min-Kai Wang, Dan Wen-chou Vincent Wang	3,500	3,500	0	0	0	0	80	80	0.42%	0.42%	0	0	0	0	0	0	0	0	0.42%	0.42 %	None

1. Please describe the payment policy, system, criteria, and structure of remuneration for independent directors and the association between factors such as responsibilities assigned, risks, and time spent, among others, and the value of the rewards paid:

Remuneration paid to Independent Directors of the Company is made according to Article 23 of Corporation By-Laws of the Company. The Remuneration Committee evaluates levels of participation and contribution made by each directors. Fairness of performance risk is tied to income and remuneration payment. Operational performance and payment level made by the industry are also taken into consideration before submit the proposal for approval of the Board of Directors.

2. In addition to information disclosed in the above table, information of remuneration paid to directors who provided services in the financial statement in the most recent fiscal year (such as advisors other than employees): None.

Remuneration Brackets

Remuneration Brackets paid to each Director	Name of Director			
	Sum of the first four items of remuneration (A+B+C+D)		Sum of the first seven items of remuneration (A+B+C+D+E+F+G)	
	All companies covered	All companies covered by the Financial Statement H	All companies covered	All companies covered by the Financial Statement I
Less than NT$1,000,000				
NTD 1,000,000 (inclusive) ~ NTD 2,000,000 (exclusive)	Chih-Li Weng, Min-Hung Wu (Note), Can-Lien Yeh (Note), Hsu-Tung Kuo (Note), Chao-Hung Hsieh (Note), Wen-chou Vincent Wang, Min-Kai Lin, Tien Wang	Chih-Li Weng, Min-Hung Wu (Note), Can-Lien Yeh (Note), Hsu-Tung Kuo (Note), Chao-Hung Hsieh (Note), Wen-chou Vincent Wang, Min-Kai Lin, Tien Wang	Min-Hung Wu (Note), Can-Lien Yeh (Note), Hsu-Tung Kuo (Note), Chao-Hung Hsieh (Note), Wen-chou Vincent Wang, Min-Kai Lin, Tien Wang	Min-Hung Wu (Note), Can-Lien Yeh (Note), Hsu-Tung Kuo (Note), Chao-Hung Hsieh (Note), Wen-chou Vincent Wang, Min-Kai Lin, Tien Wang
NTD 2,000,000 (inclusive) NTD 3,500,000 (exclusive)				
NTD 3,500,000 (inclusive) ~ NTD 5,000,000 (exclusive)	Huang, Hsing-Yang (note)	Huang, Hsing-Yang (note)	Huang, Hsing-Yang (note)	Huang, Hsing-Yang (note)
NT$ 5,000,000 (including) ~ NT$10,000,000 (excluding)				
Weng Li-Chih				
NT$ 15,000,000 (including) ~ NT$30,000,000 (excluding)			Weng, Chih-Li	Weng, Chih-Li
NT$ 30,000,000 (including) ~ NT$50,000,000 (excluding)				
NT$ 50,000,000 (including) ~ NT$100,000,000 (excluding)				
NT$ 100,000,000 and up				
Total	9 Seats	9 Seats	9 Seats	9 Seats

Note：Representative of Legal Person of SIGWIN Corporation.

2. Remuneration paid to Supervisors: None; the Company in 2019 set up the Audit Committee to replace Supervisors.

3. Remuneration paid to General Manager and Vice General Manager

Unit: NT$ Thousand Dollars

Occupational title	Name	Salaries (A)		Severance Pay and Pension (B)		Bonus and Special Allowance (C)		Amount of Employee Bonus (D)				Sum of A, B, C and D and percentage of net profit after tax (%)		Remuneration received from re-investment other than subsidiaries and mother company
		All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered	All companies covered by the Financial Statement	All companies covered		All companies covered by the Financial Statement		All companies covered	All companies covered by the Financial Statement	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
General Manager	Weng, Chih-Li	5,934	12,032	216	324	17,679	19,278	3,500	-	7,800	-	3.22%	4.65%	None
Vice General Manager	Chen Chien-Hsun													
Vice General Manager	Huang Hou-Chi													

Note: The Company's Board of Directors approved on February 26, 2025 the amount of remuneration to employees. The list of employees entitled to the current distribution, however, is yet to be finalized. The said amount is just an estimate.

Remuneration Brackets

Remuneration Brackets paid to General Manager and Vice General Manager	Name of General Manager and Vice General Manager	
	All companies covered	All companies covered in the financial statement E
Less than NT$1,000,000		
NT$ 1,000,000(including) ~ NT$2,000,000 (excluding)		
NT$ 2,000,000(including) ~ NT$3,500,000 (excluding)		
NT$ 3,500,000 (including) ~ NT$5,000,000 (excluding)		
NT$ 5,000,000 (including) ~ NT$10,000,000 (excluding)	Huang Hou-Chi	Huang Hao-Chi, Chen Chien-Hsun
Weng Li-Chih		
NT$ 15,000,000 (including) ~ NT$30,000,000 (excluding)	Weng, Chih-Li	Weng, Chih-Li
NT$ 30,000,000 (including) ~ NT$50,000,000 (excluding)		
NT$ 50,000,000 (including) ~ NT$100,000,000 (excluding)		
NT$ 100,000,000 and up		
Total	Two	Three

4. Name of managers receiving employee remuneration and remuneration distribution:

Unit: NT$ Thousand Dollars

	Occupational title	Name	Amount of Stocks	Amount of Cash (Note)	Total	Percentage of total amount in net profit after tax (%)
Managers	General Manager	Weng, Chih-Li	-	12,800	12,800	1.51%
	Vice General Manager	Chen Chien-Hsun				
	Vice General Manager	Huang Hou-Chi				
	CFO	Liu, Kui-Chu				
	Chief Corporate Governance Officer	Chung ,Hsiu-Tseng Chung				

Note: The Company's Board of Directors approved on February 26, 2025 the amount of remuneration to employees. The list of employees entitled to the current distribution, however, is yet to be finalized. The said amount is just an estimate.

5. If the total amount of remuneration received by all of the directors and supervisors in their capacities as directors or supervisors of all of the companies listed in the financial reports exceeds 2 percent of the net income after tax, the company shall disclose the remuneration paid to that individual director or supervisor and describe relevance of remuneration payment with remuneration policy, standard and composition, enactment procedure, management performance and future risks:

(1) Analyses of the total amount of remuneration paid to Directors, General Manager, and Vice General Manager in the percentage of net profit after tax;

Unit: NT$ Thousand Dollars

Occupational title	2024				2023			
	All companies covered		All companies covered by the Financial Statement		All companies covered		All companies covered by the Financial Statement	
	Total amount of remuneration	Total amount in the percentage of net profit after tax %	Total amount of remuneration	Total amount in the percentage of net profit after tax %	Total amount of remuneration	Total amount in the percentage of net profit after tax %	Total amount of remuneration	Total amount in the percentage of net profit after tax %
General Directors	9,669	1.14%	9,669	1.14%	10,168	1.21%	10,168	1.21%
Independent Director	3,580	0.42%	3,580	0.42%	3,370	0.40%	3,370	0.40%
General Manager and Vice General Manager	27,329	3.22%	39,433	4.65%	25,127	2.99%	36,074	4.30%

(2) Relevance of remuneration payment with remuneration policy, standard and composition, enactment procedure, management performance and future risks:

Remuneration paid to Independent Directors of the Company is made according to

rules and regulation of the Company by authorizing the Board of Directors to determine the amount through evaluation towards levels of participation and contribution made by each directors.

If the Company is making a profit in the current fiscal year, 0.1-15% of profit should be allocated as employee bonus. When employee bonus is distributed in stocks or cash, recipients should be qualified employees of companies controlled or affiliated, but when the Company is at a accumulated loss, employee bonus shall be put in reserve. According to sales, less than 3% revenue should be allocated as remuneration paid to Directors, but when the Company is at a accumulated loss, employee bonus shall be put in reserve.

Remuneration paid to General Manager and Vice General Manager should be made according to their duty responsibilities and contributions towards operational targets of the Company. Remuneration payment should also be made according to the Corporation By-Laws and Article 29 of the Company Act.

In terms of the procedure to decide remuneration payment, the Salary and Remuneration Committee of the Company make objective decisions according to “the Rules of Organization of Salary and Remuneration Committee,” “Rules Governing Rewards and Remuneration Distribution Paid to Directors” and “Rules Governing Salaries and Remuneration Paid to Managers” and to evaluate salary and remuneration policy relating to payment made to Directors and Managers of the Company before proposing to the Board of Directors.

The remuneration policy of the Company takes consideration of financial status, management result, and future needs for capital to make a comprehensive plan. Assessment of future risks is also included to minimize risk occurrence and up to the date when this annual report is published, no incidents that may result in responsibilities, liabilities or debts of the Company.

III. Corporate Governance of the Company

1. Operations of Board of Directors

The Board of Directors met 5 times throughout 2024. The attendance (seating) of directors in the meetings is as follows:

Occupational title	Name	Seats of Actual Attendance	Seats with Proxy Attendance	Percentage of Actual Attendance (%)	Note
Chairman	SIGWIN Corporation Representative: Huang, Hsing-Yang	5	0	100%	Re-elected on June 6, 2023
Director	SIGWIN Corporation Representative: Yeh, Tsan-Lien	5	0	100%	Re-elected on June 6, 2023
Director	SIGWIN Corporation Representative: Wu, Min-Hung	5	0	100%	Re-elected on June 6, 2023
Director	SIGWIN Corporation Representative: Kuo, Hsu-Tung	5	0	100%	Re-elected on June 6, 2023
Director	SIGWIN Corporation Representative: Hsieh, Chao-Hung	4	0	80%	Re-elected on June 6, 2023
Director	Weng, Chih-Li	5	0	100%	Re-elected on June 6, 2023
Independent Director	Lin, Min-Kai	5	0	100%	Re-elected on June 6, 2023
Independent Director	Wang, Dan	5	0	100%	Appointed on June 6, 2023
Independent Director	Wen-chou Vincent Wang	5	0	100%	Re-elected on June 6, 2023

Other items that should be included:

I. If one of the following situation occurs, date of Board of Directors' meeting, term, resolution contents, opinions of all Independent Directors and Handling of the Company towards opinions of Independent Directors should be described:

(1) Items listed in Article 14-3 of Securities and Exchange Act:

Time of Board of Directors' Meeting	Resolution Contents and Results:	Items listed in Article 14-3 of Securities and Exchange Act	Opinion of Independent Directors
The 2024 1st Meeting of the Board of Directors (February 26, 2024)	Appointment and Remuneration of the CPA for the 2024 Financial Statements, along with Assessment of Their Independence and Competency Decision: It was approved as is by all directors attending the meeting.	Yes	independent Directors unanimously agreed the resolution.
The 2024 4th Meeting of the Board of Directors (October 28, 2024)	(1) Approval of the proposal for the subsidiary, Winstek Semiconductor Technology Co., Ltd., to purchase a plant and ancillary equipment in the Hsinchu Science Park. Decision: Directors Huang, Hsing-Yang, Yeh, Can-Lien, Wu, Min-Hung, and Kuo, Hsu-Tung recused themselves from discussion and voting. The proposal was approved without objection by the	Yes	independent Directors unanimously agreed the resolution.

	remaining attending directors after inquiry by Director Weng, Chih-Li.		
	(2) Proposal for the "Sustainable Information Management Procedures." Decision: It was approved as is by all directors attending the meeting.	Yes	Independent Directors present unanimously agreed the resolution.
	(3) Amendment to certain provisions of the “Internal Control System for Procurement and Payment Procedures.” Decision: It was approved as is by all directors attending the meeting.	Yes	Independent Directors present unanimously agreed the resolution.

(2) In addition to said items, any resolution item that Independent Directors object or hold conservative opinion in documentation or in writing: None.

II. Execution of Directors with conflict of interest to be excluded in the resolution discussion and name of Director, resolution contents, and reason to avoid conflict of interest, and vote of decision making should be described:

Time of Board of Directors’ Meeting	Resolution Contents and Results:	Name of Director that prevents conflicting interest	Reason for prevention	Participation in vote
The 2024 1st Meeting of the Board of Directors (February 26, 2024)	2023 Salary and Remuneration Paid to Managers Proposed by the Salary and Remuneration Committee.	Weng, Chih-Li	This resolution involves in salary and remuneration paid to managers and due to the concern of conflict of interest, Director taking a post of manager should be excluded in the discussion according to rules and regulations.	Mr. Wong Chih-Li was a stakeholder and was excused from the discussions. It was approved by all the remaining attending directors as is through inquiries by the Chairman.
The 2024 2rd Meeting of the Board of Directors 113 (April 29, 2024)	Proposal submitted by the Remuneration Committee for the Distribution of Performance Bonus to the President.	Weng, Chih-Li	This resolution involves in performance bonus paid to managers and due to the concern of conflicting interest, Board Director taking a post of manager should be excluded in the discussion according to rules and regulations.	Mr. Wong Chih-Li was a stakeholder and was excused from the discussions. It was approved by all the remaining attending directors as is through inquiries by the Chairman.
The 2024 4th Meeting of the Board of Directors (October 28, 2024)	Approval of the proposal for the subsidiary, Winstek Semiconductor Co., Ltd., to purchase a plant and ancillary equipment in the	Huang Hsing-Yang, Yeh Tsan-Lien, Wu Min-Hung, and Kuo Hsu-Tung	The directors involved in this proposal had a conflict of interest and therefore recused themselves from the discussion and did not participate.	Directors Huang, Hsing-Yang, Yeh, Can-Lien, Wu, Min-Hung, and Kuo, Hsu-Tung recused themselves from discussion and voting. The proposal was approved without objection by the remaining attending directors

	Hsinchu Science Park.			after inquiry by Director Weng, Chih-Li.

III. Self-evaluation executed by the Board of Directors:

Evaluation Period	Evaluation Period	Evaluation Scope	Evaluation Method)	Evaluation Contents
Execute once a year.	January 1 through December 31, 2024	1. All members of the Board of Directors 2. Members of the Board of Directors 3. Functional Committees	Self-evaluation of members of the Board of Directors	Performance evaluation of the Board of Directors: Toward participation in company operations, decision-making quality of the Board, composition and structure of the Board, election and continuous training of Directors, and internal control. Performance evaluation of members of the Board of Directors: Control and command of company goals and mission, participation in company operations, management and communication of internal relationship, profession and continuous training of Directors, and internal control. Performance evaluation of functional committees: Participation in company operations, awareness of responsibility of functional committees, decision-making quality of functional committees, composition and election of members of functional committees, and internal control.

The Company evaluates the implementation status through self-assessment questionnaires once a year (of the Board of Directors as a whole, Board directors, and the functional committees). All results of such self-assessments performed this year of the "Board of Directors as a Whole", the Board directors", and the "functional committees" are optimal. An external independent professional institution shall be engaged at least once every three years to conduct the performance evaluation of the Board of Directors.

IV. Reinforced assessments of functional objectives (such as setting up the Audit Committee, promoting information transparency, etc.) of the Board of Directors and implementation status of the objectives of the specific year and the most recent year:

(1) The Company has the Audit Committee and the Compensation and Remuneration Committee in place to help the Board of Directors fulfill its duties. The Audit Committee consists of three independent directors while the Compensation and Remuneration Committee consists of two independent directors and one external member in order to reinforce the functions of directors and corporate governance and external experts may be authorized to provide feedback as needed.

(2) The responsibilities of the Company's Board of Directors include the appointment and supervision of the Company's management, supervision of the operational performance, prevention against conflicts of interest and ensuring that respective regulations and laws and the requirements in the Articles of Incorporation or decisions made in shareholders' meetings are followed by the Company. The Board of Directors meets at least once a quarter and the Company's management is to report the operational performance to the Board of Directors and the Board of Directors shall decide the operational policies and major policies for the future.

2. Operations of the Audit Committee

The Company on June 26, 2009 after the shareholders' annual meeting set up the Audit Committee. The Committee consists of three independent directors and at least one meeting should be convened each quarter. The Audit Committee should assist the Board to carry out its supervision duties in accounting, audit, financial reporting processes as well as quality and reliability of financial control. Items audited mainly include:

(1) Audit of financial reports and accounting policies and procedures
(2) Internal control system and relevant policies and procedures
(3) Handling of material asset or financial derivatives
(4) Material capital loan or endorsement or guarantee
(5) Acquisition or issuing of securities
(6) Investment in financial derivatives and cash
(7) Legal compliance

(8) Related party trading and possible conflict of interest involving managers and Directors

(9) Appeals

(10) Anti-fraud plan and fraud investigation report.

(11) Cyber security

(12) Risk Management of the Company

(13) Appointment, dismisal, or remuneration of CPA

(14) Appointment and dismissal of finance, accounting or internal audit heads

The Audit Committee met 4 times throughout 2024. The attendance (seating) in the meetings is as follows:

Occupational title	Name	Time of actual attendance (B)	Seats with Proxy Attendance	Percentage of actual attendance (%) (B/A)	Note
Independent Director	Lin, Min-Kai	4	0	100%	Re-elected on June 6, 2023
Independent Director	Wang, Dan	4	0	100%	Appointed on June 6, 2023
Independent Director	Wen-chou Vincent Wang	4	0	100%	Re-elected on June 6, 2023

Other items that should be included:

I. When one of the following situations occurs in operations of the Audit Committee, date of the Board of Directors' meeting, term, resolution contents, resolution adopted by the Audit Committee, and handlings of the Company towards opinion of the Audit Committee should be described:

(1) Items listed in Article 14-5 of Securities and Exchange Act:

Time of the Audit Committee Meeting	Resolution Contents	Resolution Adopted by the Audit Committee	Handling of the Company toward Opinion of the Audit Committee	Resolution Adopted by the Board of Directors
2024 1st meeting of Audit Committee (2024.02.26)	(1) Review of 2023 Business Report and Financial Statements	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
	(2) Evaluation of the validity of 2023 Internal Control System	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
	(3) Authorization and Remuneration and Independence and Eligibility of CPA certified for the 2024 Financial Statements of the Company.	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
2024 2nd meeting of Audit Committee (2024.04.29)	Review of 2024 Q1 Consolidated Financial Statements.	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.

2024 3rd meeting of Audit Committee (2024.07.29)	Review of the Consolidated Financial Quarterly Statements for the second quarter of 2024.	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
2024 4th meeting of Audit Committee (2024.10.28)	(1) The Company inspected the consolidated financial quarterly report for the 13rd quarter of 2024.	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
	(2) Approval of the review proposal for the subsidiary, Winstek Semiconductor Co., Ltd., to purchase a plant and ancillary equipment in the Hsinchu Science Park.	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
	(3) Proposal for review the "Sustainable Information Management Procedures".	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.
	(4) Amendment to certain provisions of the “Internal Control System for Procurement and Payment Procedures.”	It was approved unanimously by all attending directors	NA	All members of the Board of Directors attending the meeting agreed unanimously after inquired by the Chairman.

(2) In addition to the said resolutions, are there any other resolutions that are not adopted by the Audit Committee and approved by two thirds of all members of the Board of Directors: None.

II. Execution of avoiding conflict of interest among Independent Directors and the name of Independent Director, resolution contents, reason for avoiding conflict of interest, and participation in vote should be described:
Not available.

III. Communication between Independent Directors and Head of Audit and CPA:

(1) The head of Audit quarterly attended the Audit Committee Meeting and the Board of Directors' meeting to report audit exaction. Independent Directors held no objection and good communication was maintain between the head of Audit and Independent Directors. independent Directors provided expert opinions towards audit reports and the Company respected their opinions. The head of Audit of the Company monthly submitted audit review report to Independent Directors and they also communicated via emails or phone calls. Communication contents include: discussion on control environment and items that deserve more attention, documentation and improvement execution.

(2)	In each quarter, CPAs needs to communicate with Independent Directors over important matters of audit results of financial status and statements of the Company face to face or in writing. If there are significant issues, the Board of Directors would also invite CPAs to provide professional advices to facilitate exchanges between two sides. The Audit Committee of the Company maintained good communications with CPAs.

