Stock Code: 8046

Nan Ya Printed Circuit Board Corporation

2024 Annual Report

Notice to readers

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

Taiwan Stock Exchange Market Observation Post System: mops.twse.com.tw

Annual Report is available at: www.nanyapcb.com.tw

Printed on April 28, 2025

I. The name, title of the spokesperson, contact telephone and email address:
Spokesperson: Lien-Jui Lu
Title: Vice President
Tel: (03) 322-3751
Email: nanya@nanyapcb.com.tw
Deputy Spokesperson: Wen-Feng Chiang
Title: Director
Tel: (03) 322-3751
Email: nanya@nanyapcb.com.tw

II. Addresses and Telephone Numbers of the Head Office, Branches, and Plants:

Name	Address	Telephone
Head Office	7F., No.390, Sec.6, Nanjing East Rd. Neihu Dist, Taipei City	(02)2712-2211
Jinshing Plant	No. 334, No. 336, No. 338 Section 1, Nanxun Road, Luzhu District, Taoyuan City	(03) 322-3751
Shulin Plant	No.57 Weiwang St., Shulin Dist., New Taipei City	(02)2680-6311

III. Name, Address, Website and Telephone of Shares Transfer Agent:
Name: Shareholder Services Department of Nan Ya Printed Circuit Board Corporation
Address: 10F., No.380, Sec.6, Nanjing East Rd. Neihu Dist, Taipei City
Website: None
Tel: (02) 2718-9898

IV. Name of CPAs, and name, address, website and telephone number of CPA firm for the most recent financial report for the most recent fiscal year:
CPAs: Hsin-Yi Kuo, Tzu-Hui Li
CPA Firm: KPMG Taiwan
Address: 68F., No.7, Section 5, Xinyi Road, Xinyi District, Taipei City
Website: www.kpmg.com.tw
Tel: (02)8101-6666

V. Overseas Securities Exchange:
The Company does not issue any overseas securities.

VI. Company Website: www.nanyapcb.com.tw

Contents

I. Letter to Shareholders 5
1.1 Business Overview for 2024 5
1.2 Business Plan for 2025 5
1.3 The Impact from the Company's Future Strategy, External Competition, Law, and Macro Operating Environment. 6
II. Corporate Governance 11
2.1 Directors, Supervisors and Management Team 11
2.1.1 Directors 11
2.1.2 Management Team 23
2.2 Remuneration of Directors, Supervisors, President, and Vice Presidents 25
2.2.1 Remuneration of Directors and Supervisors 25
2.2.2 Remuneration of President and Vice Presidents 29
2.2.3 Comparison and Description of Remuneration for Directors, Supervisors, President and Vice Presidents etc. in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, President and Vice Presidents. 32
2.3 Implementation of Corporate Governance 34
2.3.1 Board of Directors' Meeting Status 34
2.3.2 Audit Committee Meeting Status or the Participation of Supervisors in the Operations of the Board of Directors 37
2.3.3 Corporate Governance Implementation Status and Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" 43
2.3.4 Composition, Responsibilities and Operations of Nan Ya PCB's Remuneration Committee Remuneration Committee member information 63
2.3.6 Fulfillment of Social Responsibilities and Deviations from the " Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies"： 70
2.3.7 Fulfillment of Code of Ethics and Business Conduct and measures adopted： 103
2.3.8 Other Important Corporate Governance Information 108
2.3.9 Implementation Status of the Internal Control System 114
2.3.10 Major Resolutions of Shareholders' Meetings and Board Meetings: 115
2.3.11 Major Issues of Record or Written Statements Made by Any Directors or Supervisors which Specified his Dissent to Important Resolutions Passed by the Board of Directors as of the Publication Date of the Annual Report: None. 123
2.4 Information Regarding the Company's Audit Fees 124
2.4.1 The amount of public audit fees and non-audit public fees paid to the certified public accountants, their affiliated firms and affiliated enterprises, and the content of non-audit services should be disclosed 124
2.4.2 If there is any change in the appointed in dependent auditors and the Company's annual auditing expenses decreased simultaneously, information regarding the amount, percentage and reasons for the decrease in auditing expenses shall be disclosed：None. 124
2.4.3 Auditing expenses decreased by 10% in comparison to the previous year, information regarding the amount, percentage and reason for the decrease in auditing expenses shall be disclosed：None. 124
2.5 Replacement of CPA: 125
2.5.1 About former CPA: 125
3.5.2 About the successor CPA 126
2.6 The Company's Chairman, Executive Officer, Financial Officer, and Managers in Charge of its Finance and Accounting Operations did not Hold Any Positions in the Company's Independent Auditing Firm or its Affiliates during 2024: None 127

2.7 Change in Shareholdings and in Shares Pledged by Directors, Management, and Shareholders Holding more than 10% Share in the Company. 127
2.7.1 Change in shareholdings and in shares pledged: 127
2.7.2 Information of shares trade or pledge: None. 127
2.8 Relationship among the Top Ten Shareholders 128
2.9 The Total Number of Shares and Total Equity Stake Held in Any Single Enterprise by the Company, the Company's Directors, Supervisors, Managers, and Any Companies Controlled either Directly or Indirectly by the Company: 129
III. Capital and Shares 130
3.1 Capital and Shares 130
3.1.1 Source of Capital 130
3.1.2 List of Major Shareholders 131
3.1.3 Dividend Policy and Implementation Status 132
3.1.4 Dividend Policy and Implementation Status: None 132
3.1.5 Compensation of Employees, Directors and Supervisors 133
3.1.6 Repurchase of shares by the Company: None. 134
3.2 Corporate Bonds: None. 134
3.3 Status of Preferred Stock: None. 134
3.4 Issuance of Global Depositary Receipts: None. 134
3.5 Status of Employee Stock Options: None. 134
3.6 The status of new restricted employee shares: None. 134
3.7 Status of New Shares Issuance in Connection with Mergers and Acquisitions: None. 134
3.8 Implementation of funds application plans: None. 134
IV. Operations Overview 135
4.1 Business Content 135
4.1.1 Business Scope 135
4.1.2 Industry Overview 135
4.1.3 Overview of Technology and R&D 136
4.1.4 The Long-term and Short-term Operation Plans 137
4.2 Market and Production Overview 138
4.2.1 Market Analysis 138
4.2.1.1 Sales regions and market share for major products 138
4.2.2 Important Applications and the Production Processes of the Major Products 140
4.2.3 Supply of Primary Raw Materials 141
4.2.4 Suppliers/Customers Accounted for at Least 10% of Annual Procurement/Sales Main customers: 142
4.3 Employees 143
4.4 Environmental Expenditure Information 144
4.4.1 Total losses and penalties for environmental pollution 144
4.4.2 The possible expenses that could be incurred and measures to be taken currently and in the future 144
4.4.3 The impact on the financial business of the Company in response to the implementation of the European Union's Restriction of Hazardous Substances (RoHS): 145
4.4.4 Environmental protection policies implemented by the Company: 145
4.5 Labor relations 153
4.5.1 The Company continues to promote many employee caring programs in order to motivate employees, enhance employee benefits, and driven the employee to have a balance development in aspect such as work, health, life, etc. 153
4.5.2 In the most recent fiscal year and up to the printing date of the annual report, our company incurred losses due to labor disputes. We disclose the current and estimated future losses, along with the corresponding measures: 159

4.6 Information Security Risk Assessment 160
4.6.1 The policies and specific management schemes on cyber security formulated and resources invested in the management of cyber security by the Company: 160
4.6.2 If the possible impact and countermeasures caused by a major information security incident cannot be reasonably estimated, the fact that it cannot be reasonably estimated should be stated: 162
4.7 Important Contracts 163
V. Review of Financial Conditions, Financial Performance, and Risk Management 164
5.1 Financial Status 164
5.2 Analysis of Financial Performance 165
5.2.1 Comparison analysis of operating results 165
5.2.2 Expected sales volume and the basis, possible effects on the Company's future financial operations, and response plan: 165
5.3 Cash Flow 166
5.3.1 Analysis of cash flow in 2024. 166
5.3.2 Improvement plans for insufficient liquidity and liquidity analysis: 166
5.3.3 Cash liquidity analysis for the coming year 167
5.4 Major Capital Expenditure Item 167
5.4.1 Major Capital Expenditure Items and Source of Capital 167
5.5 Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year: None 167
5.6 Risk Items 168
5.6.1 The impact of Interest rate, exchange rate, and inflation rate changes on the Company's revenue, as well as corresponding actions 168
5.6.2 Policies to high-risk, high-leveraged investments, lending or endorsement guarantees, and derivative transactions, main causes of gain or loss in the most recent year up to the publication of this annual report, and future response measures: 168
5.6.3 Future R&D plans and R&D expenditure expected to be invested 169
5.6.4 Risk Impact and Mitigation Efforts Associated with Changes in the Government Policies and Regulatory Environment 170
5.6.5 Impact on the Company's financial operations and response measures 170
5.6.6 Impact of the Company's corporate image change on corporate crisis management and response measures 171
5.6.7 Expected benefits and possible risks and response measures for mergers and acquisitions 171
5.6.8 Expected benefits and potential risks of any plant expansion and response measures 171
5.6.9 Risks associated with any consolidation of sales or purchasing operations, and response measures being or to be taken 171
5.6.10 Effect upon and risk to the Company in the event that a major quantity of shares belonging to a director or shareholder holding greater than a 10% of shares has been transferred or has otherwise changed hands, and response measures being or to be taken: None. 171
5.6.11 Effect upon and risk to the Company associated with any change in governance personnel or top management, and response measures being or to be taken: None. 172
5.6.12 If there has been any substantial impact upon shareholders' equity or prices for the Company's securities as a result of any litigation, non-litigious proceeding, or administrative dispute involving the Company that was finalized or remained pending, the facts in dispute, amount in dispute, commencement date, main parties involved, and current status of the case up to the publication date of this annual

report shall be disclosed.: None. 172
5.6.13 Other important risks and response measures being or to be taken: None..... 172
5.6.14 Risk Management Organizational Structure: 173
5.7 Other important items: None..... 174
VI. Other Special Notes 175
6.1 Summary of Nan Ya PCB's Subsidiary..... 175
6.1.1 Consolidated Business Report of Affiliates..... 175
6.1.2 Consolidated financial statements of affiliated companies 177
6.1.3 Affiliation Report..... 178
6.2 Private Placement Securities in 2024 and as of the Date of this Annual Report: None..... 181
6.3 Other Necessary Supplement: None. 181
6.4 Any Events in 2024 and as of the Date of this Annual Report that Had Significant Impacts on Shareholders'Right or Share Prices as Stated in Item 3 Paragraph 2 of Article36 of Securities and Exchange Law of Taiwan: None. 181

I. Letter to Shareholders

1.1 Business Overview for 2024

Nan Ya Printed Circuit Board Corporation reported consolidated revenue of NT$32.283 billion in 2024, a 23.59% decrease from 2023. Consolidated pre-tax net profit was NT$163.066 million, with profit declining by NT$6.943 billion compared to 2023, and earnings per share at NT$0.32.

The ongoing Russia-Ukraine war and Israel-Palestine conflict in 2024, coupled with heightened geopolitical tensions, created global economic uncertainty, weakening consumer demand and impacting business performance. Meanwhile, the U.S.-China tech war intensified, with U.S. semiconductor export controls expanding from high-end technologies, equipment, and chips to mature products, posing greater challenges for semiconductor companies.

Major cloud service providers continued investing heavily in generative artificial intelligence (AI), focusing resources on AI servers, which slowed network equipment upgrades and delayed inventory destocking for networking products. Additionally, underdeveloped AI features in AI PCs and smartphones led to underperforming edge computing product sales. Weak demand in the consumer electronics market further intensified price competition among PCB manufacturers.

The Company focused on the high-end IC substrate market, collaborating closely with customers to launch next-generation high-value products, such as substrates for advanced servers and switches, to mitigate the impact of declining consumer electronics demand. Concurrently, we advanced smart manufacturing, promoted digital optimization, and improved yield and efficiency to prepare for market recovery and secure more high-end product orders.

1.2 Business Plan for 2025

A. In terms of IC substrate products:

1. Cloud Computing Demand Growth: With cloud service providers

increasing capital expenditure, the rapid rise in generative AI demand is driving needs for customized chips and high-speed connectivity. To seize this opportunity, the company is developing large-scale, multi-layer IC substrates for cloud AI server processors and high-speed switches with customers, optimizing product portfolios to enhance profitability.

2. AI PC Market Development: As brands launch more affordable next-generation AI PCs and Microsoft ends support for Windows 10 in October, a PC replacement wave is expected to boost AI PC sales. The Company is ready to mass-produce IC substrates for high-end PC CPUs and graphics chips, helping customers expand market share and capitalize on AI PC growth.

3. Mobile Devices and Edge AI Applications: Mobile device trends toward slim, lightweight designs are increasing demand for heterogeneous chip integration, expanding system-in-package (SiP) technology applications. The Company will collaborate with customers to develop SiP substrates for high-end AI smartphones and extend to head-mounted devices, targeting virtual reality, augmented reality, and future edge AI product markets.

B. In terms of general circuit boards:

The Company will focus on multilayer and high-density interconnect boards for next-generation mobile device interposers, high-end laptops, drones, and low-orbit satellites, while expanding server application products. We will also mass-produce PCBs for high-end graphics chip display cards and networking cards to strengthen product portfolios and improve profitability.

1.3 The Impact from the Company's Future Strategy, External Competition, Law, and Macro Operating Environment.

A. Consumer Electronics Recovery: With inventory levels normalizing and monetary policies easing, consumer electronics demand is expected to grow moderately, aided by restocking.

Driven by ongoing cloud and edge computing trends, business performance is projected to improve over 2024.

B. U.S.-China Tech War: Intensifying U.S. export controls on semiconductor equipment, technology, and products to China are impacting supply chain sales. Rising tariffs and geopolitical risks are forcing semiconductor companies to diversify production bases, increasing operational costs—a challenge for Taiwanese PCB manufacturers.

C. Taiwan's Semiconductor Advantage: Taiwan's semiconductor industry leads in technology and benefits from strong clustering effects and complete supply chains. Global players are likely to deepen partnerships with Taiwanese firms to launch next-generation products. Additionally, cloud service providers seeking customized big data training and AI inference applications, while reducing infrastructure costs, are developing application-specific integrated circuits (ASICs), creating significant business opportunities.

D. 2025 Strategy: Beyond pursuing opportunities in cloud computing, edge computing, and high-end networking products, the company will hire more R&D, process improvement, and AI talent to advance production technology and digital optimization projects, achieving smart operations. By balancing growth and cost efficiency, we aim to enhance overall performance.

E. ESG Commitment: The Company will continue implementing energy-saving measures, expand green energy use, and promote a circular economy to achieve carbon reduction goals. While creating greater value for shareholders, we will fulfill corporate social responsibilities and uphold sustainable operations to elevate enterprise value.

II. Corporate Governance

2.1 Directors, Supervisors and Management Team

2.1.1 Directors

Unit: Shares; %；March 29, 2025

Title	Nationality/ Place of Incorporation	Name	Gender Age (Note2)	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remark (Note1)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C	Nan Ya Plastics Corp.	Male 81 to 85	2023.5.23	3	1997.10.14	432,744,977	66.97	432,744,977	66.97	0	0	0	0	Bachelor in Business Administration, National Chengchi University	Chairman of NPC Chairman of NTC	None	None	None	N/A
		Chia-Chau Wu				1997.10.14	2,982	-	2,982	-	0	0	0	0						
Director	R.O.C	Nan Ya Plastics Corp.	Male 71 to 80	2023.5.23	3	1997.10.14	432,744,977	66.97	432,744,977	66.97	0	0	0	0	Master in Industrial Engineering, University of Houston Bachelor Degree in Chemical Engineering, University of Houston	Chairman of FTC Director of FPC, NPC, FCFC, FPCC, NTC, FST, and FATC	None	None	None	
		Wen-Yuan Wong	Male 71 to 80	2023.5.23	3	2006.8.23	241	-	241	-	0	0	0	0						
Director	R.O.C	Nan Ya Plastics Corp.	Male 71 to 80	2023.5.23	3	1997.10.14	432,744,977	66.97	432,744,977	66.97	0	0	0	0	Bachelor in Chemical Engineering, Provincial Taipei Institute of Technology	Director of NTC Director and President of NPC	None	None	None	
		Ming-Jen Tzou				2008.6.24	10,506	-	10,506	-	0	0	0	0						
Director	R.O.C	Ann-De Tang	Male 71 to 80	2023.5.23	3	2001.6.18	194	-	194	-	0	0	0	0	Bachelor in Electrical Engineering, National Taiwan Institute of Technology	President of Nan Ya PCB Corp. Chairman of Nan Ya PCB(USA) Corp.	None	None	None	
Director	R.O.C	Lien-Jui Lu	Male 61 to 70	2023.5.23	3	2020.6.17	0	0	0	0	0	0	0	0	Bachelor in Chemical Engineering, National Taiwan Institute of Technology	Vice President of Nan Ya PCB Corp. Director of Nan Ya PCB(USA) Corp.	None	None	None	
Director	R.O.C	Kuo-Chun Chiang	Male 51 to 60	2023.5.23	3	2023.5.23	0	0	0	0	0	0	0	0	Master in Management, National Central University	Vice President of Nan Ya PCB Corp. Director of Nan Ya PCB(Kunshan) Corp.	None	None	None	
Independent Director	R.O.C	Ta-Sheng Lin	Male 81 to 85	2023.5.23	3	2017.6.22	0	0	0	0	0	0	0	0	Master of Science in Chemistry, Texas Southern University	Chairman of China Electric Investment Corp. Director of China Electric MFG Corp.	None	None	None	