3. Corporate Governance Operations and Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
I. Does the Company comply with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" to enact and disclose corporate governance best practice principles?	Yes		The Company has enacted the "Corporate Governance Best Practice Principles" to carry out responsibilities of business managers, safeguard legal rights of shareholders, and take care of other stakeholders' interest.	We comply with the Corporate Governance Best Practice Principles.
II. Stock S`tructure of the Company and Shareholders' Rights				
(1) Does the Company enact the internal operational procedure to handle shareholders' suggestions, questions, disputes and litigations and has it implemented the procedure?	Yes		(1) To ensure shareholders' rights, the Company assigns spokesperson and acting spokesperson to handle suggestions, questions, and disputes of shareholders and at the same time, the Company uses a shareholder services agent to handle shareholder affairs.	(1) We comply with the Corporate Governance Best Practice Principles.
(2) Does the Company have a good command of major shareholders that actually control the Company and the list of ultimate controllers of major shareholders?	Yes		(2) Through the shareholder services agent, information of shareholders' name is provided and the declaration of internal share rights change is managed.	(2) The same as above.
(3) Does the Company build and execute risk control and firewall mechanism between and among affiliated?	Yes		(3) Handlings are proceeded according to "the Operational Procedure of Business Engagement with Group Companies, Specific Companies, and Related Parties," "Rules Governing Monitoring of Subsidiaries," and relevant operational procedure of internal control.	(3) The same as above.
(4) Does the Company enact internal rules and regulations to forbid insiders of the Company to trade securities with unpublished information not available in the market?	Yes		(4) The Company has established the "Material Information Management Procedure" and "Procedures for the Prevention of Insider Trading" and work management	(4) The same as above.

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
			rules and ethical norms are incorporated with contents that prohibit insider trading.	
III. Composition and Responsibility of Board of Directors (1) Has the Board of Directors enacted diversification policies, concrete management goals for actual realization? (2) Has the Company voluntarily established other functional committees besides the Salary and Remuneration Committee and the Audit Committee? (3) Has the Company enacted evaluation methods to assess performance of the Board of Directors and submit the result to the Board and use as the reference of remuneration and consecutive appointment? (4) Has the Company regularly evaluate independence of CPAs?	Yes Yes Yes	 No	(1) Considering diversification, members of the Board of Directors has enacted proper diversification policies for needs of its own operations, organizational structure, and development. According to the Corporation By-Laws of the Company, the Board of Directors consists of nine to 11 directors and among them, at least three should be Independent Directors. A candidates nomination system is adopted for election of members of the Board of Directors and all members should be equipped with professionalism, skills, and literacies required to carry out their duties. In summary, the Company has followed diversification guidance of composition of members of the Board of Directors and details are described as Description 1 and the website of the Company, and on Market Observation Post System. (2) Besides mandatory establishment of the Salary and Remuneration Committee and the Audit Committee, in the future the Company will abide by rules and regulations to establish other functional committees as requested by laws and according to operational needs. (3) The Company has established the Board Performance	(1) We comply with the Corporate Governance Best Practice Principles. (2) No difference (3) We comply with the

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
			Evaluation Guidelines in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and other applicable regulations. Board performance evaluations are conducted annually on a regular basis, with the scope of assessment covering the overall performance of the Board, individual directors and functional committees. Evaluation methods include proper internal self-evaluation of the Board and its members. In addition, the Board Performance Evaluation Guidelines stipulate that an external evaluation must be conducted at least once every three years. The Company commissioned an external organization, the Taiwan Institute of Ethical Business and Forensics, to carry out the board performance evaluation for the year 2022. The implementation status and evaluation results were reported to the Board of Directors on March 6, 2023, and have also been disclosed on the Company's website. (4) CPAs hired by the Company are from PwC Taiwan, one of the largest accounting firms in Taiwan, which requests all employees have to complete Independence and Risk Management Policy Compliance Statement for the current fiscal year in its independence policy and before entrusted,	Corporate Governance Best Practice Principles. (4) We comply with the Corporate Governance Best Practice Principles.

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
			PwC Taiwan conducted self-evaluation to check its independence. With its independent status, PwC complies rules and regulations to audit financial status of the Company. The Company's Board of Directors also conducts an annual evaluation of the independence and competency of the certifying CPA, with reference to Audit Quality Indicators (AQIs). The results of the evaluation are disclosed on the Company's website. The Company already approved the independence and suitability assessments of CPAs through its Board of Directors on February 26, 2024. The assessments covered whether or not the CPAs are in direct or significant indirect financial interests with the Company, whether or not the CPAs have financing or guarantees with the Company's directors, whether or not the CPA has any close business relationship or potential employment relationship with the Company, whether or not the CPAs and members on their audit team have served as the Company's directors or managers or other positions with significant impacts on the audit assignment now or over the past two years or not, whether or not the CPA has acted as an intermediary in the issuance of the Company's stocks or other securities, whether or not the CPAs are relatives of the Company's directors or managers or other	

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
			positions with significant impacts on the case being audited. Results showed that CPAs Chiang Cai-Yen and Lin Yu-Kuan of Pricewaterhouse Coopers (PwC) both fulfilled the independence criteria and are competent as the Company's CPAs.	
IV. Has the TWSE/TPEx listed company had an adequate number of corporate governance personnel with appropriate qualifications based on the size of the company, business situations and management needs, to be in charge of corporate governance affairs (including but not limited to providing information needed by Directors and Supervisors to carry out duties and to comply with laws, and handling matters relating to board meetings and shareholders meetings according to laws)?	Yes		The Company has established the Chief Corporate Governance Officer and work team that the Department of Finance and Accounting serve as the convener; members also include those from Administration, HR and Legal Department to take charge of affairs related to corporate governance. It works mainly to take charge of stipulating and preparing appropriate corporate systems and organizational structures in order to boost the independence of the Board of Directors, transparency of the Company, and compliance. In cases of issues that require recusals, the corresponding parties are properly reminded. The date of the shareholders' meeting is registered by the statutory deadline each year, with the meeting notice, the meeting handbook, and the meeting minutes prepared and filed.	We comply with the Corporate Governance Best Practice Principles.
V. Has the company maintain channels of communication with stakeholders (including but not limited to shareholders, employees, consumers, and suppliers) and respect and safeguard their legal rights and interests, and designate a stakeholder section on its website to properly address to important corporate social responsibility concerned by	Yes		The company has designated a stakeholder section on its website to properly address to important corporate social responsibility concerned by stakeholders, to maintain communication channels and proper frequency with stakeholders, and to provide responsive information. At the same time, communication performance related to stakeholders	We comply with the Corporate Governance Best Practice Principles.

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
stakeholders?			has been listed. At present, Spokesperson and Acting Spokesperson of the Company serve as the contact window to respond to shareholders' suggestions and questions.	
VI. Has the Company entrusted with a shareholder services agent to take charge of affairs related to shareholders' meeting?	Yes		The Company entrusted Yuanta Securities Co., Ltd. to be in charge of affairs related to shareholders' meeting.	We comply with the Corporate Governance Best Practice Principles.
VII. Disclosure of Information				
(1) Has the Company constructed a website to disclose financial status and corporate governance information?	Yes		(1) The Company follows declaration procedure to disclose and declare information of financial status and corporate governance online. At the same time, both Chinese and English websites are constructed to disclose more important information related to financial status and corporate governance.	(1) We comply with the Corporate Governance Best Practice Principles.
(2) Has the Company used other method to disclose information (such as English website, designated personnel to collect and disclose company information, execute spokesperson system , and release process of investor conference on the Company's website)?	Yes		(2) The Company has constructed both Chinese and English website and designated personnel to collect and disclose company information, execute spokesperson system, and release process of investor conference on the Company's website.	(2) We comply with the Corporate Governance Best Practice Principles.
(3) Has the Company made public announcement and declared its annual financial statements within two months after the end of a fiscal year and announced and declared financial statements of Q1, Q2, and Q3 before the regulated dates?	Yes		(3) The Company has announced and declared financial statements of Q1, Q2, and Q3 before the regulated dates.	(3) No difference

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="2">Operations</th><th rowspan="2">Summarized Description</th><th rowspan="2">Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause</th></tr>
<tr><th>Yes</th><th>No</th></tr>
<tr><td>VIII. Has the Company provided assistance to understand important information of corporate governance (including but not limited to employee's rights, caring for employees, investor relations, supplier relations, shareholders' rights, trainings for Directors and supervisors, risk management policy, and risk assessment criteria, and execution of customer police, and purchase of liability insurance for Directors and Supervisors by the Company)?</td><td>Yes</td><td></td><td>(1) The Company has established the Employee Welfare Committee, implemented pension system, provided equal employment opportunity, conducted employee trainings, and purchased group insurance as well as arranged regular health checkup for employees and respected harmony labor relations.
(2) The Company maintains good communications with suppliers and customers and keeps good partnership. The Company according to laws honestly discloses relevant information to protect investor rights and fulfill its responsibility for shareholders. The Company has established a designated area for stakeholders to build communication channels with them.
(3) Trainings received by Directors:
<table><tr><th>Occupational title</th><th>Name</th><th>Date of Training</th><th>Name of Organization</th><th>Course Title</th><th>Hour of Training</th></tr><tr><td rowspan="2">Independent Director</td><td rowspan="2">Wen-chou Vincent Wang</td><td>2024/12/13</td><td>Taiwan Corporate Governance Association</td><td>Corporate Governance Personnel System Introduction and the Role of Legal Personnel in Corporate Governance</td><td>3</td></tr><tr><td>2024/10/08</td><td>Taipei Exchange</td><td>Special Lecture: The Symphony of Digital Finance and Sustainable Finance in the Era of AI Boom</td><td>3</td></tr><tr><td>Independent Director</td><td>Lin, Min-Kai</td><td>2024/10/29</td><td></td><td>Tax Issues Involving Corporations and Major Shareholders</td><td>3</td></tr></table></td><td></td></tr>
</table>

Evaluation Item	Operations		Summarized Description					Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No						
					2024/10/29	Taiwan Corporate Governance Association	Practical Business Management: AI Transformation in the Manufacturing Industry	3
			Independent Director	Wang, Dan	2024/12/20		Director and Supervisor Liability Insurance Essentials: Understanding How Offenders Exploit Non-Standard and Related Party Transactions	3
					2024/12/13		Corporate Governance Personnel System Introduction and the Role of Legal Personnel in Corporate Governance	3
			Director	Huang, Hsing-Yang	2024/10/29		Practical Business Management: AI Transformation in the Manufacturing Industry	3
					2024/10/29		Tax Issues Involving Corporations and Major Shareholders	3
			Director	Wu,Min-Hung	2024/10/29		Tax Issues Involving Corporations and Major Shareholders	3
					2024/10/29		Practical Business Management: AI Transformation in the Manufacturing Industry	3

Evaluation Item	Operations		Summarized Description	Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause

Director	Kuo, Hsu-Tung	2024/10/29		Practical Business Management: AI Transformation in the Manufacturing Industry	3
		2024/10/29		Tax Issues Involving Corporations and Major Shareholders	3
Director	Weng, Chih-Li	2024/12/20		Director and Supervisor Liability Insurance Essentials: Understanding How Offenders Exploit Non-Standard and Related Party Transactions	3
		2024/12/13		Corporate Governance Personnel System Introduction and the Role of Legal Personnel in Corporate Governance	3
Director	Yeh, Tsan-Lien	2024/10/29		Tax Issues Involving Corporations and Major Shareholders	3
		2024/10/29		Practical Business Management: AI Transformation in the Manufacturing Industry	3

(4) Execution of Risk Management Policy and Risk Assessment Criteria:

1. Risk Management Police and Mechanism:

(1) The Company has enacted strategies and guidance to monitor and manage risks.

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
			We pay close attention to material supply, market technology resolution, competition, economy, and the political environment. The Company from time to time analyzes market and assess market risk and adjust department plans accordingly. Through discussion of periodical meetings and temporary meetings, responsive guidance has been given to reduce overall business risks. (2) The Company considers each key factor to achieve overall objectives such as industrial climate change, product life cycle, and launches of new products. Through budget allocation, the Company makes sure to achieve its overall objectives and to prevent from risks associated with overall execution. (3) Responsibilities and duties of important heads of the Company are clearly defined and they are appointed with acting personnel to find funds necessary for stability of financial activities and to backup important information systems of customer information, R&D confidential data, and accounting systems to reduce business risks. 2. Risk analyses and assessment: For related information, refer to the Company's 2024 Annual Report: "Seven. Discussion and Analysis of Financial Standing and Financial Performance and Risks" - VI. Risk Management and Assessment". (5) Implementation of Customer Policies: The Company has prepared its Ethical Corporate Management Best Practice Principles to govern business activities so that they are in compliance with ethical corporate management. Please refer to "I. Scope of Operation under Four. Operational Overview" of the Company's 2024 Annual Report. (6) Up to the date when this Prospectus is published, Directors of the Company stay away	

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	
			from resolution discussions of stakeholders that may have conflict of interest with them. (7) The Company already presented to the Board of Directors the liability insurance purchased for directors, which covered 2024 and involved a coverage worth USD 10 million.	
9.According to evaluation result released by TWSE Corporate Governance Center in the current year, has improvement been made and is there priority item and measure that needs to be proposed for items not improved: None.				

Evaluation Item	Operations			Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
	Yes	No	Summarized Description	

Description 1: Diversification policy of members composed of the Board of Directors and Execution:

(1) Diversification policy of members composed of the Board of Directors

Members of the Board of Directors should be equipped with knowledge, skills, and literacies required to carry out their duties. To achieve ideal goals of corporate governance, the Board of Directors should be overall equipped with abilities below:

1. Judgmental abilities for operations.
2. Accounting and financial analyses abilities.
3. Management abilities.
4. Responsive abilities to risk.
5. Industrial knowledge.
6. International market perspective.
7. Leadership.
8. Decision-making abilities.

(2) Execution

Diversified Core Items / Name of Director		Nationality or Registered Residency	Judgmental ability for operations	Accounting and financial analyses	Management	Risk management	Industrial knowledge	International market perspective	Leadership and decision making
Chairman	Huang, Hsing-Yang (note)	The Republic of China	✓	✓	✓	✓	✓	✓	✓
Directors	Weng, Chih-Li	The Republic of China	✓	✓	✓	✓	✓	✓	✓
Directors	Yeh, Tsan-Lien (note)	The Republic of	✓	✓	✓	✓	✓	✓	✓

Evaluation Item			Operations						Differences from Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Related Cause
			Yes	No	Summarized Description				
		China							
Directors	Wu,Min-Hung (note)	The Republic of China	✓	✓	✓	✓	✓	✓	✓
Directors	Kuo, Tung-Hsu (note)	The Republic of China	✓	✓	✓	✓	✓	✓	✓
Directors	Hsieh, Chao-Hung (note)	The Republic of China	✓	✓	✓	✓	✓	✓	✓
independent Directors	Lin, Min-Kai	The Republic of China	✓	✓	✓	✓	✓	✓	✓
independent Directors	Wang, Dan	The Republic of China	✓	✓	✓	✓	✓	✓	✓
independent Directors	Wen-chou Vincent Wang	United States	✓		✓	✓	✓	✓	✓

Note: Legal Representative of SIGWIN Co., Ltd.

4. If the Company has established the Salary and Remuneration Committee, its composition and operations should be disclosed:

   Approved by the Board of Directors of the Company, the Salary and Remuneration Committee consists of members entrusted and approved by the Board of Directors with the main duties to regularly review performance assessment of Directors and Managers as well as salary and remuneration policy. The Committee submits its suggestion for discussions at the Board of Directors Meeting.

   (1) Information of Members of the Salary and Remuneration Committee

Condition / Identification Type / Name		Professional Qualification and Experience	Independence	Number of Publicly Listed Companies that a Director Serve as a Member of the Salary and Remuneration Committee
Independent Director	Lin, Min-Kai	Note 1	Note 1	1
Independent Director	Wang, Dan	Note 1	Note 1	0
Others	Liao, Chin-Yi	1. With more than five-year work experience related to business, legal affairs, finance, or fields needed by the Company. 2. Main experience: AA of Machinery Manufacturing of National Union Technical College, Manager of Global Part and Component Strategic Purchase of Logitech, Automation Testing Engineer, Xuli Semiconductor Co., Ltd.	1. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 2. Without kinship relationship such as spouse or within the second degree relative with other directors. 3. No violation to Article 30 of the Company Act. 4. No elections have occurred under Article 27 of the Company Act involving the government, a juristic person, or their representatives.	0

Note1: Please see (3) Professional qualification and disclosure of independence of Independent Directors on Page 7-8.

(2) Operations of the Salary and Remuneration Committee

A. There are three members in the Salary and Remuneration Committee of the Company.

B. Service term of current committee members started from July 31, 2023 and will end on June 5, 2026. In the current fiscal year, two meetings were held by the Committee (A) with eligibility and attendance of its members described below:

Occupational title	Name	Number of Attendance (B)	Seats with Proxy Attendance	Attendance Rate (%) (B/A)	Note
Convenor	Lin, Min-Kai	2	0	100%	Newly appointed on 2023.7.31
Committee Members	Wang, Dan	2	0	100%	Newly appointed on 2023.7.31
Committee Members	Liao, Chin-Yi	2	0	100%	Newly appointed on 2023.7.31

Other items that should be included:

Resolution contents, result, and handling of the Company towards opinion of the Salary and Remuneration Committee:

The Salary and Remuneration Committee	Resolution Contents and Follow-ups	Resolution Result	Handling of the Company towards opinion of the Salary and Remuneration Committee:
1st Remuneration Committee Meeting in 2024(2024.02.26)	Preparation of 2023 compensation and remuneration for the Company's managers	The resolution was adopted unanimously by the Committee after inquired by the Chairperson.	NA
2nd Remuneration Committee Meeting in 2024 (2024.04.29)	(1) Preparation of the 2023 Employee Remuneration Distribution Proposal for managers	The resolution was adopted unanimously by the Committee after inquired by the Chairperson.	NA
	(2) Proposal of General Manager Bonus of the Company	The resolution was adopted unanimously by the Committee after inquired by the Chairperson.	NA

1. If there is suggestion made by the Salary and Remuneration Committee not adopted or amended by

the Board of Directors, please describe date, term, resolution contents, and result, and handling of the Company toward opinion of the Committee (such as difference and cause between proposal of the Committee and resolution adopted by the Board): None.

2. If any resolution adopted by the Salary and Remuneration Committee is objected and reserved by it member, please describe date, term, resolution contents, and result, and handling of the Committee toward opinions of the Committee members: None.

5. Promotion of Sustainable Development and Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
I. Has the Company established governance structure to promote sustainable development and designated an (part-time) unit to promote sustainable development and through authorization by the Board of Directors, how's management conducted by top management level and supervised by the Board of Directors?	Yes		I. The Company has established the Sustainable Development Best Practice Principles to implement relevant sustainability measures. Each year, representatives are assigned to participate in sustainability seminars hosted by competent authorities, and employees are encouraged to attend external ESG-related training programs, such as those focusing on net-zero emissions and waste management. II. In the third quarter of 2023, the Company upgraded its former CSR Task Force into the Sustainable Development Committee (ESG Committee), which now serves as the principal unit for decision-making and execution of the Company's sustainability efforts. The committee is composed of designated members from various departments. The responsibilities of the ESG Committee include: • Preparing the ESG policy • Reflecting upon how ESG management system works. • Reflecting upon the goals, strategies, and action plans of the ESG policy and tracking the progress of respective plans. • Supervising respective stakeholder communication plans Job responsibilities of members of the Committee: • Call for and preside over ESG Committee meetings • Call for meetings once every six months or from time to time, as needed. • Render a decision on issues after having been discussed in	Compliance with Sustainable Development Best Practice Principles

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
			meetings. • Release related policies and implementation goals to the staff of the Company on behalf of the ESG Committee. • The Committee reports to the Board of Directors at least once a year, with the most recent report delivered on October 28, 2024, presenting the current implementation status. III. The Company's first Sustainability Report was published in the fourth quarter of 2024, following the Board's resolution and approval. It has been disclosed voluntarily on the Market Observation Post System (MOPS) and the Company's official website. The report includes the Company's sustainability management approach, strategies, goals and review measures, demonstrating the Board's commitment to sustainable development. IV. The Board of Directors will continue to oversee the direction and progress of sustainability issues and provide supervision and feedback to ensure the implementation of corporate sustainability. V. The Company will continue to comply with relevant regulatory requirements and gradually implement long-term sustainable operations and development.	
II. Has the Company assess risks related to environment as well as social and corporate governance issues of its operations according to the materiality principle and enacted relevant risk management policy or strategy?	Yes		Based on the principle of materiality outlined in the Sustainability Report, the Company conducted a comprehensive risk assessment covering its major subsidiaries. The process included identifying internal and external sustainability-related issues associated with the Company's operations and consolidating topics relevant to Winstek. After identifying key stakeholders, the level of concern for each issue was assessed. The ESG Committee members then evaluated the potential	Compliance with Sustainable Development Best Practice Principles

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td>positive or negative impact of each issue on the Company's operations. Following statistical analysis, material topics were finalized, corresponding risks were assessed and relevant management approaches were established, along with the collection and disclosure of internal data.
2024 Risk Assessment and Corresponding Management Measures:
<table>
<tr><th colspan="2">Material topic</th><th colspan="2">Risk assessment</th><th>Management measure</th></tr>
<tr><td rowspan="2">Corporate government/Economic</td><td rowspan="2">Legal compliance</td><td>Positive</td><td>The Company complies with applicable laws and regulations, effectively minimizing adverse impacts on stakeholders.</td><td rowspan="2">Ensure compliance with local regulations and regularly conduct legal compliance inspections within all facilities to stay up to date with the latest legal requirements.</td></tr>
<tr><td>Negative</td><td>Violations may result in penalties, damage to the Company’s reputation and brand image and a potential decline in customer orders.</td></tr>
</table></td><td></td></tr>
</table>

Promotion	Execution							Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description					
				Cyber security	Positive	Cyber security is a critical foundation for the safe operation of the Company's business. The Company is committed to protecting the privacy of employees, customers and other stakeholders and safeguarding both customer and corporate data.	It implements information security risk identification and management, conducts regular disaster recovery drills for information systems and ensures the confidentiality and safety of customer information. Key data, trade secrets and other sensitive information are appropriately protected. The Company is also evaluating and planning to adopt the ISO 27001 standard to further enhance its information security management.	
					Negative	If confidential information is leaked, the Company may face government penalties or legal action, resulting in reputation damage internally and externally.		