Title	Nationality/ Place of Incorporation	Name	Gender Age (Note2)	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remark (Note1)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C	Jen-Hsuen, Jen	Male 71~80	2023.5.23	3	2020.6.17	0	0	0	0	0	0	0	0	Master of Science in Chemical Engineering, Massachusetts Institute of Technology	Chairman of Fuchu Corp. Independent Director of Wistron Corp and IEMC Director of UltraChip Inc.	None	None	None	N/A
Independent Director	R.O.C	Shui-Chi Chuang	Male 71 to 80	2023.5.23	3	2023.5.23	0	0	0	0	0	0	0	0	Master of Economics, Chinese Culture University	None	None	None	None	N/A

Note0：Since each member of management team's shareholding ratio is less than 0.01%, therefore, it is only indicated by "-".

Note1：The relevant information where if the Chairman of the Board and the President or equivalent position (the highest managerial officer) of the Company are of the same person, spouses to each other, or related within the first degree of kinship, an explanation shall be given for its reason, rationality, necessity, and the measures (for example, increase the number of Independent Directors, and a majority of the Directors may not serve concurrently as an employee or officer) adopted in response.

Note2：Please indicate the Director's age, which may be expressed in ranges, such as 41 to 50 or 51 to 60.

2.1.1.1 Major shareholders of the institutional shareholders

April 28, 2025

Name of Institutional Shareholders	Major Shareholders	
Nan Ya Plastics Corp.	Chang Gung Medical Foundation	11.05%
	Formosa Plastics Corp.	9.88%
	Formosa Chemicals & Fibre Corp.	5.21%
	Chang Gung University	4.00%
	Yuanta/P-shares Taiwan Dividend Plus ETF	2.49%
	Vanson International Investment Co.,LTD.	2.39%
	Formosa Petrochemical Corp.	2.26%
	Chindwell International Investment Corp.	1.86%
	LGT Bank (Singapore) Ltd.	1.50%
	Citibank (Taiwan) serves as custodian for Far Eastern Big Corporation Limited.	1.45%

2.1.1.2 Major shareholders of the Company's major institutional shareholders

April 25, 2024

Name of Institutional Shareholders	Major Shareholders	
Chang Gung Medical Foundation	Nan Ya Plastics Corp.	17.81%
	Formosa Chemicals & Fibre Corp.	13.71%
	Formosa Plastics Corp.	13.15%
	Yung-Ching Wang(Death)	11.13%
	Yung-Tsai Wang(Death)	7.28%
Formosa Plastics Corp.	Chang Gung Medical Foundation	9.44%
	Formosa Chemicals & Fibre Corp.	7.65%
	Investment account with UBS AG, Singapore Branch, held in custody by Citibank (Taiwan) Ltd.	6.26%
	Nan Ya Plastics Corp.	4.63%
	Chindwell International Investment Corp.	4.16%
	Vanson International Investment Co.,LTD.	3.05%
	Formosa Petrochemical Corp.	2.07%
	Ming Chi University of Technology	1.43%
	Custody account for Greatek Investment Co., Ltd., held with Citibank (Taiwan) Ltd.	1.00%
	Chunghwa Post Co., Ltd.	0.90%
Formosa Chemicals & Fibre Corp.	Chang Gung Medical Foundation	18.58%
	Chindwell International Investment Corp.	6.35%
	Vanson International Investment Co.,LTD.	3.80%
	Formosa Plastics Corp.	3.39%

Name of Institutional Shareholders	Major Shareholders	
	Nan Ya Plastics Corp.	2.40%
	Wen-Yuan Wong	2.20%
	United Power Development Co., Ltd	1.63%
	Standard Chartered Bank (Taiwan) Ltd.In Custody for Genesis Equity Group Inc.	1.51%
	HSBC is hosting a special account of KFC Power Development Co., Ltd	1.45%
	Bank of Taiwan Limited, entrusted with the Wang Chan-yang Social Welfare Fund for Charitable Trusts.	1.39%
Chang Gung University	Chang Gung Medical Foundation	56.81%
	Yung-Ching Wang (Death)	13.12%
	Chindwell International Investment Corp.	3.88%
	Nan Ya Plastics Corp.	2.64%
	Formosa Plastics Corp.	2.34%
Yuanta/P-shares Taiwan Dividend Plus ETF	Investment Account	
Vanson International Investment Co.,LTD.	Landmark Capital Holdings Inc.	100%
Formosa Petrochemical Corp.	Formosa Plastics Corp.	28.56%
	Formosa Chemicals & Fibre Corp.	24.15%
	Nan Ya Plastics Corporation	23.11%
	Chang Gung Medical Foundation	5.79%
	Formosa Taffeta Co., Ltd	3.83%
	Standard Chartered Bank (Taiwan) Ltd.In Custody for Genesis Equity Group Inc.	0.60%
	Cathay Life Insurance Co., Ltd.	0.51%
	Standard Chartered Custody Central Capital Management Co., Ltd	0.49%
	HSBC Bank hosts a special account of Asia Pacific Optoelectronics Co., Ltd	0.48%
	Dedicated account for the Public Welfare Trust – Chang-Gung Wang Social Welfare Fund, held in custody by Bank of Taiwan	0.44%
Chindwell International Investment Corp.	Everred Corporate, Inc.	100%
LGT Bank (Singapore) Ltd.	Investment Account	
Citibank (Taiwan) serves as custodian for Far Eastern Big Corporation Limited.	Investment Account	