Promotion	Execution							Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description					
				Risk Management	Positive	In response to operational and environmental risks faced by global enterprises, the Company has established a risk management mechanism that enables swift responses, reduces potential losses and safeguards stakeholder interests.	It has implemented a "Business Continuity and Emergency Response Procedure" to address operational risks. Management meetings are convened to review and adjust operational strategies as needed, proactively preventing risks and enhancing risk response capabilities.	
					Negative	Failure to establish management measures for emerging risks may lead to operational losses.		
				Customer relation management	Positive	By meeting customer and market needs, the Company maintains strong satisfaction and cooperative relationships, thereby increasing profitability.	The Company engages in regular and ad hoc relationship management with clients and maintains open communication channels. It monitors	

Promotion	Execution						Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description				
					Negative	If the Company fails to meet customer and market demands in a timely manner, it may reduce customer willingness to cooperate.	market and customer needs to prevent order loss and continuously improve satisfaction.	
				Corporate Governance and Tax Policy	Positive	A sound corporate governance framework helps organizations develop systematic structures, ensures accountability of corporate executives and protects the interests of major shareholders/investors and other stakeholders.	The Company has established its governance structure in accordance with relevant laws and regulations, strives to follow applicable standards and procedures and actively participates in corporate governance evaluations.	
					Negative	Without an effective corporate governance structure and tax policy, the Company may face significant negative consequences across legal, financial and human resource aspects, which could hinder its long-term development.		

Promotion	Execution							Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description					
				Ethical Corporate Management and Business Integrity	Positive	By conducting business activities based on fairness, honesty, integrity, and transparency, the Company aims to safeguard the rights and interests of itself and its stakeholders.	It has established the "Ethical Corporate Management Best Practice Principles," fosters a corporate culture of integrity and has implemented complaint and whistleblowing channels to effectively uphold its commitment to ethical management.	
					Negative	A lack of ethical corporate conduct may damage the Company's reputation, increase legal and compliance risks, lead to the loss of customers and employees, break partnerships and result in financial losses.		
				Environmental aspect	Climate change	Positive	In response to increasing carbon reduction requirements from the government and customers, the Company seeks to minimize its environmental impact and meet stakeholder expectations.	It continues to obtain third-party verification of its ISO 14064-1 greenhouse gas inventory, establishes annual energy-saving measures and works to reduce electricity consumption and CO_2

Promotion	Execution							Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description					
					Negative	If the government imposes carbon fees and the Company does not implement carbon reduction measures, operational costs may increase, and the Company may fail to meet customer carbon reduction expectations.	emissions to achieve sustainability goals.	
				Energy and Resource Management	Positive	The Company continuously invests in the renewable energy trading market to increase the proportion of renewable energy usage and reduce greenhouse gas emissions.	It sets targets for renewable energy purchases, regularly monitors progress toward these targets, and closely follows the development of relevant renewable energy	

Promotion	Execution							Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description					
					Negative	With expansion plans underway, electricity consumption and related costs are expected to rise, which may lead to an increase in greenhouse gas emissions.	regulations to ensure compliance and sustainability. Implement the ISO 50001 Energy Management System to establish standardized management practices and plan for efficient energy use mechanisms	
				Occupational Health and Safety	Positive	Establishing a safe and healthy working environment enhances employee efficiency and work quality, fostering a supportive and friendly workplace.	The Company complies with government regulations by implementing hazard identification and risk assessments, formulating the	

Promotion	Execution							Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description					
					Negative	If occupational health and safety incidents occur, minor cases may lead to employee injuries and lost working hours, while severe incidents such as fatal accidents could result in regulatory penalties, mandatory corrective actions and damage to the Company's reputation.	"Occupational Health and Safety Work Guidelines" and organizational structure, which have been officially filed and approved. The Company has also obtained ISO 45001 Occupational Health and Safety Management System certification. Through regular inspections and audits, the management system is effectively enforced. Periodic safety training and emergency drills are conducted to strengthen employees' emergency response and safety management capabilities.	

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td><table>
<tr><td rowspan="2"></td><td rowspan="2">Talent Recruitment, Retention and Development</td><td>Positive</td><td>Enhancing the Company’s competitive advantage and growth momentum while shaping a strong corporate culture and image.</td><td rowspan="2">The Company offers competitive compensation and benefits, conducts regular performance and development reviews, encourages open communication, and establishes annual training plans with periodic evaluations to strengthen employees’ career development capabilities.</td></tr>
<tr><td>Negative</td><td>In a low birthrate environment and with ongoing expansion needs, failure to attract and retain top talent may affect the Company’s business operations.</td></tr>
</table></td><td></td></tr>
<tr><td>III. Environmental Issues
(1) Has the Company established proper environment management system according to its industrial characteristics?</td><td>Yes</td><td></td><td>The Company has established an ISO 14001 Environmental Management System across all facilities in accordance with industry characteristics and continues to maintain third-party certification (valid through April 18, 2027). A dedicated unit is responsible for promoting and maintaining environmental protection-related operations. Through the implementation of the PDCA (Plan-Do-Check-Act) management cycle in production processes, the Company effectively reduces pollutant emissions and mitigates environmental impact. Annual plans and programs are formulated, with regular tracking and review of progress to ensure that objectives are achieved. The operations of the</td><td>(1) Compliance with Sustainable Development Best Practice Principles</td></tr>
</table>

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
			Company's environmental management system comply with environmental regulations issued by the Ministry of Environment and includes regular reviews to ensure legal compliance across all facilities and alignment with the latest regulatory requirements.	
(2) Has the Company been devoted to the development of energy utilization efficiency and utilization of recycled materials with low environmental impacts?	Yes		The Company is engaged in the IC test and service sector. Products that have been tested by the Company and their packaging materials meet RoHS requirements. The Company continuously promotes "green procurement" and suppliers of raw materials need to provide certificate of inspection issued by the trusted third party such as EU RoHS and REACH to assure no banned substances harmful to the environment is used (in compliance with the document G-ES-018 in Appendix 9.1: Rules for Environmental Substance Management set by Winstek) and compliance with customer demands and international laws. Dedicated to developing green products, the Company was awarded the Sony Green Partner Certificate in 2010, officially becoming a member of Sony's green supply chain. In response to climate change, the Company has implemented both mitigation and adaptation measures and continues to invest in energy-saving technologies and equipment. Beginning in 2024, the company introduced the ISO 50001 Energy Management System and successfully obtained third-party certification. It has also initiated the use of renewable energy and is planning to install solar power facilities to further improve energy efficiency and increase the proportion of renewable energy usage, thereby reducing dependence on purchased electricity. As part of the energy management implementation, the Company has expanded its execution of energy-saving initiatives across both production and facility	(2) The same as above.

<table>
<tr><th rowspan="2">Promotion</th><th colspan="2">Execution</th><th rowspan="2">Summarized Description</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th></tr>
<tr><td></td><td></td><td></td><td>operations. It has conducted a comprehensive inventory of major energy-consuming equipment, established energy performance indicators and formulated metrics to measure energy-related performance. The Company aims to strengthen energy management across all operational stages and has set an annual energy-saving target of 1%. It is committed to increasing the use of renewable energy, reducing reliance on purchased electricity and actively participating in the renewable energy trading market. Simultaneously, it continues to plan and execute energy conservation measures to achieve the goals of long-term sustainable development.
<table><tr><th rowspan="2">Year</th><th colspan="2">Power saving rate</th></tr><tr><th>Target</th><th>Actual</th></tr><tr><td>2024
(Base Year)</td><td>1%</td><td>4.15%</td></tr></table></td><td></td></tr>
<tr><td>(3) Has the Company evaluated future potential risks and opportunities brought by climate change and adopted relevant responsive measures?</td><td>Yes</td><td></td><td>The Company has included climate change as part of its risk management. There is the “climate change risk identification,” such as climbing temperatures and persistent warming in the future, more and more distinct rainy/wet and dry seasons, extreme weathers, among others. Countermeasures, related action and risk considerations/countermeasures/substantial actions, among others, are available on the corporate website, too. In addition, there are the behavioral guide to reinforce the design of extreme weathers. Substantial countermeasures are introduced to cope with climate risks such as shortage in electricity, shortage in water and strong winds. Climate change not only brings risks but also creates opportunities for product transformation. The Company will continue to develop green and</td><td>(3) The same as above.</td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td>sustainable products, actively conduct product carbon footprint inventories and implement reduction measures, in order to meet customer and market demands.</td><td></td></tr>
<tr><td>(4) Has the Company conducted statistics for the total weight of its GHGs, water utilization and waste and enacted policies to reduce GHGs, water utilization, and waste?</td><td>Yes</td><td></td><td>I. GHG
All facilities of Winstek manage greenhouse gas (GHG) emissions through regular inventory and the implementation of energy-saving measures to achieve reduction targets and minimize environmental impact. The Company has completed ISO 14064-1:2018 greenhouse gas inventory and verification, certified by a third-party organization. GHG Emissions in Recent Two Years and Base Year:
<table>
<tr><th>Year</th><th>2022 (Reduction Base Year)</th><th>2023</th><th>2024</th></tr>
<tr><td>Scope 1 (tons CO_2e)</td><td>3,154.1819</td><td>3,646.7989</td><td>4,151.2125</td></tr>
<tr><td>Scope 2 (tons CO_2e)</td><td>29,763.6570</td><td>28,685.9872</td><td>28,791.1104</td></tr>
<tr><td>Scope 3 (tons CO_2e)</td><td>7337.6318</td><td>7,614.3572</td><td>13,085.1660</td></tr>
<tr><td>Total emissions (tons CO_2e)</td><td>40,255.471</td><td>39,947.143</td><td>46,027.489</td></tr>
<tr><td>Emission per unit of revenue (Scope 1 + 2, tons CO_2e / million NTD revenue)</td><td>8.34</td><td>8.82</td><td>7.91</td></tr>
</table>
Given the Company’s industry characteristics, the primary source of emissions is purchased electricity. In addition to continuously improving energy efficiency, Winstek introduced the ISO 50001 Energy Management System in 2024 and obtained third-party certification. The Company also began using renewable energy in 2024 to achieve its reduction targets and mitigate environmental</td><td>(4) The same as above.</td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td>impact.
<table>
<tr><th>Year</th><th>2023</th><th>2024</th></tr>
<tr><td>Emission Reduction Target (tons CO_2e)</td><td>≥329.18</td><td>≥987.54</td></tr>
<tr><td>Reduction result (tons CO_2e)</td><td>585.05</td><td>-24.48
(The target was not fully met due to the 2024 electricity emission factor not yet being published by Taipower; the 2023 factor is currently used as an estimate).</td></tr>
<tr><td colspan="3">Note: The reduction figure compares Scope 1 and Scope 2 emissions with the 2022 base year.</td></tr>
</table>
II. Amount of Water Consumed:
1. To cope with climate change and the shortage in water resource each day, the amount of water recycled from processes and equipment is being increased each year on all premises of Winstek to meet the demand for water and to fulfill the purpose of water conservation and protection of water resource, minimizing the impacts on the natural environment. Water consumption over the past two years is shown in the table below:
<table>
<tr><th>Year</th><th>2023 (Reduction Base Year)</th><th>2024</th></tr>
</table></td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Total water consumption (Million Liters)</td><td>394</td><td>411</td></tr>
<tr><td>Water Consumption per Revenue Unit (Million Liters / Million NTD Revenue)</td><td>0.11</td><td>0.10</td></tr>
</table>
The Company designated 2023 as the base year for water reduction. Through the implementation of water-saving measures, continuous process and equipment improvements and the promotion of process water recycling systems, the process water recycling rate reached 22% in 2023 and 17% in 2024. These efforts reflect steady progress and further enhancements in equipment water usage are planned going forward.
<table>
<tr><th>Year
Process
water recycling rate %</th><th>2023</th><th>2024</th></tr>
<tr><td>Target</td><td>22%</td><td>22%</td></tr>
<tr><td>Actual</td><td>22%</td><td>17%</td></tr>
</table>
2. The four major water-conserving directives, namely “reduced process water consumption”, “reduced waste water discharged”, “enhanced system recovery rates”, and “daily water conservation” are emphasized for all premises of Winstek. The amount of water consumed during the manufacturing process and that recovered from equipment are reduced each year and the scheduled reduced demand for water consumed in factories will</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td>be continued.
3. The factory effluent goes through respective treatment procedures. For the sake of ensuring that the amount and quality of the effluent meet regulatory criteria, there are primary system protective measures in place, including the automatic control, real-time monitoring system, surveillance system, and staff audit and besides periodically maintaining the features of waste water processing equipment and analyzing and monitoring the effluent, process chemicals are strictly monitored and reviewed.

III. Waste:
1. Winstek outsources the waste recycling process on all of its premises to qualified service providers and classification is done at the origin of the waste in order to increase the recoverability of the waste. Process waste is collected, categorized, reduced and recycled for re-use in order to minimize and effectively manage environmental impact to enhance the value of resource re-utilization. The Company’s waste output over the past two years is presented in the table below:
<table><tr><th>Year</th><th>Hazardous Waste (metric tons)</th><th>Non-Hazardous Waste (metric tons)</th><th>Waste Total Waste (metric tons)</th><th>Waste Output per Unit Revenue (metric tons per NT$ million)</th></tr><tr><td>2020</td><td>2,679</td><td>217.76</td><td>2,896.76</td><td>1.11</td></tr></table></td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion</th><th colspan="3">Execution</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summarized Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>(Base Year)</td><td></td><td></td><td></td><td></td></tr>
<tr><td>2023</td><td>1,909.69</td><td>407.13</td><td>2,316.82</td><td>0.63</td></tr>
<tr><td>2024</td><td>1,728.93</td><td>489.79</td><td>2,218.72</td><td>0.53</td></tr>
</table>
In 2024, the Company’s total waste generation decreased by 23.41% compared to the base year 2020, and waste generated per unit revenue decreased by 52.25%. Additionally, the waste recycling rate improved from approximately 95.33% in 2023 to 95.7% in 2024, reflecting a 0.37% increase.
2. To preserve nature and promote a healthy living environment, the Company is committed to continuous improvement and pollution prevention. It actively implements waste reduction measures and prioritizes safety to minimize resource waste. All operations comply with relevant governmental regulations and standards. Targets are set to demonstrate performance improvement, and an environmental management system has been established. All sites have obtained ISO 14001 third-party certification (valid through April 18, 2027). Winstek adopts a resource recovery strategy for waste, actively coordinating with authorized recycling and disposal institutions and enforce thorough waste collection and classification to enhance waste value. In recent years, the Company has promoted simple environmental actions such as reducing the use of disposable tableware to support waste reduction efforts. Through internal and external communication, awareness programs, and operational reviews, the Company continues to advance its sustainability and environmental</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion</th><th colspan="2">Execution</th><th rowspan="2">Summarized Description</th><th rowspan="2">Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th></tr>
<tr><td></td><td></td><td></td><td>protection goals.
3. In 2024, the Company set a five-year target to maintain a waste recycling rate of ≥85%. The scope of recycled waste includes recyclable materials (paper, plastics, pallets, aluminum and tin cans), hazardous waste (chemical waste liquids, sludge, empty containers), electronic scrap, fluorescent tubes and general domestic waste.
<table><tr><th>Year
Waste recycling rate</th><th>2023</th><th>2024</th></tr><tr><td>Target</td><td>80%</td><td>85%</td></tr><tr><td>Actual</td><td>95.33%</td><td>95.70%</td></tr></table></td><td></td></tr>
<tr><td>IV. Social Issues
(1) Has the Company complied with relevant rules and regulations and International Bill of Human Rights to enact relevant management policies and procedures?</td><td>Yes</td><td></td><td>According to the Labor Standard Act and relevant labor laws, the Company enacts practices of labor and ethical corporate management issues to provide principles for employees to follow and to protect legal rights of employees.
To mitigate human rights risks and foster a quality working environment, the Company provides employees with various human rights-related training programs. These include orientation sessions and onboarding training covering regulatory compliance, online courses on sexual harassment prevention, workplace friendliness campaigns, stress management programs and comprehensive occupational safety training.
In alignment with the International Labour Organization (ILO) standards, the Company has incorporated workplace friendliness training</td><td>(1) Compliance with Sustainable Development Best Practice Principles</td></tr>
</table>

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
			(including sexual harassment prevention) into the administrative orientation conducted on the employee's first day. In addition, new employee orientation includes courses and assessments on the Responsible Business Alliance (RBA) Code of Conduct and Business Ethics and Conduct Guidelines, offering clear guidance to ensure that employees are treated with dignity and respect in accordance with international standards. Furthermore, internal policies such as the "Sexual Harassment Prevention and Handling Guidelines," "Work Rules" and the "Employee Recruitment and Employment Management Guidelines" explicitly state the Company's commitment to protecting employee rights. These documents not only outline relevant provisions but also include designated complaint hotlines and email addresses for reporting incidents of sexual harassment or human rights violations.	
(2) Has the Company enacted and implemented employee welfare measures (including salary and remuneration, holidays, and other welfare) and reflected management performance or result appropriately to employees' salaries or remuneration?	Yes		The Company has defined and enforced reasonable employee welfare measures according to the Personnel Management Regulations and adequately reflects operational performance or achievements in the employees' compensation. I. The Company provides group medical insurance for all employees and grants special leave after three months of employment, which is more favorable than statutory requirements. An employee welfare committee is also established to implement various welfare measures, including condolence payments, birthday and holiday gifts, club activities and employee trips. II. The Company is committed to promoting diversity in employment, as well as fairness in compensation and promotion opportunities.	(2) The same as above.

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
			In addition to meeting the statutory quota for the employment of persons with disabilities, the Company respects the cultural customs of foreign employees and has had no incidents involving violations of their labor rights or human rights. As of 2024, female employees accounted for 51.29% of the total workforce, and women held 31.96% of all managerial positions. The Company continues to build an inclusive, female-friendly workplace environment. III. The Company follows governmental labor laws and regulations and periodically takes part in salary surveys and evaluates related indicators such as the salary level in the industry and corporate operational performance. The employee pay criteria are examined in order to keep the Company competitive. Meanwhile, reflective of the contributions, performance, and accountability of employees in the preceding year, the performance review is done. Salaries (including the base salary, food allowances, special allowances, etc.) and remuneration to employees are adjusted reflective of the performance outcome and prospective contributions. Gender, age, race, religion, politics, and marital status, among others, are not considered for respective salaries and benefits. The compensation and remuneration policy honors the principle of being fair and just and ensures competitive advantages on the talent market. In order to encourage and thank employees for their effort and hard work, 0.1% ~ 15% of profits, if any, for the current year, will be set aside and be distributed as remuneration to employees as required by the Articles of Incorporation on a yearly basis.	

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
(3) Has the Company provided employees a safe and healthy workplace and conducted regular safety and health education?	Yes		The Company regularly conducts employee health checkups and organizes health promotion seminars. A comprehensive occupational safety and health training program is also in place, which includes safety training for new and existing employees, emergency response training, and internal auditor training on occupational safety and health. In 2024, the average training hours per employee reached 4.43 hours. These efforts aim to strengthen employees' emergency response and safety management capabilities, build a safe and healthy working environment, enhance work efficiency and quality and provide a friendly and reassuring workplace. All Company sites have obtained third-party certification under the ISO 45001 Occupational Health and Safety Management System, with the current certificate valid through April 25, 2027. The Occupational Safety and Health Office, along with supervisors at all levels, regularly and irregularly inspects employee working environments and provides recommendations for improvement to reduce workplace risks. According to statistics for 2024, the disabling injury frequency rate (FR) was 2.24, the disabling injury severity rate (SR) was 2, and the total incident rate (FSI) was 0.06. There were two occupational incidents during the year. The Company promptly investigated the causes and circumstances of these incidents and reinforced reminders and courteous behavior in the work environment to prevent fall-related hazards.	(3) The same as above.