2.1.1.3 Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors

Criteria / Name	Professional Qualifications and Experience (Note 1)	Status of Independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chia-Chao Wu, Representative of Nan Ya Plastics Corporation	Graduated with a Bachelor's degree in Business Administration from National Chengchi University, he possesses extensive industry knowledge and management experience, including plastics, spinning and fibers, chemicals, semiconductors, steel, shipping, electronic components and printed circuit boards, etc., and has served as a senior manager in the aforesaid industries. Currently the chairman or director of a related company. Possesses strong leadership, decision-making, strategic planning, crisis management, and risk management skills, with a keen global perspective and insight. Has led the implementation of initiatives such as promoting the circular economy, optimizing processes, positioning high-value products in the market, strengthening research and development capabilities, driving digital transformation, and ensuring sustainable operations.	Complies with regulations from Article 26-3 in the Securities and Exchange Act, and does not have a spouse or a relative within the second degree of kinship who serves as a director of the Company.	None
Wen-Yuan Wong, Representative of Nan Ya Plastics Corporation	Graduated with a Master's degree in Industrial Engineering and a Bachelor's degree in Chemical Engineering from the University of Houston, Texas, USA. With over 50 years of management experience in industries including plastics, textiles, chemicals, oil, electricity, gas, semiconductors, steel, shipping, and biotechnology, he has served as Chairman, Director, or senior manager in relevant companies within these sectors. Currently, he is the Chairman of FTC, and serves as a director of FPC, NPC, FCFC, FPCC, NTC, FST, and FATC. Possessing leadership, decision-making, crisis management, risk management abilities, and international market insights, he has served as a leader for multinational enterprises in China, the United States, Vietnam, and other countries.	Complies with regulations from Article 26-3 in the Securities and Exchange Act, and does not have a spouse or a relative within the second degree of kinship who serves as a director of the Company	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Status of Independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Additionally, he has previously held positions as Chairman of Chinese National Federation of Industries and Taiwan Textile Federation. With expertise in engineering technology and a deep understanding of the AI domain, he has led our company through initiatives ranging from energy conservation, emissions reduction, and circular economy to AI simulation and digital transformation.		
Ming-Jen Tzou, Representative of Nan Ya Plastics Corporation	Graduated from the Taipei Institute of Technology with a specialization in Chemical Engineering, he possesses extensive industry knowledge and management experience, spanning sectors such as plastics, semiconductors, electronic components, and printed circuit boards. Currently, he holds positions as a director and general manager in related companies. Have decision-making, communications and coordination, and crisis management and risk management skills. Leading the Company from AI simulation to digital transformation, energy saving, carbon reduction, industrial safety and environmental protection.	Complies with regulations from Article 26-3 in the Securities and Exchange Act, and does not have a spouse or a relative within the second degree of kinship who serves as a director of the Company.	None
Ann-De Tang	Graduated from the Department of Electrical Engineering at Taiwan Institute of Technology, he has been deeply involved in the printed circuit board industry for approximately 44 years since joining the PCB Division in 1980. He possesses extensive knowledge and management experience in the electronic components industry. He has previously served as Vice President and Deputy General Manager of the Company and currently holds the positions of president of Nan Ya PCB Corp , Chairman of Nan Ya PCB(USA) Corp., Chairman of Nan Ya PCB (Hong Kong), and Director of Nan Ya PCB (Kunshan).	Complies with regulations from Article 26-3 in the Securities and Exchange Act, and does not have a spouse or a relative within the second degree of kinship who serves as a director of the Company.	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Status of Independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Has experience in PCB production management, with capabilities in business management, leadership decision-making, communication and coordination, crisis management, risk management, formulating energy-saving and carbon-reduction strategies, and performance supervision. Oversees the company's ongoing research and development and business expansion.		
Lien-Jui Lu	Graduated from the Department of Chemical Engineering at Taiwan Institute of Technology, he has been deeply involved in the printed circuit board industry for approximately 36 years since joining the PCB Division of Nan Ya PCB Corporation in 1978. He possesses extensive knowledge and management experience in the electronic components industry. Currently, he serves as the Deputy General Manager of the Company and also holds positions as a director of Nan Ya PCB (USA) and a supervisor of Nan Ya PCB (Kunshan). Possesses skills in business management, leadership decision-making, communication and coordination, crisis management, and risk management. Leads the establishment of comprehensive management systems and cost control. Currently responsible for overseeing the digital transformation and actively supervising the company's promotion of ESG.	Complies with regulations from Article 26-3 in the Securities and Exchange Act, and does not have a spouse or a relative within the second degree of kinship who serves as a director of the Company.	None
Kuo-Chun Chiang	With a Master's degree in Management from National Central University, he has been deeply involved in the printed circuit board industry for approximately 33 years since joining the PCB Division of Nan Ya PCB Corporation in 1980. He possesses extensive knowledge and management experience in the electronic components industry. Currently, he serves as the vice president of the Company and also holds a position as a director of Nan Ya PCB (Kunshan).	Complies with regulations from Article 26-3 in the Securities and Exchange Act, and does not have a spouse or a relative within the second degree of kinship who serves as a director of the Company.	None

Criteria / Name	Professional Qualifications and Experience (Note 1)	Status of Independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Has experience in PCB production management, with capabilities in business management, leadership decision-making, communication and coordination, and crisis management. Manages the production, expansion, sales, supply chain, and R&D operations of ABF substrates.		
Ta-Sheng Lin	Holds a Master's degree in Chemistry from Texas Southern University; equipped with industry knowledge in chemistry, technology, electronic components and printed circuit boards and has served as a chairman of Tung Bao Corp., and director of China Electric Investment Corp. Currently serves as a chairman of China Electric Investment Corp., and director of China Electric MFG Corp., also acts as the convener of the Compensation Committee, a member of the Audit Committee, and the Sustainable Development Committee of our company, without any circumstances specified in Article 30 of the Company Law. Possesses extensive management knowledge, experience in sustainable management, and operational development expertise required for the company's growth. During tenure as an independent director, has upheld an independent and objective position, offering professional and constructive advice to enhance the company's operational value and fulfill supervisory responsibilities.	Does not have a spouse, relative within the second degree of kinship who serves as a director of the Company, the director, his spouse, or relative within the second degree of kinship does not hold shares of the Company, has not provided auditing, commercial, legal, financial, accounting or related service or obtained relevant compensations for such services, and meets regulations from Article 3 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. Meets Article 6 of Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange.	None
Shyur-Jen Chien	Holds a Master's degree in Chemical Engineering from MIT and has worked in semiconductor, computer and peripheral equipment industry as well as construction. Currently serving as an independent director and convener of the Compensation Committee, as well as a member of the Audit Committee and the Nomination Committee at Wistron Corporation, and as an independent director, member of the Compensation Committee, and member of the Audit Committee at IEMC Corporation, chairman of Fu-Chu General Contractor Corp., and Fu-Chu Investments Corp., director of UltraChip Inc. He has served as a chairman	Does not have a spouse, relative within the second degree of kinship who serves as a director of the Company, the director, his spouse, or relative within the second degree of kinship does not hold shares of the Company, has not provided auditing, commercial, legal, financial, accounting or related service or obtained relevant compensations for such services, and meets regulations from Article 3 of Regulations Governing Appointment of Independent	2

Criteria / Name	Professional Qualifications and Experience (Note 1)	Status of Independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	and president of Vanguard International Semiconductor Corporation. Currently is the committee member of the Company's remuneration committee and audit committee. without any circumstances specified in Article 30 of the Company Law. Possesses in-depth understanding of the technology industry, with expertise in leadership decision-making, international market insight, and sustainable business management. Highly respected as an outstanding individual with keen industry development foresight. As an independent director, upholds an independent and objective position, providing professional advice to enhance the company's operational value and fulfill supervisory responsibilities.	Directors and Compliance Matters for Public Companies. Concurrently serves as an independent director for Wistron Corp. since June 2018 and IEMC Corp. since 2023.	
Shui-Chi Chuang	Graduated with a Master's degree from the Institute of Economics at the Chinese Culture University, he has previously held positions as Deputy Director of Taipei Customs, Director of Taichung Customs, Chief of Taichung Customs, Chief of Taipei Customs, Deputy Director-General, and Director-General of Customs Administration. Currently, he serves as a member of the Audit Committee, the Compensation Committee, and the Sustainable Development Committee of our company, without any circumstances specified in Article 30 of the Company Law. Has been involved in customs policy planning, promotion, supervision, and the drafting of customs regulations for many years. Possesses rich financial knowledge, management experience, compliance with laws and regulations, and governance integrity. Equipped with exceptional insight and judgment, highly respected as an outstanding individual. Oversees the company's internal controls, accurate financial reporting, and executive compensation issues, fulfilling the duties of an independent director.	Does not have a spouse, relative within the second degree of kinship who serves as a director of the Company, the director, his spouse, or relative within the second degree of kinship does not hold shares of the Company, has not provided auditing, commercial, legal, financial, accounting or related service or obtained relevant compensations for such services, and meets regulations from Article 3 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0

Note 1: Professional qualifications and experience: State the professional qualifications and experience of each individual Director and Supervisor, and for those who are members of the Audit Committee with accounting or financial expertise, a statement of their relevant backgrounds and work experience, as well as an additional explanation on whether circumstances set out in Article 30 of the Company Act have occurred shall be provided.

Note 2: Independent Director shall state the conditions that qualify them as independent, including but not limited to whether the person, his/her spouse, relatives within the second degree of kinship are appointed as directors, supervisors or employees of the Company or its affiliates; the number and ratio of the shares of Company held by the person, his/her spouse and relatives within the second degree of kinship or under the name of another person; whether the person is a Director, Supervisor or employee of a company that has a specific relationship with the Company (with reference to Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Director and Compliance Matters for Public Companies); and the remuneration received for commercial, legal, financial and accounting services rendered to the Company or its affiliates in the past two years.