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
(4) Has the Company established effective career training plans for employees?	Yes		The Company has established comprehensive and effective professional training plans to enhance employees' abilities to develop careers. Comprehensive training structure and diverse learning development channel are provided for employees to develop their career planning via educational trainings to advance professional skills and capabilities, to develop career plans, and to become the elite of the semiconductor industry. Training plans cover orientation for new employees, professional job training, growth and motivation, management skill training under the training scope for heads and employees with overall good effectiveness.	(4) The same as above.
(5) Has the Company complied with relevant laws and international standard to enact policies and grievance procedures for consumer protection and rights on issues such as health and safety of consumers, privacy, marking and labels?	Yes		The Company has established a Customer Service Department, which proactively conducts irregular audits to verify the implementation of various customer-related policies, handles customer complaints and assists frontline sales personnel in addressing customer issues to ensure the protection of customer rights and interests. The Company has also formulated a Management Policy for Intellectual Property Control to safeguard customer privacy. Customer technologies and other intellectual properties are used only with proper authorization and in compliance with legal requirements. The Company is committed to refraining from any unauthorized use or infringement of customer technologies or intellectual properties, while also enhancing employee awareness and training on intellectual property protection practices. The Company places great importance on the accuracy and compliance of product and service labeling and endeavors to align with international standards in its marketing and communications.	(5) The same as above.

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
(6) Has the Company established supplier management policy to request suppliers to comply with rules and regulations governing environmental protection, occupational safety or labors' human rights and how is the implementation?	Yes		Prior to accepting new suppliers, the Company conducts a thorough evaluation process and will further enhance its review of any supplier records related to environmental or social impacts. The Company has entered contracts with suppliers according to actual operations including termination or cancellation of contracts signed with suppliers who involve in violation to sustainable development policy and impose significant negative impacts on the environment and the society. At the same time, main raw material suppliers located in Taiwan are audited with quality system, environmental safety and health system, requirement of banned substances, and Responsible Business Alliance. If an audit finds any defect, a supplier should submit improvement plan and assure effectiveness. Those without making improvement will be have eligibility canceled.	(6) The same as above.
V. Has the Company referred to GRI principles to compile its sustainable report and disclose its non-financial information? Has the said report obtained assurance and guarantee opinion from the third verification party?	Yes		The Company prepared its 2024 Sustainability Report with reference to the globally recognized GRI Standards. It is expected to obtain a third-party assurance statement by June 2025 and will publicly disclose the report on the Company's website and submit it to the designated regulatory platform by the end of August.	Compliance with Sustainable Development Best Practice Principles
VI. Has the Company complies with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" to enact its own principles and please describe difference between operations and principles enacted: The Company has already defined its "Sustainable Development Best Practice Principles" in compliance with the "Sustainable Development Best Practice Principles for TWSE/TPEx-Listed Companies" in order to reinforce the implementation of its corporate social responsibilities and to fulfill the goal of sustainable development. There is not drastic difference regarding it operational status.				

Promotion	Execution			Difference and Reason against Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summarized Description	
VII. Other important information that helps to understand promotion and execution of sustainable development: (1) Package materials of finished goods of the Company after testing meet with requirements of the EU RoHS. Reusable utensils are used in employee cafeteria and garbage sorting has been implemented to reduce environmental impacts. (2) In recent years, the Company has consistently invested in social welfare, community engagement, and education and culture, actively giving back to society through tangible actions. By leveraging its social influence, the Company aims to create shared sustainable value. Examples include: long-term participation in receipt and spare change donation campaigns for the Genesis Social Welfare Foundation; regularly inviting the Children Are Us Foundation's bakery to hold charity sales at company premises; organizing annual employee participation in the Genesis Foundation’s Mid-Autumn gift box fundraisers while supporting local pomelo farmers in Baoshan Township; providing long-term support to underprivileged local families, benefiting many households; sponsoring the maintenance of nearby streetlights to serve the local community; mobilizing employee volunteers for community cleanup and maintenance efforts to create a livable environment; and supporting local festivals and temple restoration projects to strengthen ties with the community. (3) The Company has established a designated unit to handle issues related to customers’ rights. (4) The employment policy of the Company contains no discrimination against genders, races, ages, marital statuses. Equality is implemented in salaries, employment conditions, and training and promotion opportunities. (5) Each year, employees are educated with labor safety, firefighting drills and exercise to maintain employee safety. Each year periodical health checkups are provided for employees to provide a safe and healthy workplace. (6) The Company has obtained certifications including ISO 9001, IATF 16949, ISO/IEC 17025, ISO 14001, ISO 45001, ISO 50001, ANSI ESD S20.20, ISO 14064-1, ISO 14067, RBA VAP and Sony Green Partner.				

6. Climate-Related Information of TWSE/TPEx Listed Company

Implementation of Climate-Related Information

<table>
<tr><th>Items</th><th>Execution</th></tr>
<tr><td>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</td><td>The ESG Sustainable Development Committee reports to the Board of Directors at least once a year. In 2024, the committee reported on its implementation status to the Board on October 28. The Board reviews the development of sustainability issues and climate-related risks and opportunities, supervises the progress of related initiatives, and provides guidance and feedback to ensure the effective implementation of corporate sustainability.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short-, medium- and long-term).</td><td>The Company has identified climate-related risks and opportunities over the short-, medium- and long-term, and formulated corresponding response measures based on the anticipated timeframe and level of impact. The details are as follows:
<table>
<tr><th></th><th>period</th><th>Topic</th><th>Impact</th><th>Response Measures</th></tr>
<tr><td>Risk</td><td>Short-term</td><td>■ Carbon fees
■ Environment pollution</td><td>■ Imposition of carbon fees may lead to increased operating costs
■ Increased pollution may raise operational expenses.</td><td>■ The Company’s main source of greenhouse gas emissions is purchased electricity. We are actively engaged in carbon reduction efforts by implementing various energy-saving projects within the plant and increasing the proportion of renewable energy usage to lower emissions.
■ Through GHG inventories, we identify emission hotspots as a basis for evaluating carbon reduction actions.
■ We adopt a resource recovery strategy for waste, actively coordinating with authorized recycling and disposal institutions and enforce thorough waste collection and classification to enhance waste value.
■ To ensure air emissions meet regulatory standards, protective measures such as continuous monitoring systems, surveillance systems and personnel audits are in place. We also perform regular maintenance on exhaust treatment equipment, rigorously monitor and audit process chemicals, and allocate budgets for air pollution control to preserve environmental quality.</td></tr>
</table>
</td></tr>
</table>

Items	Execution				
		Mid-term	Stricter Energy and Resource Regulations	■ Purchasing renewable energy may result in increased operating costs. ■ Decreasing water availability.	■ We have set renewable energy procurement targets and regularly track progress. ■ We continue to participate in the renewable energy market annually to raise our renewable energy usage ratio. ■ We closely monitor regulatory trends in renewable energy. ■ Our water-saving strategy focuses on four key areas: reducing process water usage, minimizing wastewater discharge, improving system recovery rates and conserving domestic water. These efforts aim to decrease process and equipment water consumption while increasing recycled water volume, thereby gradually reducing overall plant water demand.
		Long-term	Change in customer behavior	As sustainability awareness increases, customers may consider environmental performance when choosing products or services. Failure to meet these expectations could result in decreased revenue.	■ We continue to explore new technologies and processes to improve energy and resource efficiency and reduce environmental and climate impact over the long-term. ■ We use AI and big data to monitor and analyze global climate change trends and developments, allowing us to adapt and propose feasible solutions. ■ We remain attentive to evolving customer needs.
	Opportunities	Short- to mid-term	Enhance corporate image	Meet stakeholder expectations to improve employee engagement and strengthen corporate reputation.	■ Manage and improve related initiatives through the Sustainable Development Committee. ■ Promote green manufacturing by advancing energy-saving and water-conservation facilities.

<table>
<tr><th>Items</th><th colspan="5">Execution</th></tr>
<tr><td></td><td></td><td>Mid-term</td><td>Enhance energy use efficiency</td><td>Improve energy efficiency to reduce operating costs.</td><td>■ Implement the ISO 50001 Energy Management System to establish standardized management practices and plan for efficient energy use mechanisms.
■ Promote various energy-saving measures within the facilities by acquiring or upgrading energy-efficient equipment and optimizing systems and processes to maximize resource efficiency.
■ Foster energy-saving and carbon-reduction awareness among employees through ongoing communication and training.</td></tr>
<tr><td></td><td></td><td>Long-term</td><td>Develop or expand low-carbon products and services</td><td>Meet investor and customer demands while increasing operating revenue.</td><td>■ Enhance corporate image and product competitiveness through green marketing.
■ Gradually establish sustainable procurement and a green supply chain to attract more recognition and collaboration opportunities.
■ Continue monitoring market demand for low-carbon transition.</td></tr>
<tr><td>3. Describe the financial impact of extreme weather events and transformative actions.</td><td colspan="5">The Company has assessed the financial impacts of extreme climate events and transition actions, and has formulated corresponding response measures as follows:<table><tr><th></th><th>Items</th><th>Financial impact</th><th>Response Measures</th></tr><tr><td>Extreme weather event</td><td>Floods, droughts, typhoons and earthquakes</td><td>may result in interruptions to water or power supply at production sites, adversely affecting operations and causing business interruption-related losses.</td><td>■ Establish comprehensive water resource management mechanisms.
■ Gradually increase the volume of recycled water used in production processes and equipment to stabilize and prolong the water supply. Regularly review water management effectiveness.
■ Conduct inspections of production equipment across facilities.</td></tr></table></td></tr>
</table>

<table>
<tr><th>Items</th><th>Execution</th></tr>
<tr><td></td><td>
<table>
<tr><td></td><td></td><td></td><td>■ Ensure automatic activation of generators to meet emergency power demands for firefighting and other critical functions.
■ Incorporate disaster prevention design in plant facilities to protect production operations.</td></tr>
<tr><td>Transition actions</td><td>Enhance energy use efficiency</td><td>■ Acquisition or repair of energy-saving equipment may increase operational costs.
■ Reduce greenhouse gas emissions to mitigate the impact of carbon fees on operating costs.</td><td>■ New equipment models can enhance production capacity, and the resulting cost savings can be reinvested to further improve output.
■ Promote various energy-saving initiatives to maximize resource use efficiency and effectively reduce greenhouse gas emissions.</td></tr>
</table>
</td></tr>
<tr><td>4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.</td><td>With reference to the TCFD framework, climate-related risk topics are identified through analysis of reports from international organizations, peer industry assessments, and relevant regulatory developments. The significance of each risk is evaluated based on weighted scores that reflect the magnitude of financial or strategic impact and the likelihood of occurrence. These scores are used to prioritize climate risk issues according to their materiality.</td></tr>
<tr><td>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 described.</td><td>None.</td></tr>
<tr><td>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</td><td>None.</td></tr>
</table>

<table>
<tr><th>Items</th><th>Execution</th></tr>
<tr><td>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</td><td>None.</td></tr>
<tr><td>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</td><td>Winstek has established short-, medium-, and long-term greenhouse gas (GHG) reduction targets for all of its facilities (as shown in the table below). The Company actively implements energy-saving and carbon-reduction measures and began purchasing renewable energy in 2024, acquiring a total of 1,708 certificates. Moving forward, the company will continue to participate in the renewable energy trading market to increase the proportion of renewable energy used, reduce GHG emissions and minimize environmental impact.
<table>
<tr><th>GHG Reduction Targets – Short-, Medium-, and Long-Term</th><th>Short-term target (2024)</th><th>Medium-term (2028)</th><th>Long-term target (After 2029)</th></tr>
<tr><td>Emission Reduction Target (tons CO_2e)</td><td>≥987.54</td><td>≥3,620.96</td><td>≥4,279.32</td></tr>
<tr><td>Reduction result (tons CO_2e)</td><td>-24.48
(The target was not fully met due to the 2024 electricity emission factor not yet being published by Taipower; the 2023 factor is currently used as an estimate).</td><td>-</td><td>-</td></tr>
<tr><td colspan="4">Note: The reduction figure compares Scope 1 and Scope 2 emissions with the 2022 base year.</td></tr>
</table></td></tr>
<tr><td>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</td><td>Please see Table 1-1 and Table 1-2 for detailed explanations.</td></tr>
</table>

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

1-1-1 Greenhouse gas inventory information

Describe the emission volume (tons CO_2e), intensity (metric tons CO2e/NT$ million) and data coverage of greenhouse gases in the most recent 2 fiscal years.

Winstek Semiconductor conducted greenhouse gas inventories for all its facilities. The results for the most recent two years are summarized in the table below:

Year	Scope 1 (tons CO_2e)	Scope 2 (tons CO_2e)	Scope 3 (tons CO_2e)	Total emissions (tons CO_2e)	Emission per unit of revenue (Scope 1 + Scope 2 metric tons CO2e/NT$ million)
2023	3,646.799	28,685.987	7,614.357	39,947.143	8.82
2024	4,151.213	28,791.110	13,085.166	46,027.489	7.91

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies)

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT$ 1 million) shall be disclosed.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards and assurance opinion.

Greenhouse Gas Assurance Over the Past Two Years:

Year	Assurance Scope	Assurance Provider	Assurance Standard	Assurance Opinion
2023	All plants	Lloyd's Register Quality Assurance Limited, Taiwan Branch (LRQA) (LRQA)	ISO 14064-1:2018	Based on the LRQA methodology, the total greenhouse gas emissions (scope 1 and scope 2) for the calendar year 2023, as disclosed in the greenhouse gas inventory report, are materially correct. There was nothing that came to our attention regarding other indirect emissions (scope

				4) that would indicate the calculations are not materially correct. The preparation of the greenhouse gas inventory report also conforms to the relevant requirements of ISO 14064-1:2018 (Specifications with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals).
2024	All plants	DNV Business Assurance Co., Ltd.(DNV)	ISO 14064-1:2018	Verification statement is expected to be obtained in April 2025.

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

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

The Company's base year, emissions data, reduction targets, strategies, specific action plans and achievement status related to greenhouse gas (GHG) emissions reduction are summarized as follows:

Reduction Base Year	2022 (total emissions: 32,917.8389 metric tons CO_2e) Note: This figure includes Scope 1 and Scope 2 emissions.
Emission Reduction Target	GHG Reduction Targets – Short-, Medium-, and Long-Term (tons CO_2e) / Short-term target (2024): ≥987.54 / Medium-term (2028): ≥3,620.96 / Long-term target (After 2029): ≥4,279.32 Note: The reduction figure compares Scope 1 and Scope 2 emissions with the 2022 base year.
Strategy and Specific Action Plans	In response to climate change, the Company has implemented both mitigation and adaptation measures and continues to invest in energy-saving technologies and equipment. Beginning in 2024, the company introduced the ISO 50001 Energy Management System and successfully obtained third-party certification. It has also initiated the use of renewable energy and is planning to install solar power facilities to further improve energy efficiency and increase the proportion of renewable energy usage, thereby reducing dependence on purchased electricity. In line with the implementation of the energy management system, the company has expanded energy-saving efforts across both production and facility operations, identifying major energy-consuming equipment, setting energy performance indicators and establishing performance measurement standards. These efforts aim to progressively enhance both upstream and downstream energy management. At the same time, the Company is committed to increasing the share of renewable energy, reducing the amount of purchased electricity and continuing investment in the renewable energy trading market. Related energy-saving measures are also being planned and implemented in parallel, with

	the goal of achieving sustainable business operations.
Emission Reduction Achievement	-24.48 metric tons CO2e (The target was not fully met due to the 2024 electricity emission factor not yet being published by Taipower; the 2023 factor is currently used as an estimate).

7. management of the Company and difference and cause of difference with “Ethical Corporate Management Best Practice Principles for TWSE/GTSM listed companies

Evaluation Item	Operations			Difference and cause of difference with “Ethical Corporate Management Best Practice Principles for TWSE/GTSM listed companies
	Yes	No	Summarized Description	
I. Enactment of Corporate Management Policy and Init Initiative	Yes		(1) The Company follows the “Ethical Corporate Management of Best Practice Principles for TWSE/GTSM Listed Companies” to enact our own principles as well as abide by relevant labor laws to enact principles to manage labor and ethical behavior with contents also including ethical corporate management policy and preventative initiative. The Company has declared ethical corporate management policy clearly in company rules and external documents and the Board of Directors and management level actively execute and execution can also be proved in activities of internal management and external business operations.	(1) Comply with ethical corporate management best practice principles of the Company.
(1) Has the Company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?				
(2) Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	Yes		(2) The Company follows the “Ethical Corporate Management of Best Practice Principles for TWSE/GTSM Listed Companies” to enact our own principles as well as abide by relevant labor laws to enact principles to regulate higher risks of unethical behavior in operations to prevent from bribery paying and receiving and illegal political donation.	(2) The same as above.
(3) Has the Company clearly enacted the procedure,	Yes		(3) The Company has defined its Ethical Corporate	(3) The same as above.

Evaluation Item	Operations			Difference and cause of difference with "Ethical Corporate Management Best Practice Principles for TWSE/GTSM listed companies
	Yes	No	Summarized Description	
behavioral guidance, discipline and grievance system for the initiative to prevent from unethical behavior to carry out execution and regularly review and amend the said initiative?			Management Best Practice Principles in compliance with applicable laws and regulations, created a corporate culture featuring ethical operation and normal developments. Operating procedures, behavioral guides, disciplines for violators, and the complaint-filing system are specified and are enforced.	
II. Implementation of Ethical Corporate Management				
(1) Has the Company evaluated ethical corporate management record of transaction parties and enacted clauses of ethical corporate management in contracts entered with transaction parties?	Yes		(1) The Company has included clauses of ethical behaviors in commercial contracts to prevent from unethical behaviors.	(1) Comply with ethical corporate management best practice principles of the Company.
(2) Has the Company designated a unit affiliating the Board of Directors to promote ethical corporate management and report to the Board about ethical management policy and initiatives to prevent from unethical behavior and execution (at lest once per year)?	Yes		(2) The Company has established a designated (part-time) unit, the Administration Department, to be in charge of ethical corporate management and to submit a report of relevant execution to the Board of Directors once every year.	(2) The same as above.
(3) Has the Company enacted the policy to prevent from conflict of interest and provide proper grievance channel for execution?	Yes		(3) The Company has complied with labor laws to enact labor and ethical corporate management rules including employee grievance mechanism and reporting procedure. The Company has established grievance channel to avoid conflict of interest and related issues have been properly handled.	(3) The same as above. (4) The same as above.
(4) Has the Company established effective accounting system, internal control system to execute ethical corporate government and has the internal audit unit enacted relevant play according to risk assessment	Yes		(4) The Company has established effective accounting system and internal control system audited periodically by internal auditors and meanwhile, CPAs from leading accounting firms in Taiwan have been entrusted to conduct periodical auditing.	(5) The same as above.

Evaluation Item	Operations			Difference and cause of difference with "Ethical Corporate Management Best Practice Principles for TWSE/GTSM listed companies
	Yes	No	Summarized Description	
result of unethical behavior and audit compliance or entrusted CPAs to do relevant audits? (5) Has the Company regularly conducted internal and external educational trainings on ethical corporate management?	Yes		(5) The Company each year organizes educational training on "Procedures for the Prevention of Insider Trading," "Ethics and Regulating the Behaviors at Work," "Ethical Corporate Management Policy," and "Reporting System and Procedure" to promote relevant procedures or laws.	
III. Execution of Reporting System (1) Has the Company enacted concrete reporting and encouragement system, established reporting channels, and properly designated personnel in charge of reporting investigation?	Yes		(1) The Company has enacted principles including labor and ethical corporate management rules and reporting illegal and violating behavior of ethical corporate management with contents of all grievance mechanism and reporting procedure. Employees can report violation of relevant ethical corporate management rules.	(1) Comply with ethical corporate management best practice principles of the Company.
(2) Has the Company enacted standard procedure to handle reporting and follow-up measures after reporting and relevant confidentiality mechanism?	Yes		(2) The Company has enacted procedure to manage reporting of illegal and unethical behaviors and established confidentiality mechanism to strictly forbid taking revenge on reporters.	(2) The same as above.
(3) Has the Company adopted measures to protect reporter from being mistreated?	Yes		(3) The Company has enacted procedure to manage reporting of illegal and unethical behaviors and established confidentiality mechanism to properly prevent reporters from being mistreated and to strictly forbid taking revenge on reporters.	(3) The same as above.
IV. Enhancement of Information Disclosure Has the Company declared contents of its Ethical Corporate Management Best Practice Principles and promotion	Yes		The Company has disclosed its Ethical Corporate Management Best Practice Principles on the Market Observation Post System and constructed the website at http://www.winstek.com.tw to	Comply with ethical corporate management best practice principles

Evaluation Item	Operations			Difference and cause of difference with "Ethical Corporate Management Best Practice Principles for TWSE/GTSM listed companies
	Yes	No	Summarized Description	
effectiveness on its website and on the Market Observation Post System?			disclose relevant information of ethical corporate management. Designated personnel has been appointed to collect information and disclose information on the Company's website.	of the Company.
V. If the Company has enacted its own Ethical Corporate Management Best Practice Principles according to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies," please describe its operations and difference: The Company has enacted its own Ethical Corporate Management Best Practice Principles according to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and its operations comply with requirements.				
VI. Other important information that helps understand operations of ethical corporate management of the Company (such as amendment of its own Ethical Corporate Management Best Practice Principles) The Company has enacted its own Ethical Corporate Management Best Practice Principles, labor and ethical corporate management methods and methods of reporting illegal and unethical behaviors for the purpose of compliance.				

8. Other important information that helps understand operations of ethical corporate management of the Company should be disclosed: Please refer to Open Market Post System and the Company's website.

9. Execution of Internal Control System:

(1) The Statement on Internal Control

Winstek Semiconductor Co., Ltd.
Statement of Internal Control System

Date: February 26, 2025

According to the results of a self-assessment, Winstek Semiconductor Technology Co., Ltd. (hereinafter referred to as the "Company") states the
following with regard to its internal control system during the year 2024:

I. The Company acknowledges that the establishment, implementation and maintenance of internal control system are the responsibility of Board of Directors and management and the Company has established the system. The internal control system is aimed to reasonably assure that the goals such as the effectiveness and the efficiency of operations (including profitability, performance and safeguard of assets), the reliability, timeliness and transparency of financial reporting and the compliance of applicable law and regulations are achieved.

II. The internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of achieving the aforementioned three goals. Moreover, due to the change of environment and conditions, the effectiveness of internal control system will be changed accordingly. Nevertheless, the internal control system has self-monitoring mechanism, and the Company will take remedial action in response to any identified deficiencies.

III. The Company evaluates the effectiveness of the design and operation of its internal control system based on the judgment items ruled in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (collectively referred to hereinafter as the "Regulations"). The judgment items of internal control system adopted by the Regulations are the process of management control, and there are five key components of internal control: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communication and 5. monitoring activities. Each component also includes a certain number of items and seeing the Regulation for the foregoing items.

IV. The Company assessed the effectiveness of design and operation of its internal control system according to the aforementioned Regulations.

V. Based on the foregoing results of evaluation, the Company believes that the internal control system as of December 31, 2024 (that includes the supervision and management of subsidiaries), to provide reasonable assurance over the aforementioned goals are accomplished, including the effectiveness and the efficiency of operations, the reliability, timeliness and transparency of financial reporting and the compliance of applicable law and regulations.

VI. Based on the foregoing results of evaluation, the Company believes that the internal control system (that includes the supervision and management of subsidiaries), to provide reasonable assurance over the aforementioned goals are accomplished, including the effectiveness and the efficiency of operations, the reliability, timeliness and transparency of financial reporting and the compliance of applicable law and
regulations. This statement will be the main content of Annual Report and Prospectus, and will be

disclosed publicly. If the above contents contain any falsehood, concealment or illegality, it will involve in legal liability under Article 20, 32, 171 and 174 of Securities and Exchange Law.

VII. This statement has been approved by the meeting of Board of Directors held on February 26, 2025 and those 9 directors in presence all affirm at the contents of this statement.

Winstek Semiconductor Co., Ltd.

Chairman: Huang, Hsing-Yang

General Manager: Weng, Chih-Li

(2) CPA certified report should be disclosed if there is the engagement of a CPA to conduct a special audit of the company's internal control systems: None

10. Important resolutions made by Shareholders' meeting or the Board of Directors' meeting in the most recent fiscal year and up to the date when this annual report is published:

(1) Decisions made during the 2024 shareholders' meeting and their implementation status:

Name of Meeting	Date of Meeting	Important Resolutions	Execution
2024 General Shareholders' Meeting	May 21, 2024	1. Ratified the 2023 business report and financial statements.	Follow ratifications during the General Shareholders' Meeting.
		2. Ratified the 2023 Earnings Distribution Proposal	Follow ratifications during the General Shareholders' Meeting. The earnings for 2023 have been fully distributed. July 16, 2024, has been set as the ex-dividend date, and the cash dividends will be distributed on August 5, 2024.
The first 2024 extraordinary shareholders' meeting.	2024.12.18	Approval of the proposal for the subsidiary, Winstek Semiconductor Technology Co., Ltd., to purchase a plant and ancillary equipment in the Hsinchu Science Park.	Handled in accordance with the resolutions of the shareholders' meeting.

(2) Important decisions made by the Board of Directors in 2024 and up to March 31, 2025:

Date	Important Resolutions
2024.2.26	1. Approved 2023 Salaries and Remuneration Distribution to employees. 2. Approved the 2023 sales report and financial statements 3. Approved the 2023 earning distribution. 4. Approved date, venue, and agenda of 2024 Shareholders' Meeting and accepted proposals made by shareholders. 5. Approved effectiveness of the 2023 Internal Control of the Company and the Statement of Internal Control. 6 Passed and compensation of and their independence and suitability evaluation of CPAs for 2024 Financial Statements.
2024.4.29	Approved the Company's Consolidated Financial Report for the first quarter of 2024.
2024.7.29	Approved the Company's Consolidated Financial Report for the second quarter of 2024.
2024.10.28	1. Passed the Company's 2024 third quarter consolidated financial report. 2. Passed the proposal for the subsidiary, Winstek Semiconductor Co., Ltd. to acquire a plant and ancillary in the Hsinchu Science Park. 3. Passed the date, venue, and agenda for the Company's first extraordinary shareholders' meeting in 2024. 4. Passed the 2023 Sustainability Report. 5. Passed the "Sustainable Information Management Procedures." 6. Passed the proposed audit plan for 2025.
2024.12.19	Passed the 2025 Operational Plan.

Date	Important Resolutions
2024.2.26	1. Approved 2024 Salaries and Remuneration Distribution to employees. 2. Approved the 2024 sales report and financial statements 3. Approved the 2024 earning distribution. 4. Approved date, venue, and agenda of 2025 Shareholders' Meeting and accepted proposals made by shareholders. 5. Approved the amendment of partial rules of the "Corporate By-Laws." 6. Passed the proposal for the subsidiary, Winstek Semicondustor Technology Co., Ltd. to apply for a syndicated credit line from financial institutions. 7. Approved effectiveness of the 2024 Internal Control of the Company and the Statement of Internal Control. 8 Passed and compensation of and their independence and suitability evaluation of CPAs for 2025 Financial Statements.

11. Where, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

IV. Financial Audit Fee of CPA

Unit of Amount: NT$1,000

Name of Accounting Firm	Name of Accountants	CPA Audit Term	Financial Audit Fee	Non-Financial Audit Fee	Total	Note
PwC Taiwan	Hsieh, Chi-Cheng	2024.01.01～2024.12.31	2,360	845 (Note)	3,205	
	Chiang, Tsai-Yen	2024.01.01～2024.12.31				

Note: Non-financial audit fee covers services of tax compliance audit, application for direct deduction of business tax for dual-status business entities, and audit on tax credit regulated by the Statute for Industrial Innovation. 。

1. When the accounting firm was changed and the audit fees paid for the financial year in which the change took place are lower than those paid for the financial year immediately preceding the change, the amount of the audit fees before and after the change and the reason shall be disclosed: None.
2. When the audit fees paid for the current financial year are lower than those paid for the immediately preceding financial year by 10 percent or more, the amount and percentage of and reason for the reduction in audit fees shall be disclosed：None.

V. Information related to CPA change: none.

VI. Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm: None.

VII. Any transfer of equity interests and/or pledge of or change in equity interests during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent.

1. Change of Equity

Unit: Share

Occupational title	Name	2024		As of March 31, 2025	
		Number of shares held Increase (decrease)	Pledged Increase (decrease)	Number of shares held Increase (decrease)	Pledged Increase (decrease)
Major Shareholders and Director of Legal Person	SIGWIN Corporation	0	0	0	0
Director of Legal Person and Chairman	Huang Hsing-Yang	0	0	0	0
Representative of Directors of Legal Person	Yeh Tsan-Lien	0	0	0	0
Representative of Directors of Legal Person	Kuo Hsu-Tung	0	0	0	0
Representative of Directors of Legal Person	Hsieh Chao-Hung	0	0	0	0
Representative of Directors of Legal Person	Wu Min-Hung	0	0	0	0
Director and General Manager	Weng Chih-Li	0	0	0	0
Independent Director	Lin Min-Kai	0	0	0	0
Independent Director	Wang Dan	0	0	0	0
Independent Director	Wen-chou Vincent Wang	0	0	0	0
Vice General Manager	Huang Hou-Chi	0	0	0	0
Vice General Manager	Chen Chien-Hsun	0	0	0	0
CFO	Liu Kui-Chu	0	0	0	0
Chief Corporate Governance Officer	Chung Hsiu-Tseng	0	0	0	0

2. Equity transfer to related party: None.

3. hare Collateralization Information: None.

VIII. Relations information between and among top ten largest shareholders.

March 31, 2025

Name	Stocks held in one's own name		Shares of Stocks Held by Spouse and Minors		Total stocks held in street name		Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another regulated by Accounting Principles Gazette No.6.		Note
	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Name	Relations	
SIGWIN Corporation Representative: Huang, Hsing-Yang	70,726,438	51.90%	0	0	0	0	None	None	
	0	0.00%	0	0	0	0	None	None	
Lu De-Tsen	3,170,000	2.33%	0	0	0	0	None	None	
Tsai Ching-Wen	1,325,000	0.97%	0	0	0	0	None	None	
HSBC Bank (Taiwan) Limited as custodian for Cambria Emerging Shareholder Yield ETF investment account.	1,278,503	0.94%	0	0	0	0	None	None	
Chen Hou-Guang	912,000	0.67%	0	0	0	0	None	None	
Pan Yu-Ching	801,643	0.59%	0	0	0	0	None	None	
SILAN CORPORATION Representative: Cheng Tzuo-Ren	636,000	0.47%	0	0	0	0	None	None	
	0	0.00%	0	0	0	0	None	None	
Huang, Ling-Ju	575,000	0.42%	0	0	0	0	None	None	
Weng, Chih-Li	571,507	0.42%	0	0	0	0	None	None	
Huang, Tsung-Yuan	507,000	0.37%	0	0	0	0	None	None	

IX. Consolidated Holding Percentage

Unit: 1,000 shares

Trans-investment (Note)	Investment of the Company		Investment of directly or indirectly controlled business by Director, Supervisor, and Manager		Consolidated Investment	
	Number of Shares	Holding Percentage	Number of Shares	Holding Percentage	Number of Shares	Holding Percentage
Winstek Semiconductor Technology Co., Ltd.	210,000	100%	0	0	210,000	100%
TST Co., Ltd.	20,000	100%	0	0	20,000	100%

Note: Long-term investment placed by the Company with Equity Method.

III. Fundraising

I. Capital and share of stocks

1. Source of Equity Capital

Unit: NT$1,000; 1,000 shares

Month/ Year	Par value per share	Authorized Stock		Paid-up Capital		Note		
		Number of Shares	Amount	Number of Share	Amount	Source of Equity Capital	Those who use property other than cash as stock payment	Others
2000.04	10	2,000	20,000	2,000	20,000	Established though funding	None	Note 1
2000.06	10	120,000	1,200,000	80,000	800,000	Cash capital increase of NT$780,000	None	Note 2
2001.04	10	120,000	1,200,000	90,000	900,000	Cash capital increase of NT$100,000	None	Note 3
2001.09	10	250,000	2,500,000	184,000	1,840,000	Cash capital increase of NT$940,000	None	Note 4
2003.11	10	250,000	2,500,000	224,000	2,240,000	Cash capital increase of NT$400,000	None	Note 5
2004.08	10	274,900	2,749,000	243,736	2,437,357	Capital increase by earning NT$ 197,357	None	Note 6
2005.08	10	274,900	2,749,000	254,291	2,542,913	IPO Increase by Cash of NT$ 105,556	None	Note 7
2005.10	10	274,900	2,749,000	254,432	2,544,318	Conversion of ESO into Shares, NT$1,405	None	Note 8
2006.01	10	274,000	2,749,000	255,108	2,551,078	Conversion of ESO into Shares, NT$6,760	None	Note 9
2006.04	10	274,000	2,749,000	255,147	2,551,468	Conversion of ESO into Shares, NT$390	None	Note 10
2006.08	10	274,000	2,749,000	255,150	2,551,498	Conversion of ESO into Shares, NT$30	None	Note 11
2006.08	10	400,000	4,000,000	263,605	2,636,046	Capital increase by earning NT$ 84,548	None	Note 12
2006.11	10	400,000	4,000,000	263,976	2,639,761	Conversion of ESO into Shares, NT$3,715	None	Note 13
2007.02	10	400,000	4,000,000	264,152	2,641,516	Conversion of ESO into Shares, NT$1,755	None	Note 14
2007.05	10	400,000	4,000,000	264,208	2,642,078	Conversion of ESO into Shares, NT$563	None	Note 15
2007.08	10	400,000	4,000,000	262,428	2,624,283	(1)ESO Conversion into Shares, NT$ 75 (2) Cancellation of Treasury Stock, NT$ 17,870	None	Note 16
2007.08	10	400,000	4,000,000	271,902	2,719,016	Capital increase by earning NT$ 94,732	None	Note 17
2007.11	10	400,000	4,000,000	272,019	2,720,188	Conversion of ESO into Shares, NT$1,173	None	Note 18

2008.02	10	400,000	4,000,000	272,388	2,723,878	Conversion of ESO into Shares, NT$3,690	None	Note 19
2008.05	10	400,000	4,000,000	272,411	2,724,108	Conversion of ESO into Shares, NT$230	None	Note 20
2008.08	10	400,000	4,000,000	272,429	2,724,288	Conversion of ESO into Shares, NT$180	None	Note 21
2008.11	10	400,000	4,000,000	272,523	2,725,233	Conversion of ESO into Shares, NT$945	None	Note 22
2011.05	10	400,000	4,000,000	136,262	1,362,617	Return of Equity Capital by Reduction of Cash Capital, NT$ 1,362,617	None	Note 23

Note 1： #89284149, April 26, 2000.

Note 2： Jing (89) Shang Zi# 118968, June 14, 2000.

Note 3： Jing (90) Shang Zi #09001129230, April 20, 2001.

Note 4： Jing (90) Shang Zi #09001350740, September 3, 2001.

Note 5： Jing Shou Shang Zi #09201311200, November 11, 2003.

Note 6： Jing Shou Shang Zi #09301152930, August 19, 2004.

Note 7： Jing Shou Shang Zi # 09401158140, August 19, 2005.

Note 8： Jing Shou Shang Zi #09401222330, November 8, 2005.

Note 9： Jing Shou Shang Zi #09501036070, March 2, 2006.

Note 10： Jing Shou Shang Zi #09501084860, May 15, 2006.

Note 11： Jing Shou Shang Zi #09501171060, August 8, 2006.

Note 12： Jing Shou Shang Zi #09501194040, August 31, 2006.

Note 13： Jing Shou Shang Zi #09501249320, November 9, 2006.

Note 14： Jing Shou Shang Zi #09601032890, February 12, 2007.

Note 15： Jing Shou Shang Zi #09601100470, May 5, 2007.

Note 16： Jing Shou Shang Zi #09601193040, August 9, 2007.

Note 17： Jing Shou Shang Zi #09601212680, August 31, 2007.

Note 18： Jing Shou Shang Zi #09601270960, November 5, 2007.

Note 19： Jing Shou Shang Zi #09701029790, February 5, 2008.

Note 20： Jing Shou Shang Zi #09701111670, May 16, 2008.

Note 21： Jing Shou Shang Zi #09701200880, August 13, 2008.

Note 22： Jing Shou Shang Zi #09701287880, November 10, 2008.

Note 23： Jing Shou Shang Zi #10001100240, May 18, 2011.

Type of Shares

March 31, 2025

Type of Shares	Authorized Stock (shares)			Note
	Outstanding Shares	Unissued Stock	Total	
Nominal Stock	136,261,659	263,738,341	400,000,000	TPEx Stock

2. Name List of Major Shareholders

List all shareholders with a stake of 5 percent or greater, and if those are fewer than 10 shareholders, also list all shareholders who rank in the top 10 in shareholding percentage, and specify the number of shares and stake held by each shareholder on the list.

March 31, 2025

Name of Major Shareholders	Number of shares held	Holding Percentage
SIGWIN Corporation	70,726,438	51.90%
Lu De-Tsen	3,170,000	2.33%
Tsai Ching-Wen	1,325,000	0.97%
HSBC Bank (Taiwan) Limited as custodian for Cambria Emerging Shareholder Yield ETF investment account.	1,278,503	0.94%
Chen Hou-Guang	912,000	0.67%
Pan Yu-Ching	801,643	0.59%
SILAN CORPORATION	636,000	0.47%
Huang, Ling-Ju	575,000	0.42%
Weng, Chih-Li	571,507	0.42%
Huang, Tsung-Yuan	507,000	0.37%

3. Dividend Policy of the Company and Execution:

(1) Dividend Policy of the Company:

Where the Company makes a profit after tax in a fiscal year, the profit shall be first used for offsetting the cumulative deficit, setting aside 10% of the remaining profit as a legal reserve No further appropriation of legal reserve is necessary if the amount of legal reserve is equivalent to the paid-in capital. The Company shall set aside an amount for or reversing a special reserve as per needs, and then any remaining profit, together with any undistributed earnings at the beginning of the period, after a portion is retained depending on the business situation, shall be adopted by the Company's Board of Directors as the basis for making a distribution proposal. In the case of issuance of new shares, it shall be distributed after a resolution is adopted by the shareholders' meeting. The Company authorizes the Board of Directors to pay out dividends and bonuses payable or cash from all or part of capital surplus or legal reserve with approval of more than half of the directors present at a Board meeting attended by more than two-thirds of all directors and report to the shareholders' meeting.

The Company's dividend distribution policy shall be based on the Company's earnings for the year, future investment environment, capital needs, capital budget plan, and operational plan, as well as the financial structure and earnings dilution. The amount to be distributed shall not be less than 10% of the annual earnings after tax, but if the earnings per share is less than NT$50 cents or the dividend distribution will lead to a default, such earnings can be retained without being distributed. The Company's earnings may be distributed in the form of stock dividends or cash dividends, of which cash dividends shall not be less than 10% of the total dividends to be distributed.

(2) This Shareholders' Meeting will discuss dividend distribution.

The intended discussion of dividends during the current shareholders' meeting was based on the decision made by the Board of Directors; it is intended to set aside shareholder bonus in cash worth NTD 626,804 thousand in total. This matches with dividend policy of the Company enacted according to the Corporation By-laws.

4. Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at this shareholders' meeting：

There will be no stock dividend distribution proposed or adopted at this shareholders' meeting and there will be no effect upon business performance and earnings per share.

5. Employee remuneration and remuneration of Director and Supervisor:

(1) Information of Employee compensation and Director and Supervisor compensation regulated in Corporation By-Law:

In cases of profits for the year, the Company shall set aside 0.1 to 15% as the remuneration to employees and no more than 3% to be that to directors, depending on the operational status. However, when the Company still suffers a cumulative deficit, it shall reserve the amount in advance to compensate it. The remuneration to employees shall be distributed in stock or cash, and the remuneration to directors shall be distributed in cash only, which shall only be implemented after approved by more than half of the directors present at a Board meeting attended by more than two-thirds of all directors and reported to the shareholders' meeting. The recipients of employee remuneration shall include employees of controlling companies or subsidiaries who met certain criteria.

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

For the current term, NTD 75,885 thousand was estimated and recognized as the remuneration to employees and NTD 0 was to directors. The amounts were the results reflective of the percentages in the Articles of Incorporation. They were set aside at 7.54% and 0% from the net profit before tax for the current year before the remuneration to employees and that to directors were deducted.

Employee compensation is distributed in cash and if there is difference between the amount of actual distribution and estimate, that is because of change of accounting estimate and adjustment made according to profit and loss of the current fiscal year.

(3) Compensation distribution approved by the Board of Directors:

A. The amount of any employee compensation distributed in cash or stocks and compensation for directors and supervisors. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed:

The Company’s Board of Directors decided on March 6, 2023 to distribute the remuneration to employees worth NTD 75,885 thousand and that to directors worth NTD 0. The remuneration was distributed in cash. The distribution did not

differ from the book-kept amount.

B. The amount of any employee compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for the current period and total employee compensation:

This is not applicable since this year no stock dividend will be distributed to employees.