2.1.1.4 Diversification and Independence of the Board of Directors:

1. Diversification of the Board of Directors:

The nomination and election of members of the Company's Board of Directors is conducted in accordance with the Articles of Association. In addition to the evaluation of the educational background and work experience of candidates, stakeholders' opinions are also taken into consideration in accordance with "Rules for Election of Directors" of the Company and Article 20 of "Corporate Governance Code of Practice", in order to ensure the diversity of members of the Board of Directors, without restriction on gender and nationality. The goal is to have at least 5 directors with technology industry experience, at least 5 directors with experience in two other industries outside of the technology industry, and at least 5 Directors with expertise in management, leadership and decision-making, industrial knowledge, international perspective, and financial and accounting analysis, as listed in the table below.

Among the current 9 Directors, 8 have technology industry experience, 5 have experiences in two non-technology related industry sectors, while 8 possess all the professional criteria required by the Company. All of them have achieved their goals. The Directors, in addition to their professional leadership decision-making capabilities, also possess rich business management skills, diverse industry experience, financial and accounting analysis expertise, and other professional knowledge. Their expertise will strengthen the independence and diversity of corporate governance. The implementation status of the Board's diversification policy is as follows:

Currently, the Company does not have any female directors, primarily due to the relatively limited number of female professionals in the electronics industry. As a result, the proportion of female directors has yet to reach one-third of the Board. The Company will continue to seek qualified female professionals from other fields to serve as directors. Increasing the number of female directors during the Board re-election scheduled for 2026 is set as a short-term goal, while having three female directors—representing one-third of the total Board members—is established as a long-term objective. The status of implementation of the Board diversity policy is as follows:

Name	Gender	Employee	Age				Years of Independent Independent Directors			Business Management Background						Management and Decision-Making Ability				
			51 to 60	61 to 70	71 to 80	81 to 85	Under 3 years	3 to 9 years	Over 9 years	Petrochemicals	Finance	Technology	Textiles	Computer	Construct	Business Management	Leadership and Decision-Making	Industrial Knowledge	International Perspective	Financial and Accounting Analysis
Chia-Chau Wu	Male					V				V		V	V	V		V	V	V	V	V
Wen-Yuan Wong	Male				V					V		V	V	V		V	V	V	V	V
Ming-Jen Tzou	Male				V					V		V	V	V		V	V	V	V	V
Ann-De Tang	Male	V			V					V		V		V		V	V	V	V	V
Lien-Jui Lu	Male	V		V								V		V		V	V	V	V	V
Kuo-Chun Chiang	Male	V	V									V		V		V	V	V	V	V
Ta-Sheng Lin (Independent)	Male					V		V		V		V		V		V	V	V	V	V
Shyur-Jen Chien (Independent)	Male				V			V				V		V	V	V	V	V	V	V
Shui-Chi Chuang (Independent)	Male				V		V				V						V		V	V

Note: 33% of the Company's employees are directors, 33% are independent directors, and 0% are female directors. Please refer to the above for the industrial experience and professional distribution of directors, the distribution of independent directors' tenure and age, and the age distribution of directors. surface.

2. Independence of the Board of Directors:

The Company currently has 9 Directors, all of whom are professionals with academic expertise and experience in industry-specific management, including 3 Independent Directors, accounting for one-third of all Directors. Currently, none of the spouses or relatives up to the second degree of kinship of any director of our company serves as directors, in compliance with the provisions of Article 26-3 of the Securities and Exchange Act. Neither the Independent Directors, their spouse, nor relative within the second degree of kinship hold shares of the Company, nor have them provided auditing, commercial, legal, financial, accounting or related service or obtained relevant compensations for such services, and meets regulations from Article 3 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

2.1.2 Management Team

Unit: Shares；%；March 29, 2025

Title (Note 1)	Nationality/ Place of Incorporation	Name	Gender	Date Elected	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 2)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	(Note 3)
President	R.O.C	Ann-De Tang	Male	2017.3.24	194	-	0	0	0	0	Vice President of Nan Ya PCB Corp. National Taiwan Institute of Technology	Chairman of Nan Ya PCB (U.S.A.) Corp. Chairman of Nan Ya PCB (HongKong) Corp. Director and President of Nan Ya PCB (KunShan) Corp.	None	None	None	N/A
Vice President	R.O.C	Lien-Jui Lu	Male	2019.3.20	0	0	0	0	0	0	Associate Vice President of Nan Ya PCB Corp. National Taiwan Institute of Chemical Engineering	Dirctor of Nan Ya PCB (HongKong) Corp. Dirctor of Nan Ya PCB (U.S.A.) Corp. Supervisor of Nan Ya PCB (KunShan) Corp.	None	None	None	
Vice President	R.O.C	Kuo-Chun Chiang	Male	2020.6.17	0	0	0	0	0	0	Associate Vice President of Nan Ya PCB Corp. Master Degree in Management, National Central University	Dirctor of Nan Ya PCB (KunShan) Corp.	None	None	None	
Associate Vice President	R.O.C	Yung-Chi Lin	Male	2020.6.17	0	0	0	0	0	0	Mechanical and Electro-Mechanical Engineering Department, Tamkang University	Dirctor of Nan Ya PCB (KunShan) Corp.	None	None	None	
Associate Vice President	R.O.C	Kuo-Lung Chen	Male	2020.6.17	0	0	0	0	0	0	Department of Materials Science and Engineering, Feng Chia University	None	None	None	None	
Associate Vice President	R.O.C	Mao-Sung Huang	Male	2020.6.17	96	-	55	-	0	0	Automatic Control and Computer Sciences in National Taipei University of Technology	None	None	None	None	
Associate Vice President	R.O.C	Kuan-Li Wang	Male	2022.1.26	0	0	0	0	0	0	Taiwan Institute of Technology Bachelor of Mechanical Engineering	Dirctor of Nan Ya PCB (KunShan) Corp.	None	None	None	
Associate Vice President	R.O.C	Sung-Lung Chien	Male	2022.1.26	0	0	4,000	-	0	0	National Chung Cheng University Bachelor of Business Administration	None	None	None	None	
Financial Officer	R.O.C	Zhen-Xiao Lei	Male	2010.8.26	0	0	0	0	0	0	National Taiwan University	Financial Officer of Formosa Plastics Corp.	None	None	None	

Title (Note 1)	Nationality/ Place of Incorporation	Name	Gender	Date Elected	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）(Note 2)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	(Note 3)
Accounting Officer	R.O.C	Wen-Feng Chiang	Male	2012.3.19	0	0	0	0	0	0	Accounting, Chinese CultureUniversity.	None	None	None	None	N/A

Note 1：Date effective is the date that the board of directors appoints as a manager.
Note 2：The abovementioned main disclosures are for the manager those who manage FPCC affairs and also have the right of signatures.
Note 3：Chairman and President (or someone with an equivalent job responsibility, i.e. the highest ranking manager of the Company) are not (1) the same person, (2) in a marital relationship with each other, or (3) within one degree of consanguinity.
Note 4：Since each member of management team's shareholding ratio is less than 0.01%, therefore, it is only indicated by "-".

2.2 Remuneration of Directors, Supervisors, President, and Vice Presidents

2.2.1 Remuneration of Directors and Supervisors

2.2.1.1 Remuneration of Directors and Independent Directors

Unit: NT$ thousands；%；December 31, 2024

Title	Name (Note 1)	Remuneration								Ratio of Total Remuneration (A+B+C+D) of Net Income (Note 10)		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) of Net Income (Note 10)		Compensation Paid to Directors from Non-consolidated Affiliates or Parent Company (Note 11)
		Base Compensation (A) (Note 2)		Severance Pay (B)		Directors Compensation (C) (Note 3)		Allowances (D) (Note 4)				Salary, Bonuses, and Allowances (E) (Note 5)		Severance Pay (F) (Note 12)		Employee Compensation (G) (Note 6)						
																The Company		Companies in the consolidated financial statements (Note 7)				
		The Company	All companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	Cash	Stock	Cash	Stock	The Company	Companies in the consolidated financial statements	
Chairman	Chia-Chau Wu	0	0	0	0	0	0	340	340	340 0.1669%	340 0.1669%	22,038	22,038	302	302	1	0	1	0	22,681 11.1331%	22,681 11.1331%	34,171
Director	Wen-Yuan Wong																					
	Ming-Jen Tzou																					
	Ann-De Tang																					
	Lien-Jui Lu																					
	Kuo-Chun Chiang																					
Independent Director	Ta-Sheng Lin	5,400	5,400	0	0	0	0	390	390	5,790 2.8420%	5,790 2.8420%	0	0	0	0	0	0	0	0	5,790 2.8420%	5,790 2.8420%	0
	Shyur-Jen Chien																					
	Shui-Chi Chuang																					

Remark:

1. The Company has not allocated Directors' remuneration. The Independent Directors' remuneration is fixed. The main consideration is to maintain their independence for the benefit of supervision. The fixed annual remuneration of Independent Directors is NT$1.8 million and travel expense of

NT$10 thousand will be paid per attendance in the meeting. According to Company's "Rules Governing the Scope of Powers of Independent Directors", the responsibilities and risks include: supervising the fair presentation of the Company's financial statements, the appointment (and dismissal), independence, and performance of certificated public accountants of the Company, effective implementation of the internal control system of the Company, compliance with relevant laws and regulations by the Company, and management of the existing or potential risks of the Company. The Company has insured director liability insurance for its Independent Directors. Independent Directors of the Company should attend Board meetings at least 5 times, the Audit Committee meetings at least 4 times, the Remuneration Committee meetings at least 2 times, and the Sustainability Committee meetings at least 1 times, and implement the operations of the Company's business integrity. Independent Directors should review the internal audit report every month and regularly communicate with the internal auditing superior and accountants on internal controls and financial statements. The communication is detailed in: "2.3.2 Audit Committee Meeting Status or the Participation of Supervisors in the Operations of the Board of Directors.".