(4) The actual distribution of employee, director, and supervisor compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee, director, or supervisor compensation, additionally the discrepancy, cause, and how it is treated:

For 2023, the amount of remuneration to employees estimated and recognized was NTD 63,164 thousand that to directors was NTD 0; the actual distribution did not differ from the estimated and recognized amount.

6. Repurchases already completed：None.

II. Issuing of Corporate Bond (including overseas): None.

III. Issuing of Preferred Stock: None.

IV. Issuing of GDR: None.

V. ESO Issuing and Restrictions of ESO Conversion into Shares: None.

VI. Issuance of new shares due to acquisition of shares of another company: None.

VII. Implementation of the company's capital allocation plans

As of the previous quarter before publishing this annual report, the Company has no uncompleted issuing or privately raised securities or has no effectiveness of capital allocation plans within the most recent three fiscal years.

IV. Status of Operations

I. Sales Contents

1. Sales Scope

(1) Main Sales Content:

A. The design, testing, accessory, processing, packing, and trading of IC.

B. Bumping, COF packing, and related product design.

C. Product reliability validation service and failure analysis service.

D. Information software service.

E. Manufacturing of electronic parts and components.

(2) Business proportion:

Unit: NT$1,000

Product	2024	Percentage
Testing service	1,375,082	33.00%
WLCSP service	2,765,351	66.37%
Others	26,137	0.63%
Total	4,166,570	100.00%

(3) Carrying items (services):

The Company is a professional IC packing firm and the principal business engagement is wafer and IC testing service, product reliability validation, and failure analysis, WLCSP service, Bumping service, Cu Pillar Bump Flip Chip packing service and chip grinding and cutting service.

(4) New products (services) Development Plan:

- Development of assembly and testing technologies for advanced wafers, such as 3 nano advanced process wafer assembly testing.
- Development of testing technology of New Wafer Level Packing and precision Packing and precision balls distance testing.
- 5G R/F component testing technology, integrated IC testing technology.
- R&D of MEMS product testing technology
- Development of integrated classifier technology.
- Development of wafer and IC testing technologies for silicon photonics.
- Development of Pin Scale/J750 testing software
- Development of advanced packing technology for providing System on Chip and System in Package service.
- Multi-chip flip-chip assembly
- Polylaminate wiring packing technique

- SiC/GaN special dicing service.
- Backside metallization
- Silicon optical component wafer testing.
- Ultra thin wafer dicing service.
- Development of substrate-embedded assembly
- Artificial intelligence testing system
- Wafer-level glass substrates
- Wafer-level packaging process for high-power components
- System-in-package (SiP) process for voltage regulator components
- Packaging and testing of power supply components for AI chips

2. Industry Outlook

(1) Industry Outlook and Prospect

With global inflation easing and end-market demand gradually recovering, along with the surging demand for emerging AI applications, the semiconductor industry continues to grow rapidly. Multiple research institutions remain optimistic, forecasting that global semiconductor market output in 2025 is likely to maintain a double-digit annual growth rate. However, they also caution that the potential return of Donald Trump to the White House could heighten geopolitical uncertainty, introducing additional volatility to the global economy and the semiconductor industry. Trump's policies are expected to emphasize de-globalization. If tariffs on imported goods are reimposed, it could lead to a renewed rise in prices and may impact the capacity planning and order fulfillment capabilities of Taiwanese manufacturers.

According to the World Semiconductor Trade Statistics (WSTS) Fall 2024 Forecast, global semiconductor sales are projected to reach US$627 billion for the full year of 2024, representing a strong 19.0% year-over-year growth. In terms of regional growth, the U.S. semiconductor market is expected to reach a total sales value of USD 186.6 billion, representing a significant year-over-year increase of 38.9%. Japan's market is forecasted at USD 47.4 billion, with a modest growth of 1.4%, while Europe's market is projected at USD 52.0 billion, showing a decline of 6.7%. The Asia-Pacific region remains the largest market, with total semiconductor sales reaching USD 340.8 billion, marking a solid year-over-year growth of 17.5%.

The growth of the semiconductor market in 2024 is mainly driven by the memory sector, which is expected to grow by 81.0% and the logic IC sector, with an anticipated growth of 16.9%. At the same time, categories such as discrete devices, optoelectronics, sensors and analog semiconductors are expected to experience a decline.

According to WSTS, the global semiconductor market is forecast to achieve overall growth in 2025, with a projected increase of 11.2%, bringing the total market value to USD 697 billion. This growth will be primarily driven by the logic and memory sectors, which together are expected to exceed USD 400 billion in value. Among them, logic products are anticipated to grow by more than 17%, and memory products by 13%. Other semiconductor categories are projected to see moderate single-digit growth, indicating steady expansion across the industry. Regionally, all major markets are expected to continue growing in 2025, with the Americas and Asia-Pacific regions maintaining double-digit annual growth rates.

Domestically, according to the latest data from the Industrial Technology Research Institute, Taiwan's semiconductor industry is projected to surpass NT$5 trillion in 2024 for the first time, reaching NT$5.3151 trillion with an annual growth rate of 22.4%. Within this, the IC design sector will contribute NT$1.2721 trillion, growing 16% year-over-year, while the IC manufacturing sector will account for NT$3.4195 trillion, achieving a strong 28.4% increase—making it the fastest-growing segment. Taiwan Semiconductor Manufacturing Company (TSMC), in particular, is expected to generate NT$2.8943 trillion in revenue in 2024, benefiting from soaring demand for high-performance computing (HPC) and AI chips, solidifying its position as the global leader in foundry services. Meanwhile, IC packaging output is forecast at NT$423.3 billion, growing 7.7% and IC testing at NT$200.2 billion, with a 5% annual increase.

According to the Industrial Economics and Knowledge Center (IEK) of the Industrial Technology Research Institute, Taiwan's semiconductor industry output is expected to reach NT$6.1785 trillion in 2025, marking a 16.2% year-over-year increase and outpacing the global semiconductor industry's projected growth of 11.2%. Among the sectors, IC design output is forecast to reach NT$1.4155 trillion, up 11.3%; IC manufacturing is expected to surpass the NT$4 trillion threshold, hitting NT$4.0827 trillion, a robust 19.4% growth; IC packaging output is projected at NT$460.8 billion, growing 8.9%; and IC testing is expected to reach NT$219.5 billion, with a 9.6% increase.
Looking ahead to 2025, key growth drivers for Taiwan's semiconductor industry include:

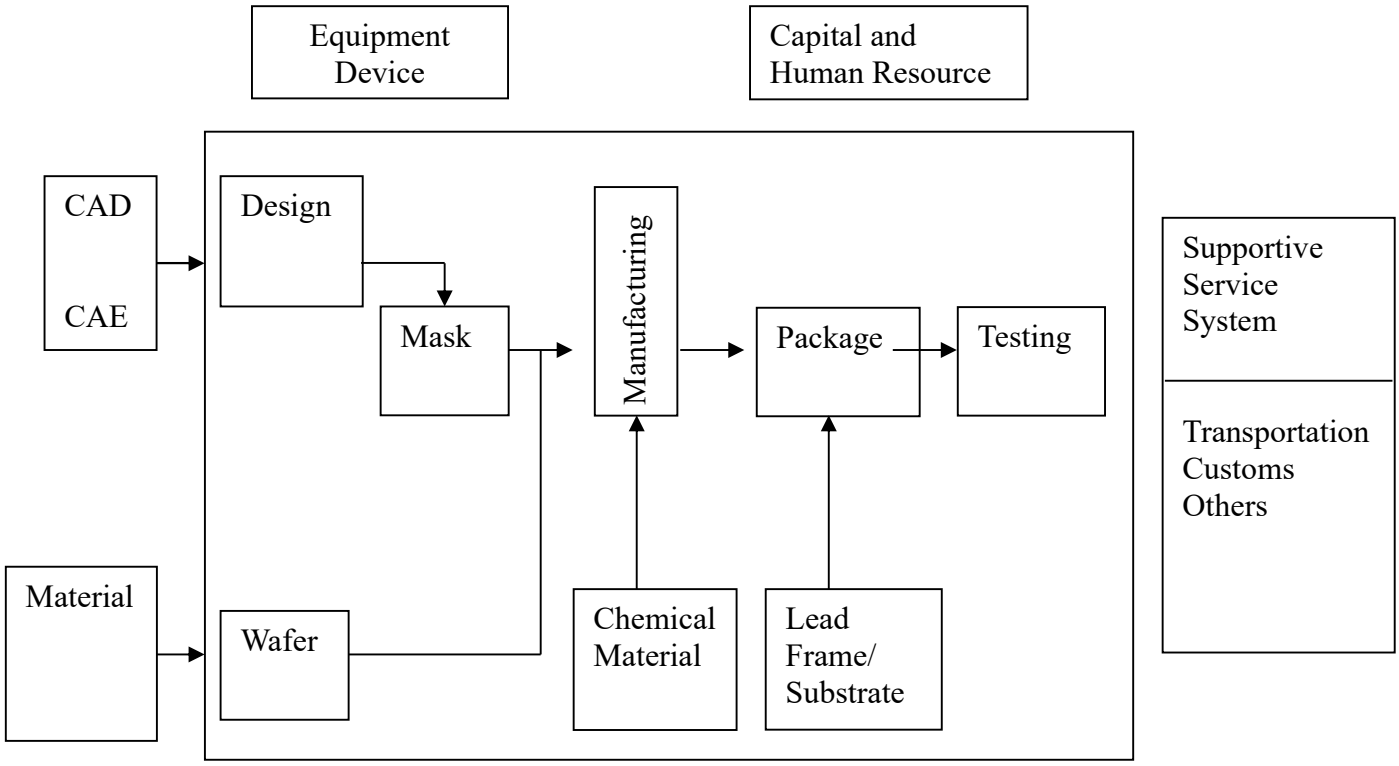
1. 2nm technology mass production: TSMC plans to launch its 2nm process in 2025, further enhancing the performance of AI and HPC chips and attracting more orders from global tech giants.
2. Surging AI chip demand: The advancement of AI by companies such as OpenAI and NVIDIA is fueling a new wave of semiconductor demand, with sustained global growth in high-performance chip requirements.

3. Expansion of the automotive semiconductor market: With the development of electric vehicles (EVs) and autonomous driving technologies, the demand for automotive chips is rapidly increasing, bringing new business opportunities to Taiwan's supply chain.
4. Global supply chain restructuring: As collaborations between TSMC, Japan, and the United States deepen, Taiwan's semiconductor industry must remain agile to adapt to global supply chain shifts and maintain its competitive edge.

(2) The association of the upstream, midstream and downstream industries

The semiconductor industry in Taiwan is developed into vertical division of labor in industrial structure. The upstream to downstream industries are IC design, IC manufacturing, IC packing, and IC testing. The vertical division of labor and industrial clustering in Taiwan give competitive advantage to the IC industry in terms of agility, speed, low cost.

Relationship diagram of upstream, midstream, downstream suppliers of Taiwan's IC industry is shown below:



Source: Economic Information Center, Industrial Technology Research Institute IT IS Project of

(3) Various trends of development toward products

Looking ahead to the long-term development of the semiconductor industry, the advancement and deployment of next-generation communication and networking

technologies, along with the integration of AI, are expected to profoundly reshape the way people live and work across various application fields. As semiconductors serve as the core enabler of these emerging technologies, demand for semiconductor components is expected to continue rising. In addition, the rapid growth of the digital economy and the widespread adoption of intelligent applications across industries are accelerating the digital transformation of the physical world. This is driving the adoption of technologies such as embedded systems and industrial control, further increasing semiconductor demand in sectors including industrial, automotive, and consumer electronics.

AI applications will accelerate the development of logic chips, memory, and packaging technologies. To meet the diverse needs of AI scenarios, logic chips, memory, I/O, and packaging technologies will need to strike a balance between performance, power consumption and form factor. To enhance overall chip performance and power efficiency, technological progress is reflected in computing capability, memory bandwidth, capacity, and latency. Advanced packaging technologies also play a critical role in integrating logic and memory chips. Chiplet architecture and heterogeneous integration are becoming mainstream in packaging, with the industry actively developing 2.5D/3D packaging, fan-out panel-level packaging (FOPLP) and fan-out wafer-level packaging (FOWLP). At the same time, to meet increasingly demanding precision requirements in packaging, there is a growing emphasis on low warpage substrates. Some material suppliers have begun developing next-generation glass core substrate (GCS) technologies, which may compete with organic substrates in specific application areas in the future.

In addition, the global trend toward net-zero emissions has emerged in response toclimate change, with countries reaching a consensus to achieve net-zero emissions by 2050. To remain competitive, the manufacturing sector is accelerating efforts to reduce energy consumption in production. This shift presents new opportunities for the materials industry to develop low-carbon electronic materials, low-emission manufacturing processes and raw materials with reduced carbon footprints.

(4) Circumstances in competition

Due to rising geopolitical tensions, the resilience of the semiconductor supply chain has become a key global concern. In order to strengthen their competitiveness in the semiconductor sector, countries have been actively introducing policies to promote local manufacturing and enhance R&D capabilities, pushing major international semiconductor companies to accelerate their global expansion plans.

Although Asia remains the primary base for semiconductor manufacturing and is

unlikely to be replaced, national chip acts in various countries continue to have a significant impact on regional semiconductor strategies in the short term.

Given the competition in the future, the Company will continue to focus on high-end semi-conductor assembly and testing fields and invest in R&D resources in order to remain closely bound to customers' demand for products in terms of advanced technologies. Meanwhile, we are devoted to integrating resources, bringing down the production cost, and improving the production efficiency in order to provide existing customers with the complete assembly-testing turnkey service. We shall continually team up with partners as ID designers to jointly develop new products for the future to lower the cost down toward high-performance packaging and testing technologies and lay out differentiated competitive strategies. Here at the Company, we have set up long-term cooperative strategic ties with customers with advanced packaging and testing engineering capabilities, automated IT/MES production management system, sound quality and accurate lead time to establish long-term strategic partnerships with customers and strengthened customer relationships.

3. Profiles in technology and research & development

(1) Technological level in business lines:

In response to the trend of ID design which becomes increasingly complicated, in the aspect of testing technology services, our Company focuses on logic testing, simulation testing, mixed-signal semiconductor testing, RF semiconductor testing, SoC testing along with other testing e.g., image sensor testing, focusing on high-end technology level field. Through unceasing research & development and innovation and upgrade of manufacturing process, we assure integrated solution available to customers.

To satisfy the customers' need toward high performance, versatile functions, slim type, the Company has successfully developed wafer bump technology services including lead-free bump technology (tin silver and tin copper) integrated circuit wafer bump technology (Lead free bumps), integrated circuit bump technology (Cu pillar bump), 8"/12" lead-free tin ball phytochemical wafer level packages (8"/12" WLCSP).

(2) R&D:

The Company set up its own Research & Development Department at the very inception to assume the responsibilities for research & development and introduction to new manufacturing process, new equipment, software & hardware integration and automated engineering to respond to the rapid vicissitude in the markets and the demand in the mainstream IC markets. The Company has committed itself to profound cultivation technologically. Other than research & development into new products on

our own, we try hard to bring in new know-how by means of technical cooperation. Our Research & Development Teammates possess extensive technical capabilities in development of software & hardware for testing, hardware programs as well as advanced packaging capabilities. We provide customers with new product process development failure analyses and reliability verification services.

(3) The costs invested onto research & development in the most recent year as of the publication date of the Annual Report.

Unit: NT$1,000

Item	2024
R& D Expenditure	20,559

(4) Technologies or products successfully developed in the most recent year as of the publication date of the Annual Report.

- 16/12/10/7/5/3 Nano advanced process wafer testing
- 40um tiny matrix type integrated circuit wafer copper column bump chip test
- Edge & Cloud AI wafer or finished products testing
- Bitcoin wafer or finished products testing
- DTV wafer or finished products testing
- Game Console wafer testing
- USB3.x Hard disk control wafer or finished products testing
- 4G-LTE related wafer or finished products testing
- Digital products 12/16 sites finished products parallel testing
- Embedded memory product 256-site wafer parallel testing
- High-precision and high-accuracy temperature-controlled wafer testing
- 80um~150um pitch matrix type integrated circuit water cooper column bump technology (80um~150um pitch Cu pillar bump)
- 12" lead-free tin solder bulb phycosphere water level package (12" WLCSP)
- 40um~80um pitch matrix type integrated circuit wafer copper column bump technology (80um~150um pitch Cu pillar bump)
- Low-temperature cyclized polyimide dialectric layer process technology (Low Cure Temp PI process)
- 12/7/5 copper column bump cladding of advanced nanofabrication (Cu Pillar Bump Flip Chip) packaging service and wafer level chip size packaging (WLCSP) services
- 8" wafer level packaging services

- Silicon photonic chip wafer level packaging services
- FCCSP/FCBGA cladding packaging services
- Multi-chip assembly
- Wafer-level glass substrate redistribution fan-out packaging
- Dry film-type circuit protection layer

4. long-term and short-term programs for business development

(1) Short-term development programs

A. The Company tries by all available means to render diversified services in a wider range to further diversify its customer bases and broaden the scope of product supply. We primarily invest to subsidiaries that aim at services on chip bumps and wafer-level packaging and testing services and further extend the scope of services to cover over-crystalline packaging and customer product reliability certification services, failure analyses and other services concerned. We put our sophisticated capability in technologies, hands-on experiences accumulated with teamwork with customers in the international community along with the renowned wafer foundry mills to extend and enhance the Company's competitive edge. Meanwhile, with continual and uninterrupted efforts, we bring in other international wafer mills and renowned international level design houses to boost customer bases in Europe, North America and elsewhere in Asia. Thanks to such policies, we well expand the range of customer products and minimize the potential risk with over centralized customers.

B. At an accelerated pace, we develop packaging and testing technology closely oriented to the markets. Meanwhile, we continually upgrade output efficiency to satisfy customers in their needs while we minimize the investment costs.

C. We put the Group’s resources, in particular testing machine platform conversion technology into maximum possible utilization to enhance productivity efficiency, provide customers with optimal solution, minimize production costs and enhance quality. As a natural result, we maintain very close cooperative ties with customers.

D. Expedite the development and introduce automotive products and maximize the product line in response to the electric trend for automobiles.

(2) Long-term development programs:

A. Continue with the strategic collaboration with international wafer plants taking advantage of the self-owned mature testing technologies for advanced process wafers (such as 3-nato process chips) in order to reinforce the Company’s competitive advantages. Meanwhile, in coordination with the customers’

investment strategy for the back-end advanced processes to facilitate the expansion of testing of wafers to disperse customer bases, upgrade product utilization to prevent the problem of potential over concentration of product application and, in turn, minimize potential risk in business operation.

B. Continually as always, we implement a variety of improvement programs toward manufacturing processes to assure effective outputs, conserve cost expenditures, improve yield, enhance customer satisfaction level. Furthermore, we team up with customers and equipment suppliers to jointly develop high-level parallel testing capabilities to, in turn, cut production costs and boost industrial competitive edge.

C. With unceasing efforts, we carry out on-the-job training programs for entire staff. We work out plans to retain talented staff members to upgrade the employees both qualitatively and quantitatively to effectively boost productivity and quality as a means to deal with the potential human resources shortage which tends to hit the current industrial circumstances.

D. We launch total turnkey solution services in response to customer needs. Continually and unceasingly, we develop new style packaging and testing technologies.

E. To satisfy customers in their needs in high-end product testing, we launch research & development program toward testing platforms with low costs, high yield and probe card maintenance know-how to maintain and boost yield rate.

F. We spare no effort to strengthen research & development toward utilization of information technology (IT) to boost operating efficiency. Meanwhile, toward the goal of manpower streamlining, we try to pep up profitability in concert with the global goal toward energy saving & carbon reduction.

G. Strengthened R&D capabilities in advanced packaging and testing processes, developing process platforms that meet the requirements of high-end chips. This has increased the business share of high-end chip services and supports the Company's move toward higher-margin markets.

II. Market and Production and Sales Status

1. Market Analyses

(1) Main Product (Service) Sales (Provision) Region:

Unit: NT$1,000

Year / Region	2023		2024	
	Amount	%	Amount	%
Domestic Sales	823,436	22.45%	1,040,807	24.98%
Export Sales	2,844,382	77.55%	3,125,763	75.02%
Total	3,667,818	100.00%	4,166,570	100.00%

(2) Market Share

The ITRI Global Talent statistics show that the production value of the domestic assembly and testing sector in 2024 was NTD 684.7 billion. The Company's revenue in 2024 was NTD 3.95 billion and the market share was 0.67%. The production value of the domestic assembly and testing sector in 2023 was NTD 583.7 billion and the Company's revenue was NTD 3.67 billion in 2023 and the market share was 0.63%.