2. Other than disclosures in the above table, remuneration paid to Directors for providing services (e.g., providing consulting services as a non-employee for the parent company, all companies in consolidated financial statements, or investee) in the most recent year: None.

Range of Remuneration Paid to Directors

Range of Remuneration Paid to Directors	Name of Directors			
	Total amount for the 4 preceding remunerations (A+B+C+D)		Total amount for the 7 preceding remunerations (A+B+C+D+E+F+G)	
	The Company (Note 8)	Companies in the consolidated financial statements (Note 9)	The Company (Note 8)	Companies in the consolidated financial statements (Note 9)
Under NT$ 1,000,000	Chia-Chau Wu, Nan Ya Plastics Corp., Wen-Yuan Wong, Nan Ya Plastics Corp. Ming-Jen Tzou, Nan Ya Plastics Corp., ,Ann-De Tang, Lien-Jui Lu, Kuo-Chun Chiang	Chia-Chau Wu, Nan Ya Plastics Corp., Wen-Yuan Wong, Nan Ya Plastics Corp. Ming-Jen Tzou, Nan Ya Plastics Corp., ,Ann-De Tang, Lien-Jui Lu, Kuo-Chun Chiang	Chia-Chau Wu, Nan Ya Plastics Corp., Wen-Yuan Wong, Nan Ya Plastics Corp. Ming-Jen Tzou, Nan Ya Plastics Corp.	Chia-Chau Wu, Nan Ya Plastics Corp., Wen-Yuan Wong, Nan Ya Plastics Corp. Ming-Jen Tzou, Nan Ya Plastics Corp.
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	Ta-Sheng Lin, Independent Director, Shyur-Jen Chien, Independent Director, Shui-Chi Chuang, Independent Director	Ta-Sheng Lin, Independent Director, Shyur-Jen Chien, Independent Director, Shui-Chi Chuang, Independent Director	Ta-Sheng Lin, Independent Director, Shyur-Jen Chien, Independent Director, Shui-Chi Chuang, Independent Director	Ta-Sheng Lin, Independent Director, Shyur-Jen Chien, Independent Director, Shui-Chi Chuang, Independent Director
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	N/A	N/A	N/A	N/A
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	N/A	N/A	N/A	N/A
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	N/A	N/A	Ann-De Tang Lien-Jui Lu, Kuo-Chun Chiang	Ann-De Tang Lien-Jui Lu, Kuo-Chun Chiang
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	N/A	N/A	N/A	N/A
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	N/A	N/A	N/A	N/A
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)	N/A	N/A	N/A	N/A
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	N/A	N/A	N/A	N/A
NT$100,000,000 or more	N/A	N/A	N/A	N/A
Total	9	9	9	9

Note 1: The names of Directors shall be listed separately (for institutional shareholders, disclose both the institutional representative's name and the institutional shareholder's name separately), but compensation may be disclosed in aggregate amounts. If a Director also serves as the President or Vice Presidents, indicate the fact in this table and the following table.

Note 2: Compensation paid to Directors in the most recent year (including salaries, job remuneration, severance, bonuses, and incentives).

Note 3: Compensation paid to Directors in the most recent year approved by the Board of Directors.

Note 4: Business expenses paid to Directors in the most recent year (including transportation expenses, special allowances, various allowances, accommodation, vehicles, and other provision of physical goods and services). If housing, vehicle and other means of transportation, or personal expense is paid, the nature and cost of the asset provided should be disclosed, the rental calculated based on actual cost or fair market value, fuel, and other payments. If a driver is provided, please disclose in note the remuneration paid to such a driver. However, such payment shall not be included in compensation.

Note 5: Including salary, job-related remuneration, severance pay, various bonuses, incentives, transportation allowance, special allowance, various allowances, and physical goods provision such as accommodation and vehicles received by Directors in the most recent year who concurrently serve as employee (including President, Vice Presidents, other managerial officers and employees). If housing, vehicle and other means of transportation, or personal expense is paid, the nature and cost of the asset provided should be disclosed, the rental calculated based on actual cost or fair market value, fuel, and other payments. If a driver is provided, please disclose in note the remuneration paid to such a driver. However, such payment shall not be included in compensation. In addition, any salary expenses recognized under IFRS 2 "Share-Based Payment," including issuance of employee stock options, new restricted employee shares, and cash capital increase by stock subscription, shall be included in the compensation.

Note 6: Disclose the employees' compensation (including shares and cash) approved by the Board meeting in the most recent year received by Directors who were entitled to the compensation due to their positions in the Company as employees (including President, Vice Presidents, other managerial officers, and employees). If it is not possible to provide such estimate, the actual proportional amount distributed prior year shall be used in the computation of the amount to be proposed this year.

Note 7: Disclose the aggregate amount of various compensation items paid to the Company's Directors by all the companies listed in the consolidated financial statement (including the Company).

Note 8: The aggregate compensation amount paid to an individual Director by the Company shall be disclosed in the corresponding compensation range with the Director's name.

Note 9: The aggregate amount of various compensation items paid to an individual Director of the Company by all the companies (including the Company) listed in the consolidated financial statement shall be disclosed in the corresponding compensation range with the Director's name.

Note 10:Net profit after tax refers to the amount listed in the parent company only or the consolidated financial statements accrued in the most recent fiscal year.

Note 11: a. The amount of compensation received from invested companies other than a subsidiary or parent company by the Company's Directors shall be indicated clearly in this column.

b. If a Director has received compensation from any investee companies other than a subsidiary or parent company, the amount of compensation received from the said investee companies other than a subsidiary shall be included into Column I of the Compensation Ranges Table; the column shall be renamed as "All Investee Companies".

c. Compensation refers to incentives, remunerations (including compensation for employees, Directors and Supervisors) and allowances for professional practices received by the Company's Directors from invested companies other than a subsidiary or parent company for their tenure as an employee in the investees.

Note 12: Retirement pension (F) NT$302 thousand is the provision amount.

＊The content of compensation disclosed in this Table is derived from a concept different from the concept of "income" stipulated in the Income Tax Act. The purpose of the table is for information disclosure, not for taxation.

2.2.2 Remuneration of President and Vice Presidents

Unit: NT$ thousands；%；December 31, 2024

Title	Name (Note 1)	Salary(A) (Note 2)		Severance Pay (B)(Note 10)		Bonuses and Allowances (C) (Note 3)		Employee Compensation (D) (Note 4)				Ratio of total compensation (A+B+C+D) of net income		Compensation Paid to the President and Vice Presidents from an Invested Company Other than the Company's Subsidiary or Parent Company (Note 9)
		The Company	Companies in the consolidated financial statements (Note 5)	The Company	Companies in the consolidated financial statements (Note 5)	The Company	Companies in the consolidated financial statements (Note 5)	The Company		Companies in the consolidated financial statements (Note 5)		The Company	Companies in the consolidated financial statements (Note 5)	
								Cash	Stock	Cash	Stock			
President	Ann-De Tang	22,038	22,038	302	302	0	0	1	0	1	0	22,341 10.9662%	22,341 10.9662%	無
Vice President	Lien-Jui Lu													
Vice President	Kuo-Chun Chiang													

Range of Remuneration

Range of Remuneration Paid to Directors	Name of President and Vice President	
	The Company (Note 6)	Companies in the consolidated financial statements (Note 7)
Under NT$ 1,000,000	N/A	N/A
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	N/A	N/A
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	N/A	N/A
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)	N/A	N/A
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	Ann-De Tang ,Lien-Jui Lu, Kuo-Chun Chiang	Ann-De Tang ,Lien-Jui Lu, Kuo-Chun Chiang
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)	N/A	N/A
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	N/A	N/A
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)	N/A	N/A
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	N/A	N/A
NT$100,000,000 or more	N/A	N/A
Total	3	3

Note 1: The names of President and Vice Presidents shall be listed separately, but compensation may be disclosed in aggregate amounts. If a Director serves concurrently as President or Vice Presidents, indicate in this table and the table above.

Note 2: Indicate the salaries, job-related allowances and severance pay paid to President and Vice Presidents in the most recent fiscal year.

Note 3: Cash and non-cash compensation paid to President and Vice Presidents in the most recent year, including bonus, incentives, transportation expenses, various allowances, provision of physical good and services such as accommodation, and vehicles, and other remunerations. If housing, vehicle and other means of transportation, or personal expense is paid, the nature and cost of the asset provided should be disclosed, the rental calculated based on actual cost or fair market value, fuel, and other payments. If a driver is provided, please disclose in note the remuneration paid to such a driver. However, such payment shall not be included in compensation.

Note 4: Disclose the employees' compensation (including shares and cash) approved by the Board meeting in the most recent year received by President and Vice Presidents who were entitled to the compensation due to their positions in the Company as employees. If it is not possible to provide such estimate, the actual proportional amount distributed prior year shall be used in the computation of the amount to be proposed this year. Please also fill in the attached table additionally. Net profit after tax refers to the amount accrued in the most recent fiscal year. For companies who have adopted the International Financial Reporting Standards, net profit after tax refers to the amount listed in the parent company only or the consolidated financial statements accrued in the most recent fiscal year.

Note 5: The aggregate amount of various compensation items paid to President or Vice Presidents of the Company by all the companies (including the Company) listed in the consolidated financial statement shall be disclosed.

Note 6: The aggregate compensation amount paid to President or Vice Presidents by the Company shall be disclosed in the corresponding compensation range with the President's or Vice Presidents' names.

Note 7: The aggregate amount of various compensation items paid to President or Vice Presidents of the Company by all the companies (including the Company) listed in the consolidated financial statement shall be disclosed in the corresponding compensation range with the President's or Vice Presidents' names.

Note 8: Net profit after tax refers to the amount listed in the parent company only or the consolidated financial statements accrued in the most recent fiscal year.

Note 9: a. The amount of compensation received from invested companies other than a subsidiary or parent company by the Company's President or Vice Presidents shall be indicatedclearly in this column.

b. If President or Vice Presidents of the Company has received compensation from any investee companies other than a subsidiary or parent company, the amount of compensation received from the investee companies other than a subsidiary shall be included into Column E of the Compensation Ranges Table; the column shall be renamed as "All Investee Companies".

c. Compensation refers to incentives, remunerations (including compensation for employees, Directors and Supervisors) and allowances for professional practices received by the Company's President or Vice Presidents from investee companies other than a subsidiary or parent company for their tenure as a Director, Supervisor, or managerial officer of investee companies.

Note 10：Retirement pension (B) NT$302 thousand is the provision amount.

＊The content of compensation disclosed in this Table is derived from a concept different from the concept of "income" stipulated in the Income Tax Act. The purpose of the table is for information disclosure, not for taxation.

Employee Compensation of Executive Officers

Unit: NT$ thousands；%；December 31, 2024

	Title	Name	Employee Compensation in Stock	Employee Compensation in Cash	Total	Ratio of Total Amount to Net Income
Executive Officers	President	Ann-De Tang	0	2	2	0.0010
	Vice President	Lien-Jui Lu				
		Kuo-Chun Chiang				
	Associate Vice President	Yung-Chi Lin				
		Kuo-Lung Chen				
		Mao-Sung Huang				
		Kuan-Li Wang				
		Sung-Lung Chien				
	Financial Officer	Zhen-Xiao Lei				
	Accounting Officer (Company Secretary)	Wen-Feng Chiang				

Note 1: The names of President or Vice Presidents shall be disclosed separately, but compensation may be disclosed in aggregate amounts.

Note 2: Disclose the employees' compensation (including shares and cash) approved by the Board meeting in the most recent year received by managerial officers who were entitled to the compensation due to their positions in the Company as employees. If it is not possible to provide such estimate, the actual proportional amount distributed prior year shall be used in the computation of the amount to be proposed this year. Net profit after tax refers to the amount accrued in the most recent fiscal year. For companies who have adopted the International Financial Reporting Standards, net profit after tax refers to the amount listed in the parent company only or the consolidated financial statements accrued in the most recent fiscal year.

Note 3: The definition of a manager, as governed by the Official Letter No. 0920001301 issued by FSC on March 27 2003, refers to a person who "has been approved by the Board of Directors," and "who have the substantial power to manage a company's affairs and are a company's authorized signatories."

Note 4: If Directors, President, or Vice Presidents has received employee compensation (including shares and cash), this table shall be prepared in addition to the above table.

2.2.3 Comparison and Description of Remuneration for Directors, Supervisors, President and Vice Presidents etc. in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, President and Vice Presidents.

2.2.3.1 Analysis of total remuneration to net profit after tax:

Unit:%

Title/Year	The Company		Companies in the consolidated financial statements	
	2024	2023	2024	2023
Director	13.9751	0.5863	13.9751	0.5863
President and Vice President	10.9662	0.4695	10.9662	0.4695

Explanation:

The proportion of remuneration for Directors, President, and Vice Presidents in 2024 increased compared to 2023, primarily due to a decrease in net profit after tax in 2024 compared to 2023.

2.2.3.2 Remuneration policy, standards and portfolio, the procedure for determining remuneration, and the correlation with operating performance:

(1) The remuneration of the Company's directors and managerial officers is first submitted to the Compensation Committee for review and subsequently approved by the Board of Directors.The Company's Independent Directors and some directors receive a fixed amount of compensation monthly as well as reimbursement for transportation expenses based on their actual attendance of the Board meetings. No varied remuneration is paid to Independent Directors and some directors.

(2) Directors' Remuneration:

A. Pursuant to Article 16 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine directors' remuneration based on their participation in and contribution to the Company's operations, with reference to industry standards.

B. The Company's independent directors receive fixed monthly remuneration, along with transportation allowances based on actual attendance at Board meetings. They do not receive any variable compensation. Other directors receive transportation allowances based on actual attendance at Board meetings only and are also not entitled to any variable compensation.

C. On June 24, 2008, the shareholders' meeting approved the cancellation of the allocation of directors' compensation from the Company's earnings.

(3) Remuneration of the President, Vice Presidents, and Assistant Vice Presidents:

A. In accordance with Article 17 of the Company's Articles of Incorporation and Article 29 of the Company Act, the compensation package includes

fixed monthly salaries, diligence bonuses, year-end bonuses, management bonuses, and performance incentives. In addition, monthly contributions are made to retirement and welfare funds (including both old and new pension schemes) in accordance with the Company's Retirement Plan.The fixed monthly salary is adjusted annually in accordance with the Company-wide salary adjustment standards. The Chairman evaluates the overall performance of each managerial officer based on the scope of their responsibilities, incorporating both financial and non-financial indicators, as well as the achievement of individual annual goals. The results of the evaluation are submitted to the Compensation Committee for salary adjustment proposals. This process ensures alignment between managerial performance and the Company's strategic objectives, and links the incentive system to both individual and Company-wide performance.

Type		Indicator
Financial Indicator		Operating Profit and Loss / EBITDA Achievement Rate of Operating Targets Operating Growth Rate Profit Contribution
Non-Financial Indicator	Environment Protection (E)	Environmental Sustainability Engagement Water and Energy Conservation Performance Circular Economy Benefits Carbon Reduction Target Achievement Rate
	Social Responsibility (S)	Occupational Safety and Health / Workplace Incident Cases Product Research, Development, and Innovation Community Engagement and Neighborhood Relations
	Corporate Governance (G)	Operational Management Capability AI Initiatives and Benefits Number of Misconduct or Fraud Cases

B. Pursuant to Article 19 of the Company's Articles of Incorporation, if the Company records a profit in any given year, 0.05% to 0.5% of the pre-tax earnings (before deducting employee compensation) shall be allocated as employee compensation.