(3) Market's Future Supply and Demand and Growth

According to the latest forecast from the World Semiconductor Trade Statistics (WSTS), global semiconductor sales are projected to grow by 11.2% in 2025 compared to 2024. Similarly, based on projections from the Taiwan Semiconductor Industry Association (TSIA), Taiwan's semiconductor industry is expected to reach a production value of NT$6.1785 trillion in 2025, representing a 16.2% increase and marking a significant step toward the NT$6 trillion milestone. The primary growth driver is the rapid development of AI applications, which continues to fuel strong demand for AI and high-performance computing (HPC) chips as well as memory products.

Winstek Semiconductor has actively adjusted its product mix and capacity allocation, increasing the proportion of wafer bumping and wafer testing orders for 5nm, 4nm, and 3nm AI/HPC processors. The Company has also expanded testing orders in areas such as Wi-Fi 7, gallium nitride (GaN) and HPC, and accelerated automotive chip production certifications, positioning itself to capture growth momentum in the coming year.

(4) Competitive Advantages

A. Management team of the Company has been equipped with professional background, rich experience, and quick response and management abilities of testing and packing. The Company has establish a set of comprehensive and strict operation system to timely respond to any problem of manufacturing process and quickly provide testing result to customers for them to alter wafer and design IC.

B. We are able to effectively shorten customer's product verification time, reduce development time, and save cost.

C. As customers' product design is getting more and more complex each day, to go with customers' demand and future trends, the Company continues to introduce automation and high-precision machinery and equipment and line design simulating software from world-famous heavy-weights to help satisfy customers' demand and enhance the service quality.

D. Having worked with international fabless design companies and IDM heavy-weights over the long term, the Company's professional service and technicality have been well-received.

E. The Company provides the turnkey service for wafer assembly, flip-chip assembly, and testing (CP/FT) at the same to to effective reduce the production cycle, the manufacturing cost, and the transport risk, which not only helps meet customer demand but also enhance the overall competitive advantages of the Company as a service provider.

F. The Company takes advantage of the Internet system for transmitting production information and traceability, which not only enables customers to keep track of the production status and schedule at all times but also enhances the service value and quality of customers.

G. The Company leverages group resources to jointly develop customers in North America and Japan. Through close collaboration between the parent and subsidiary companies, complementary strengths are integrated to form a comprehensive, vertically integrated supply chain capable of meeting all customer needs.

(5) Advantage and Disadvantage for Future Development and Responsive Measure

A. Advantages:

a. The Company's R&D and process staff possesses many years of industrial experience and professionalism and is able to act quickly to solve problems encountered by customers and provide the best solution in honor of the customer-oriented belief and highest requirement for moral conduct at work, making the Company a long-standing strategic partner of customers.

b. The Company provides assembly-testing turnkey service and continues to optimize respective process nodes while effectively streamlining process hours and reducing the time, cost, an risk needed for transports. In addition, in order to respond to the demand on the market and from customers, we have expanded our production capacity in advance by investing in the most

advanced equipment; it will help the Company meet customers' needs and provide strategic partners with the most competitive solutions.

c. In the development of AIoT and 5G-related high-performance computing fields, besides mass production of 5nm, 4nm, and 3nm flip-chip bumps with strategic partners, the Company continues to introduce new customers to the needs for high-end advanced process assembly and testing.

B. Disadvantage and Responsive Measure:

a. Capitals are needed because capacity expansion requires purchase of expensive advanced package and testing equipment. That is why operators in our industry have more urgent demands for working capital and investment capital than before.

Responsive measure: The Company has robust and solid financial structure with high percentage of funds in the hand of the Company. Our demands for capitals can be funded via net cash flow from operation as well as financing of capital market.

b. The impact of the uncertainty arising from the spread of geopolitical conflicts and the US-China technology war on Taiwan's semiconductor industry operating environment is worsening. In particular, under the restructuring of the global supply chain, how domestic semiconductor manufacturers should maneuver and deploy between the two superpowers, the United States and China, will become an important challenge in the future.

Responsive measure: We while facing a changing external environment will seize emerging technological trends and expand technology and market deployment. We have been working closely with material suppliers and customers to develop relevant new technologies and materials in order to enhance packaging and testing performance. In response to the global supply chain restructuring trend, the Company ensures a stable supply of key materials through diversified supply chain management. Provide customized solutions and reinforce long-term cooperative relationships with major customers so to ensure leadership in the semiconductor industry continuously and build up the company (Winstek Semiconductor Co., Ltd.) strong as an important strategic supply partner of customers.

2. Important Function and Production and Manufacturing Process of Main Product

(1) Usage of Product

Main Product or Service Item	Important Usage or Function
Testing Service-Wafer Testing (Wafer Sort)	Inspect defect of wafer before IC package.
Testing Service- Integrated Circuit Testing (Final Test)	With precisive high-tech machinery and equipment, we conduct tests according to customer request to test and classify attributes of IC finished products in order to assure compliance with quality and stability requested by customers.
Wafer Grade and Chip Dimension Package (Wafer Level CSP) Dimension Package of Chip with flip Technology (Flip Chip CSP)	Main applications include those used in computers, telecommunication networks, networks, and electronic products including laptops, tablets, smartphones, feature phones, wearable devices, smart home appliances, STBs, LED TVs, digital cameras, game consoles, IoT, and finger identification devices.

(2) Production and Manufacturing Process

Testing Services:

Stock in→IQC→Stock in →Machine Setup→Chip Probe/IC Sort→QVM→Bake→FQC→Stock out→Delivery

Package Services:

Stock in →IQC→Bumping→Cutting→Die Bonding→Underfill→Top Mark→WLCSP→Apperance Inspection→Inspection→Finished Goods in→Stock out

3. Supply of Main Materials

The Company mainly provide customers IC processing services and supply of main materials used for package is described below:

Main Materials	Main Suppliers	Supply Situation
Taping	Lindeke Advanced Technology Co., Ltd.	Good
Photo Graphy Material Lithography Materials	RESONAC ELECTRONICS MATERIALS (HONG KONG) LIMITED	Good
	ASAHI KASEI EMD TAIWAN CORPORATION Hsinchu Branch	Good
	AKROS	Good
Plating Material	AMPOC FAR-EAST CO., LTD.	Good

Plating Materials	DDP Specialty Products Taiwan Co., Ltd.	Good
	MACDERMID PERFORMANCE SOLUTIONS TAIWAN LTD.	Good
Etching Materials	CHEMLEADER CORPORATION	Good
General Chemical	KANTO-PPC Inc.	Good

4. A list of any suppliers and clients accounting for 10 percent or more of the company's total procurement (sales) amount in either of the two most recent fiscal years, the amounts bought from (sold to) each, the percentage of total procurement (sales) accounted for by each, and an explanation of the reason for increases or decreases in the above figures.

(1) Main Sales Customers

Items	2023				2024			
	Name	Amount (NT$1,000)	Percentage accounting for annual net sales (%)	Relations with Issuer	Name	Amount (NT$1,000)	Percentage accounting for annual net sales (%)	Relations with Issuer
1	Company B	1,018,474	27.77%	None	Company E	888,026	21.31%	None
2	Company H	725,970	19.79%	None	Company G	746,417	17.91%	None
3	Company E	510,717	13.92%	None	Company B	713,869	17.13%	None
4	Company G	483,008	13.17%	None	Company H	632,619	15.18%	None
5	Others	929,649	25.35%	None	Others	1,185,639	28.47%	None
	Total	3,667,818	100.00%		Total	4,166,570	100.00%	

Description of the increase/decrease: The change in the amount and ratio of sales is mainly the result of changing demand for customers' products.

(2) Main Trade Creditors

Items	2023				2024			
	Name	Amount (NT$1,000)	Percentage accounting for annual net purchase (%)	Relations with Issuer	Name	Amount (NT$1,000)	Percentage accounting for annual net purchase (%)	Relations with Issuer
1	Company B	81,912	14.45%	None	Company B	98,900	11.52%	None
2	Others	485,077	85.55%	None	Others	759,926	88.48%	None
	Total	566,989	100.00%		Total	858,826	100.00%	

Increase/Decrease Change Description: the amount and percentage of goods supplied varies according to change of goods specification.

III. Number of employees for the past two years and up to the date when the Annual Report was printed, their mean years in service, mean age, and distribution of their education levels

Year		2023	2024	Current year as of March 31, 2025
Number of employees	Direct	332	386	402
	Indirect	527	516	513
	Management	64	67	67
	Total	923	969	982
Average Age		36.8	37.2	37.3
Average Seniority		6.7	6.9	7.0
Educational Background Distribution Rate	PhDs	0.0%	0.0%	0.0%
	Master	8.0%	7.7%	7.8%
	University Graduate	66.5%	66.0%	65.4%
	High School	23.7%	24.6%	25.1%
	High School and Lower	1.7%	1.7%	1.7%

IV. Information of Environmental Protection Expense

1. Any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None
2. Future Responsive Measure:

   The Company continues to promote energy-saving and carbon reduction policies and implements various energy conservation measures. A dedicated Sustainability, Environmental Protection, and Occupational Safety and Health Office is responsible for managing and supervising relevant operations.

   (1) Wastewater Management: Regular maintenance of wastewater treatment equipment is performed. Real-time wastewater monitoring systems are installed, and effluent water

quality is periodically tested by third-party laboratories to ensure compliance with environmental regulations.

(2) Emission management: The Company continuously evaluates and improves air pollution control equipment. Continuous exhaust monitoring system is set up and external verification agency has been entrusted to inspect emission quality as requested by environmental protection laws.

(3) Waste Disposal: Waste is properly collected and sorted to enhance recycling rates. Disposal is carried out by qualified contractors, and on-site audits are conducted regularly to ensure all treatment processes comply with legal requirements. These measures help mitigate the risk of regulatory violations by waste disposal vendors and ensure compliance with environmental and occupational safety regulations.

(4) Supplier Management: Qualified suppliers are evaluated and audited periodically. The Company communicates its quality, environmental, health and safety policies, restricted substances requirements, and the Responsible Business Alliance (RBA) Code of Conduct to suppliers to jointly fulfill environmental and safety responsibilities.

(5) Energy Management: The Company continuously improves processes and replaces outdated high-energy-consuming equipment to reduce the consumption of water, electricity, and gas, promote resource recycling and re-use and increase the proportion of renewable energy usage to achieve energy saving and carbon reduction goals.

3. Expected expenditure on environmental protection for the coming years:

In response to climate change and the increasing scarcity of water resources, the Company has gradually allocated budgets for improvements in water resource consumption, air pollution control equipment, industrial waste disposal and reduction measures, various environmental testing, and environmental management system certification fees. The Company's estimated environmental protection expenditures are NT$73,948 thousand for 2025 and NT$65,948 thousand for 2026.

V. Labor Relationship

1. List employee welfare measures, pension system, and execution as well as negotiation between the employer and employees.

(1) Employee Welfare Measure:

The Employee Welfare Committee is responsible for coordinating employee welfare programs, regularly organizing employee trips and various social activities to help relieve work-related stress. In addition to labor insurance, the Company provides employees with group life insurance, accident insurance, medical insurance, cancer insurance and national health insurance, offering comprehensive protection. The Company allocates an annual budget for employee training and development to enhance professional skills and support employees' career growth.

(2) Pension System and Execution:

The Company has enacted the Rules Governing Employee Pension and according to the Labor Standard Acts, with the approve of 91 Fu She Tzi Tzi Letter # 9100045465 on May 20, 2001, the "Labor Pension Preparation and Monitoring Committee" was established to allocation pension preparation fund to the designated account at Bank of Taiwan. Since July, 2005, the new Labor Pension Scheme has been applied to employees with certain seniority to allocate the pension. The Company allocates 6% and up of monthly salary of these employees as pension funds to their individual accounts.

(3) Negotiation between the Employer and the Employee:

The Company maintains harmony labor relations and respect employees' opinions. Through employer-employee meetings and opinion box, effective communications with employees are maintained.

(4) Training, Development, and Execution:

To improve human resource quality and development strength, the "Rules Governing Educational Training" and annual training plan have been enacted to strengthen operational advantages of the Company and the ability to satisfy customers' needs. When new employees start working, they will receive professional orientation. Employees also receive regular and professional training from time to time (including internal and external one) with aims to cultivate professional talents, improve management performance and utilize and develop their potential. Employee Training of the Current Fiscal Year:

Items	Number of Sessions	Number of Participants	Total Hours	Total Expenditure (NT$1,000)
1. Orientation for New Employees	244	1,876	2,238	3
2.Professional Vocational Trainings	189	1,706	3,355	252
3. Managerial Skills Training	1	1	42	2
4. General Educational Training	16	11,634	6,084	-
5. Self-motivation Training	16	339	711	508
6. Environmental Safety and Health Related Issues	91	2,150	2,395	212
Total	557	17,706	14,824	975

2. List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken: None.

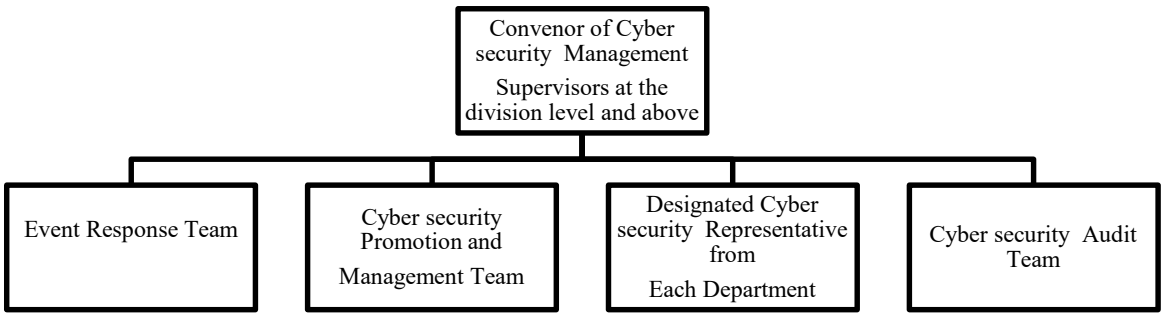
VI. Cyber security Management

1. Cyber security Risk Management Structure

(1) Governance Structure of Business Cyber security

In 2021, the Company has established the “Cyber security Team” composed of supervisor at the division level and above as convener and representatives from different units to take charge of enactment of cyber security policy and to audit cyber security plan, allocate resources, and promote relevant cyber security work. Each year, work meetings are held periodically or convened or prolonged according to actual needs.

(2) Organizational Structure of Business Cyber security



2. Cyber security Policy

To ensure and strengthen confidentiality, integrity, and usability of information assets of the Company, to increase employee awareness towards cyber security, and to comply with relevant legal requirement to avoid internal or external intentional or accidental threat.

To promote and execute cyber security management measures, the Cyber security Team is responsible for convening periodical meetings or meetings as needed, plan and promote various cyber security task, execute cyber security inspection, and appropriately adjust resource use and propose directions and measures of cyber security management. Cyber security Audit Team is responsible for cyber security audit operations and propose cyber security audit report and provide relevant suggestions to the Cyber security Committee. Additionally, all employees have received relevant educational trainings of cyber security and comply with relevant rules of the Company.

3. Concrete Management Initiatives of Cyber security

(1) Assets of the Company are classified according to their attributes and use and management is sorted according to confidentiality level to adopt proper control measures. The “Information Asset List” has been prepared and managed by designated personnel to periodically examine accuracy and implement control measures. In addition to information safety educational training plan executed annually, all new employees are required to receive cyber security training and shall pass exams after training.

(2) Protection measures of Information Room physical and environmental safety are enacted and relevant maintenance operations are periodically conducted.

(3) Communication and operational safety management measures including network security management, information equipment management, general equipment management, general equipment management, and safety management of data and software exchange are enacted.

(4) Uses of portable devices and software are clearly defined, accesses control to account and password and backups are authorized to prevent from unauthorized accesses.

(5) Acquisition, development, and maintenance of information system shall be conducted according to relevant rules of the Company to prevent from occurrence of cyber security hazards.

(6) Response procedure to cyber security incident management has been enacted.

(7) Internal audit is conducted each year periodically to audit cyber security and correct preventative management.

4. Resources Put in Cyber Security

(1) System

A. Continuously perform weekly risk analysis and remediation for disclosed vulnerabilities in information systems.

B. Conducted inventory and phased out critical hardware and software nearing end-of-life (EOL).

C. Maintained antivirus systems at the latest version; for unsupported OS versions, enhanced network isolation and increased the frequency of external antivirus scans.

(2) Structure

A. Launched a project to transition file transfer services to encrypted protocols to ensure data confidentiality.

B. Developed an upgrade plan for the production database and completed preliminary preparations; upgrading to the new version will address multiple system vulnerabilities and maintain valid vendor support.

C. Implemented DNSSEC for external DNS services to enhance domain name security.

D. Fully replaced internal network switches to expand the management scope of the network access control system.

(3) Management

A. Blocked internet access for computers running outdated operating systems to reduce risk.

B. Conducted social engineering exercises and provided remedial training for high-risk users.
C. Shared cyber security trends during supplier meetings, explained recent hacking techniques, and provided information on a free social engineering simulation platform to enhance cyber security awareness and defense capabilities across the supply chain.
D. Continued to adjust configurations and apply patches based on third-party vulnerability scan reports to enhance overall security.

5. List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

No significant cyber security incidents.

VII. Important contracts: the contracting parties, major content, restrictive clauses, and the commencement dates and expiration dates of supply/distribution contracts, technical cooperation contracts, engineering/construction contracts, long-term loan contracts, and other contracts that would affect shareholders' equity, where said contracts were either still effective as of the date of publication of the annual report, or expired in the most recent fiscal year.

Nature of Contract	Person Involved	Contract Term	Main Contents	Restrictive Covenants
Long-term Credit Contracts	Mega International Commercial Bank	2020.12.02~2025.11.15	Rooting in Taiwan Accelerated Investment Loan for Taiwanese Businesses	None
Long-term Credit Contracts	Hua Nan Bank	2021.02.09~2026.01.15	Rooting in Taiwan Accelerated Investment Loan for Taiwanese Businesses	None
Long-term Credit Contracts	Taipei Fubon Bank	2021.04.08~2026.03.15	Rooting in Taiwan Accelerated Investment Loan for Taiwanese Businesses	None
Long-term Credit Contracts	Bank SinoPac	2021.04.22~2026.04.15	Rooting in Taiwan Accelerated Investment Loan for Taiwanese Businesses	None
Long-term Credit Contracts	Bank SinoPac	2022.07.19~2025.07.19	Credit Loan	None
Long-term Credit Contracts	Yuanta Bank	2024.07.15~2025.07.15	Credit Loan	None
Long-term Credit Contracts	DBS Bank	2024.05.14~2026.05.14	Credit Loan	None
Long-term Credit Contracts	Mega International Commercial Bank, etc.	2025.05.26~2032.02.26	Syndicated loan contract	None

V. Review and Analysis of Financial Position, Financial Performance, and Risk Management

I. Comparative Analyses of Financial Position

Unit: NT$1,000

Items \ Year	2024.12.31	2023.12.31	Discrepancy	
			Amount	%
Current Assents	3,759,864	4,500,225	(740,361)	(16.45)
Property, plant, and equipment	2,832,799	2,933,209	(100,410)	(3.42)
Intangible Assets	98,815	129,416	(30,601)	(23.65)
Other Assets	1,021,078	60,677	960,401	1,582.81
Total Amount of Assets	7,712,556	7,623,527	89,029	1.17
Current Liabilities	1,252,407	1,086,154	166,253	15.31
Non-current Liabilities	96,084	543,245	(447,161)	(82.31)
Total Amount of Liabilities	1,348,491	1,629,399	(280,908)	(17.24)
Equity belonging to the owner of the parent company	6,364,065	5,994,128	369,937	6.17
Capital stock	1,362,617	1,362,617	-	-
Capital surplus	366,243	366,243	-	-
Retained earnings	4,400,371	4,200,797	199,574	4.75
Other Liabilities	234,834	64,471	170,363	264.25
Treasury Stock	-	-	-	-
Non-controlling Interests	-	-	-	-
Total equity	6,364,065	5,994,128	369,937	6.17

For any change between current and previous fiscal years exceeds more than 20% and at the amount higher than NT$10,000, analyses and description of the main reason is provide below:

1. Intangible assets:

   Intangible assets decreased compared to the previous period, mainly due to the full amortization of software assets.

2. Other assets:

   Other assets increased compared to the previous period, mainly due to the increase in other non-current assets.

3. Other non-current liabilities:

Non-current liabilities decreased compared to the previous period, mainly due the decrease in long-term borrowings.

4. Other equity:

Current other equity increases mainly because of discrepancy of conversion made by foreign institutions due to the appreciation of New Taiwan Dollars.

II. Financial Performance Analyses

Unit: NT$1,000

Items \ Year	2024	2023	Discrepancy	
			Amount	%
Net Operating Revenue	4,166,570	3,667,818	498,752	13.60
Operating Cost	3,087,981	2,564,284	523,697	20.42
Gross Profit	1,078,589	1,103,534	(24,945)	(2.26)
Operating expenses	274,087	254,361	19,726	7.76
Operating Profit	804,502	849,173	(44,671)	(5.26)
Other non-operating income and expenses	235,738	160,472	75,266	46.90
Current Net Profit before Tax	1,040,240	1,009,645	30,595	3.03
Income tax expense (profit)	191,696	169,802	21,894	12.89
Current Net Profit	848,544	839,843	8,701	1.04
Other comprehensive income (net after tax)	175,449	(18,323)	193,772	(Note)
Total Amount of Current Comprehensive Income	1,023,993	821,520	202,473	24.65

Note: The figure for the same period last year was negative.

1. For any change between current and previous fiscal years exceeds more than 20% and at the amount higher than NT$10,000, analyses and description of the main reason is provide below:

(1) Operating Cost

Operating cost for the current period increased compared to the same period last year, mainly due to the increase in material cost.

(2) Non-operating income and expense:

Non-operating income and expenditure for the current period increased compared to the same period last year, mainly due to the increase in gains on foreign exchange.

(3) Other comprehensive income (net after tax):

Other comprehensive income (net after tax) in this fiscal year increases than that of last year due to conversion discrepancy on financial statements of foreign operating institutions.

(4) Total combined gains and losses for the current term:

The increase in the total combined gains or losses for the current term was mainly the result of increased net profit and other combined gains (losses) (net value after tax) for the current term

2. Expected sales quantity and its basis as well as possible impacts on future financial affairs of the Company and responsive plan

The Company based on operational plan to put industrial planning and past performance into consideration to enact annual sales target. In the future, we will regard customer demands for services and products to continuously maintain partnership with existing customers and actively explore new customers to expand market share. Our company expects in the next fiscal year sales quantity and revenue would still grow.

III. Cash Flow Analyses

1. Analyses of Cash Flow Change in the Most Recent Fiscal Year

Unit: NT$1,000

Cash balances at the beginning of the year	Net cash flow from this year's operating activities	Net cash flow from this year's investment and financing	Impact of exchange rate change on cash and cash equivalents	Cash balances at the end of the	Reactive measures for insufficient cash balances	
					Investment plan	Financing plan
1,298,093	1,330,863	(1,526,002)	37,166	1,140,120	–	–
Analyses of cash flow change: 1. Net operating cash flow mainly generates from this year's profit growth from operating activities. 2. Net cash flow from investment activities increases mainly because of increase of purchase of fixed assets. 3. The net cash outflow from financing activities was mainly due to the repayment of long-term borrowings.						

2. Cash flow analyses in the future fiscal year

Unit: NT$1,000

Cash balances at the beginning of the year	Net cash flow from this year's operating activities	Net cash flow from this year's investment and financing	Cash balances at the end of the	Reactive measures for insufficient cash balances	
				Investment plan	Financing Plan
1,140,120	1,281,381	(921,214)	1,500,287	–	–
Analyses of cash flow: 1. Operating activities: Operating income and profit are expected to increase net cash flow. 2. Investment activities: Fixed assets purchase and other facility equipment is expected to result in decrease of net cash flow. 3. Financing activities: Cash dividends and new bank loans are expected to increase net cash flow. Analyses of responsive measure for insufficient cash and liquidity: None.					

IV. Major capital expense of the most recent fiscal year on finance: none.

V. Re-investment policy and reason and improvement plan and future one-year investment plan of the most recent fiscal year:

1. Re-investment policy

For operational purpose, the Company mainly invests in fields relevant to its mainstream so that more extensive services may be provided to a more diversified customer base. The Company now owns 100% of the shares of the reinvestees Winstek Semiconductor Technology Co., Ltd., whose scope of operation mainly includes chip bumps and wafer assembly, and TST Co., Ltd., which deals with development and rental of industrial workshops.

2. Profit or Loss of Reinvestment and Improvement Plan

Unit: NT$1,000

Name of investing company	Name of Company Reinvested	Gains (losses) recognized for 2024	Main Reason of Profit or Loss	Improvement Plan
Winstek Semiconductor Co., Ltd.	Winstek Semiconductor Technology Co., Ltd.	520,885	In 2024, Winstek Semiconductor Technology Co., Ltd. reported a 29.6% increase in annual	NA

			revenue compared to the previous year. Effective cost control measures contributed to stable operations and sustained profitability.	
Winstek Semiconductor Co., Ltd.	TST Co., Ltd.	1,171	The source of profit for TST Co., Ltd. In 2024 was the interest income from bank deposits.	NA

3. Investment plan in the next one year:

The Company estimates no major Investment plans for the following year.

VI. Analyses and Assessment of Risks of the Most Recent Fiscal Year and Up to the Date when this Annual Report was Published

1. Impact and responsive measures of impacts of interest rate, foreign exchange rate change, and inflation:

Unit: NT$1,000

Item/Year	2024	2023
Net Operating Revenue	4,166,570	3,667,818
Net interest expense	12,052	14,578
Percentage of interest expenses accounting for operating income (%)	0.29%	0.40%
Net exchange profit(loss)	103,175	32,434
Percentage of net exchange income accounting for operating income (%)	2.48%	0.88%

(1) Interest Change

Interest expenditure accounted for 0.29% and 0.40% of the net sales throughout 2024 and 2023, respectively, so interest rate change did not impact the Company and its subsidiaries significantly. The Company has paid close attention to interest rate change and maintain good relationship with banks to acquire better interest rate. We also appropriately adjust our financing tool to reduce change of interest rate. Hence, we expect change of interest rate will not bring major risks to income of the Company.

(2) Exchange Rate Change

The Company and its subsidiaries adopt natural hedge principle to offset liabilities and assets for sales and purchase transaction in foreign currencies to maximize exposure to the risk of foreign exchange rate fluctuation. We closely contact with foreign exchange departments of banks to understand the trend of foreign exchange change as the reference basis of foreign currency trading and conversion. When necessary, we use foreign exchange tools with hedge purpose to reduce impact of foreign exchange rate fluctuation on operating cost.

(3) Inflation

Major impact of inflation on the Company and its subsidiaries 本 In the future, we will watch market price fluctuation and maintain good interactive relationship with customers and suppliers. We will properly adjust product price and ensure stable supply of raw material to reduce impact of inflation.

2. The company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future：

The company has not engaged in high-risk investments, highly leveraged investments, and derivatives transactions and the Company has endorsed only its subsidiaries and provided them guarantees. The Company has normal financial position and complied with relevant rules and the “Procedure for Lending Funds to Other Parties and Guarantee” and there has been no related losses arising.

3. Future R&D and Expected R&D Expenses:

The Company will continuously engage in new manufacturing process of package and testing and research and develop and introduce new technologies; in the future, coordinating with demands of new products of customers towards multi-functions, high speed, high reliability, and high precision, we will actively research and develop and introduce new technologies. In the future, expected R&D expenditure would account for no more than 2% of annual revenue.

4. Impact of important domestic and international legal changes on financial position of the Company and responsive measures:

In the most recent fiscal year, there has been no impact of important domestic and international legal changes on financial position of the Company and responsive measures.

5. Impact of technology (including risks of cyber security) and industrial change on

financial position of the Company and responsive measures:

In terms of risk of cyber security, the Company has established business cyber security structural framework, policies, and management initiatives to ensure and strengthen confidentiality, integrity, and usability of information assets of the Company and cyber security awareness of the employees has been enhanced. We have complied with relevant rules and regulations to avoid internal or external intentional or accidental threats. Additioinally, the Company has been keen to technology changes in the industry and assessed impacts of new technologies on operations. In the most recent fiscal year, there has been no major impact of technology change on financial position of the Company.

6. Impact of business image change on risk management and responsive measures:

   Since its establishment, the Company has continuously strengthened its internal management and quality management abilities. In the most recent, fiscal year, there have been no major change of company image and no negative reports on company image.

7. Expected effectiveness, possible risk and responsive measures for M&A:

   In the most recent fiscal year and up to the date when this annual report was published, there had been no M&A plan.

8. Expected effectiveness, possible risk, and responsive measures of factory expansion:

   The Company does not have facility expansion plans now.

9. Risk of concentrated purchase and sales and responsive measures:

   (1) Risk of concentrated purchase

   To respond to frequently changing market demands, main materials needed by operations of the Company are supplied by several stable suppliers and each year, we have plan to evaluate new suppliers and actively look for new qualified suppliers and alternative materials. Main material suppliers of the Company are internal leaders with robust financial position to ensure sufficient supply of materials. Hence, there has been no risk of concentrated purchase.

   (2) Risk of concentrated sales

   In the recent years, due to market demands, the Company actively look for new customers based on its adjusted capacity to improve overall competitive advantages and to diverse risk of concentrated sales.

10. The Company’s director, supervisor, or any major shareholder with a stake of more than 10 percent in the most recent 2 fiscal years transferred or changed impacts on

the Company and describe related risks and responsive measures: None.

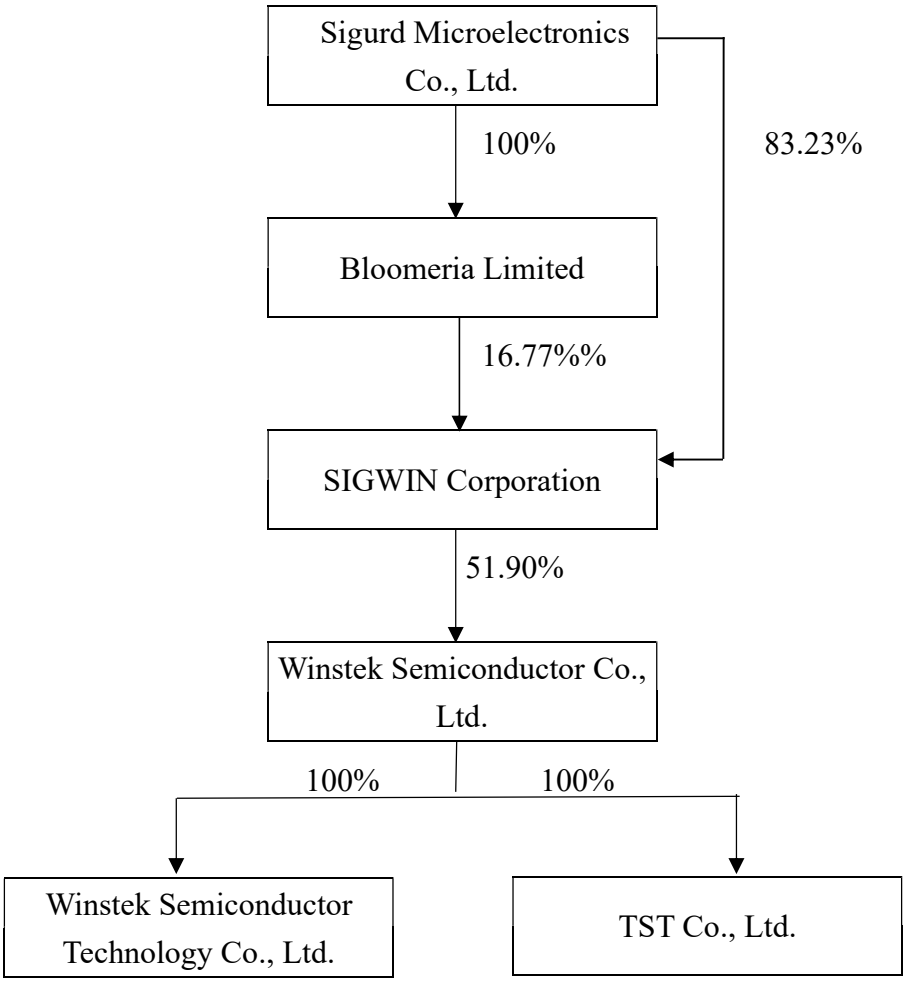
11. Impact, risk, and counter measures towards management right change: None.
12. Handling of litigation and non-litigation event: None.
13. Other important risks and responsive measures: None.

VII. Other important items: None.

VI. Special items to be included

I. Relevant information of affiliated companies:

1. Organizational Chart of Affiliated Companies



2. Basic Information of Affiliated Companies

Name of Company	Date of Establishment	Address	Paid-in Capital	Main Operating or Production Items
Winstek Semiconductor Technology Co., Ltd.	2005.09.29	No. 176-5, Luliaokeng, 6th Ling, Hua-Long Village, Qionglin Township, Hsinchu County	NTD 2,100,000 thousand	Bump and Chip with Flip Technology Package Services
TST Co., Ltd.	2022.05.10	No. 176-5, Luliaokeng, 6th Ling, Hua-Long Village, Qionglin Township, Hsinchu County	NTD 200,000 thousand	Plant development and leasing services

3. Assumed holding and affiliating relations: None.

4. Industries covered by operations of overall affiliated companies:

The Company and its affiliated companies have operations that cover package services of bump and chips with flip technology as well as semiconductor testing services.

5. Name of Directors, Supervisors, and General Managers of Affiliated Companies and their Holding and Controlling:

December 31, 2024; Unit: Thousand Shares

Name of Company	Occupational title	Name or Representative:	Shares of Stocks Held	
			Number of Shares	Holding Percentage
Winstek Semiconductor Technology Co., Ltd.	Chairman	Representative of Winstek Semiconductor Co., Ltd.: Huang Hsing-Yang	2,100,000	100%
	Director	Representative of Winstek Semiconductor Co., Ltd.: Weng Li-Chi		
	Director	Representative of Winstek Semiconductor Co., Ltd.: Yeh Tsan-Lien		

December 31, 2024; Unit: Thousand Shares

Name of Company	Occupational title	Name or Representative:	Shares of Stocks Held	
			Number of Shares	Holding Percentage
TST Co., Ltd.	Chairman	Representative of Winstek Semiconductor Co., Ltd.: Huang Hsing-Yang	200,000	100%
	Director	Representative of Winstek Semiconductor Co., Ltd.: Weng Li-Chi		
	Director	Representative of Winstek Semiconductor Co., Ltd.: Wu Min-Hung		

6. Operations of Affiliated Companies:

December 31, 2024; Unit: NT$ thousand

Name of Company	Amount of Capital	Amount of Total Assets	Total Amount of Liabilities	Net Value	Revenue	Operating Income	Current Net Profit (after Tax)
Winstek Semiconductor Technology Co., Ltd.	2,100,000	4,151,666	1,179,767	2,971,899	3,141,320	524,334	520,885
TST Co., Ltd.	200,000	201,391	30	201,361	0	(841)	1,171

7. Consolidated Financial Statements of Affiliated Companies

For the year ended December 31, 2024, pursuant to “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises”, the entity that is required to be included in the consolidated financial statements of affiliates, is the same as the entity required to be included in the consolidated financial statements under International Financial Reporting Standards 10. Additionally, if relevant information that should be disclosed in the consolidated financial statements of affiliates has all been disclosed in the consolidated financial statements of parent and subsidiary companies, it shall not be required to prepare consolidated financial statements of affiliates.

8. Affiliation Report

Winstek Semiconductor Co., Ltd.

(Ticker Symbol:3265)

Affiliation Report

2024

Winstek Semiconductor Co., Ltd.
Statement of Affiliation Report

In the 2024 fiscal year (from January 1 to December 31), the Company complies with the "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Enterprises" to compile the Statement of Affiliation Report and information disclosed has no major discrepancy with relevant information disclosed on financial statements in the same period.

Name of Company: Winsteck Semiconductor Co., Ltd.

Responsible Person: Huang Hsing-Yang

February 26, 2025

Winstek Semiconductor Co., Ltd.

CPA Review Report on the Statement of the Affiliation Report

3

To Winstek Semiconductor Co., Ltd.

The Affiliation Report for the year 2024 (from January 1, 2024 to December 31, 2024), prepared by the Company, has been declared to be in compliance with the "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises". Furthermore, the information disclosed therein is not materially inconsistent with the related disclosures in the notes to the financial statements for the same period.

We, as the CPAs, have reviewed the aforementioned Affiliation Report for the year 2024 and compared it with the relevant disclosures in the notes to the financial statements for the same period in accordance with the aforementioned Criteria. Based on our review, no material inconsistencies were found with respect to the declaration provided by your Company.

PwC Taiwan

Chi-Chen Hsieh 謝智改

CPA

Tsai-Yen Chiang 江采燕

Former Financial Supervisory Commission, Executive Yuan,
Approved Document No.: Jin-Guan-Zheng-Shen-Zi No. 0990042599
Financial Supervisory Commission
Approved Document No.: Jin-Guan-Zheng-Shen-Zi No. 1060025097

February 26, 2025

Winstek Semiconductor Co., Ltd.

2024 Affiliation Report

I. Overview of Relationships between Affiliates and Controlling Company

The Company is the affiliated company of "Sigurd Microelectronics Corp. (hereinafter referred to as "Sigurd") with information below:

Unit: Shares; %

Name of Controlling Company	Controlling Reason	Share h Holding and Pledge of Controlling Company			Directors, Supervisors, or Managers Dispatched by Controlling Company	
		Number of shares held	Holding Percentage	Number of Shares Pledged	Occupational title	Name
Sigurd Microelectronics Corp.	Ultimate mother company with controlling power over the Company	Comprehensive Holding 70,726,438(Note)	Comprehensive Holding Percentage 51.90%(Note)	-	Chairman Director Director Director Director	Huang Hsing-Yang Wu Min-Hung Yeh Tsan-Lien Kuo Hsu-Tung Hsieh Chao-Hung

Note: Sigurd on October 13, 2017 acquired controlling power of parent company of the Company, Bloomeria Limited, and indirectly acquired 51.88% shares of the Company and became ultimate parent company of the Company. On July 6, 2020, Bloomeria Limited transferred shares of the Company owned to Sigurd's 100% owned subsidiary, Gexing Co., Ltd.. Plus shares acquired from open market, Sigurd owned 51.90% shares of the Company.

II. Transactions

Transactions between the Company and controlling company, Sigurd, are shown below:

(1) Purchase and sales transaction: Please see attached Table 1.

(2) Property transactions: Please see attached Table 2.

(3) Financing: No.

(4) Property leasing: Please see attached 3.

(5) Other important transactions: None.

III. Endorsement and guarantee: None.

IV. Other important impacts on financial position and operations: None.

Attached Table 1

Purchase and Sales Transactions

Unit: NT$1,000; %

Transactions with Controlling Company				Transaction Terms with Controlling Company		General Transaction Terms		Difference Cause	Account and Bill Receivable (Payable)		Overdue Account Receivable			Note
Purchase (Sales)	Amount	Percentage accounting for total purchase (sales)	Gross Profit Margin	Unit Price (Dollar)	Credit Term	Unit Price (Dollar)	Credit Term		Balances	Percentage accounting for total account and bill receivable (payable)	Amount	Handling Method	Allowance for Bad Debt	
(Sales)	($ 17,850)	0.43%	10%	Note	Monthly paid in 30 days	Note	Monthly paid 30~90 days	Note	$ 13,697	1.45%	$ -	-	$ -	None
Purchase	$ 16,284	0.53%	10%	Note	Monthly paid in 60 days	Note	Monthly paid 30~90 days	Note	($ 2,420)	1.93%	$ -	-	$ -	None

Note: Products and labor services are provided/sold to related person according to general commercial terms and conditional terms.

Table 2

Property transactions

Unit: NT$1,000

Transaction Category (Acquisition or Disposal)	Asset Name	Transaction date or fact occurrence date	Transaction amount	Transaction or payment terms	Price payment status	Income disposal	Previous data transfer				Transaction determination method	Basis of reference for price determination	Other agreed matters
							Owner	Relationship with the company	Transfer date	Amount			
Disposal	Machinery equipment	July 2024	$ 9,086	Monthly paid in 30 days	Payment collected	$ 9,086	Equipment supplier	None	March 2013	$ 30,582	General Manager	Decided through Negotiation	None

Attached Table 3

Assets Lease

Unit: NT$1,000

Type of Transaction	Object		Lease Term	Nature of Lease	Determination of Rent	Collection (Payment) Method	Compared to Normal Rent Standard	Total Current Rent	Current Payment	Other agreed matters
	Name	Location								
Lease	Machinery equipment and other equipment	All companies covered	From January, 2024 to December, 2024	Operating Lease	Decided through Negotiation	Pay by month	Normal	$ 4,461	$2,850	None

II. Where the company has carried out a private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, please describe: None.

III. Other matters that require additional description: None.

IV. If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one: None.

Winstek Semiconductor Co., Ltd.

Chairman: Huang Hsing-Yang