2.3 Implementation of Corporate Governance

2.3.1 Board of Directors' Meeting Status

A total of 5 meetings of the board of directors were held in 2024. Director attendance is shown as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Chairman	Nan Ya Plastics Corp. Chia-Chau Wu	5	0	100.0	-
Director	Nan Ya Plastics Corp. Wen-Yuan Wong	5	0	100.0	-
Director	Nan Ya Plastics Corp. Ming-Jen Tzou	5	0	100.0	-
Independent Director	Ta-Sheng Lin	5	0	100.0	-
Independent Director	Shyur-Jen Chien	5	0	100.0	-
Independent Director	Shui-Chi Chuang	5	0	100.0	-
Director	Ann-De Tang	5	0	100.0	-
Director	Lien-Jui Lu	5	0	100.0	-
Director	Kuo-Chun Chiang	5	0	100.0	-

Other mentionable items:

1. If any of the following circumstances occur,, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the Company's response should be specified:
   (1) Matters referred to in Article 14-3 of the Securities and Exchange Act:None
   (2) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors：None
2. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

Board Meeting Date	Object	Name	Causes of interest conflict avoidance	voting status
2024.02.29	Proposed signing of lease contract with Nan Ya Plastics Corporation.	Chairman Chia-Chau Wu	Chairman and Legal Representative of Nan Ya Plastics Corporation.	Not Voting
		Director Wen-Yuan Wang	Managing Director and Legal Representative of Nan Ya Plastics Corporation.	
		Director Ming-Jen Tzou	Director and Legal Representative of Nan Ya Plastics Corporation.	
2024.02.29	Proposal of transaction with related parties.	Chairman Chia-Chau Wu	Chairman of Nan Ya PCB (KunShan) Corp.	Not Voting
		Director Ann-De Tang	Director and President of Nan Ya PCB (KunShan) Corp.	
		Director Lien-Jui Lu	Supervisor of Nan Ya PCB (KunShan) Corp.	
		Director Kuo-Chun Chiang	Director of Nan Ya PCB (KunShan) Corp.	

Board Meeting Date	Object	Name	Causes of interest conflict avoidance	voting status
2024.08.06	Proposal of transaction with related parties.	Chairman Chia-Chau Wu	Chairman of Nan Ya PCB (KunShan) Corp.	Not Voting
		Director Ann-De Tang	Director and President of Nan Ya PCB (KunShan) Corp.	
		Director Lien-Jui Lu	Supervisor of Nan Ya PCB (KunShan) Corp.	
		Director Kuo-Chun Chiang	Director of Nan Ya PCB (KunShan) Corp.	
2024.08.06	The salary adjustment range of the Company's managers in 2024 years is planned to be no more than the salary adjustment range of employees .	Director Ann-De Tang	The parties in this case.	Not Voting
		Director Lien-Jui Lu		
		Director Kuo-Chun Chiang		

3. TWSE/TPEx-listed companies are required to disclose the evaluation cycle and period, scope of evaluation, evaluation method, and evaluation items of the self (or peer) evaluations conducted by the Board of Directors:

Evaluation period (Note 1)	Period (Note 2)	Scope (Note 3)	Method (Note 4)	Content (Note 5)
Once a year	October 1, 2023 - September 30, 2024	Board of Directors	Self-evaluation by the directors	1. Participation in the Company's operation. 2. Board's decision making quality. 3. Composition and structure of the Board. 4. Selection and continuing education of the directors. 5. Internal control.
Once a year	October 1, 2023 - September 30, 2024	Individual Board Members	Self-evaluation by the directors	1. Execution of the Company's goals and tasks. 2. Understanding of the director's roles and responsibilities. 3. Participation in the Company's operation. 4. Management and communication of the internal relations. 5. Expertise and continuing education of the directors. 6. Internal control.
Once a year	October 1, 2023 - September 30, 2024	Audit Committee	Self-evaluation by the Committee member	1. Participation in the Company's operation. 2. Understanding of the Audit Committee's roles and responsibilities. 3. Audit Committee's decision-making quality. 4. Composition and member selection of the Audit Committee. 5. Internal control.
Once a year	October 1, 2023 - September 30, 2024	Remuneration Committee	Self-evaluation by the Committee member	1. Participation in the Company's operation. 2. Understanding of the Remuneration Committee's roles and responsibilities. 3. Remuneration Committee's decision-making quality. 4. Composition and member selection of the Remuneration Committee. 5. Internal control.

Evaluation period (Note 1)	Period (Note 2)	Scope (Note 3)	Method (Note 4)	Content (Note 5)
Once a year	October 1, 2023 - September 30, 2024	Sustainability Committee	Self-evaluation by the Committee member	1. Participation in the Company's operation. 2. Understanding of the Sustainability Committee's roles and responsibilities. 3. Sustainability Committee's decision-making quality. 4. Composition and member selection of the Sustainability Committee. 5. Internal control.

4. Evaluation of the objectives to strengthen the powers of the Board of Directors and the implementation status in the current and the most recent fiscal year:
   (1) The Board of Directors of the Company shall exercise their authority in accordance with the laws, the Articles of Association, and the resolutions of the shareholders' meeting. All Directors shall have the necessary professional knowledge, skills and literacy to perform their duties, and shall be able to fulfill the principle of honesty and integrity, and all the Directors shall create the best interests of all shareholders.
   (2) The Company has elected an independent director and has established a good board governance system with rules of procedure for the Board of Directors' meetings required by competent authority, including the main agenda items, operational procedures, required content of meeting minutes, public announcements, and other compliance requirements for board meetings shall be handled in accordance with these Regulations.
   (3) In addition to regular self-inspection of the Board of Directors' operations, the Company shall also strengthen the functions of the Board of Directors. The internal auditors shall also prepare audit reports on the operations of the Board of Directors required by competent authority.
   (4) The Company has established a Compensation Committee according to regulations of the securities competent authority. The Committee has convened 2 meetings in 2024 to assess its managers' remuneration policy and system. To fulfill corporate governance, recommendations were submitted to the Board of Directors for discussion.
   (5) The Company has established an Audit Committee to replace the Supervisors on June 22, 2017 according to regulations of the securities competent authority. The Committee has convened 4 meetings in 2024, and to fulfill corporate governance, the resolutions were submitted to the Board of Directors for resolution.
   (6) To strengthen the functions of the Board of Directors and establish the performance target to improve the operational efficiency of its Board of Directors, the "Regulations Governing Performance Evaluation of Board of Directors" was approved by the Board of Directors on August 10, 2020. The Rules stipulate that the Company shall conduct an internal evaluation in every year, and the results thereof shall be reported to the Board of Directors by the end of the first quarter in the following year.
   (7) In order to implement sustainable development goals such as environmental protection, social responsibility and corporate governance, the Company passed the resolution of the Board of Directors on May 5, 2022. The Committee has convened 2 meetings in 2024 to guide the implementation direction of ESG by the board of directors, review the progress of strategies and execution plans, in order to enhance the supervisory mechanism for our company's commitment to promoting sustainable development.

2.3.2 Audit Committee Meeting Status or the Participation of Supervisors in the Operations of the Board of Directors

2.3.2.1 A total of 4 meetings of the Audit Committee were held as of December 31, 2024. The attendance of the independent directors was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Convener	Shyur-Jen Chien	4	0	100.0	-
Committee member	Ta-Sheng Lin	4	0	100.0	-
Committee member	Shui-Chi Chuang	4	0	100.0	-

Other mentionable items:

1. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified:
   (1) Matters referred to in Article 14-5 of the Securities and Exchange Act.
   (2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors.

Audit Committee Meeting Date and Times	Contents of the Proposal and Follow-up Actions	Circumstances Listed in Article 14-5 of the Securities and Exchange Act	Resolutions that have not been passed by the Audit Committee, but has been adopted with the approval of two-thirds or more of all Board of Directors
2024.02.29 (1st meeting in 2024)	1.Contents of the Proposal (1)Prepared financial statements for 2023. (2)Proposed preparation of the 2023 Statement of Internal Control System. (3)Proposed signing of lease contract with Nan Ya Plastics Corporation. (4)Proposed transaction with a related party. (5)Proposed replacement of the certified public accountant responsible for attesting the Company's financial statements.	V V V V V	- - - - -
	2. Results of the Audit Committee Resolution: (1)CPA Hui-Chih Ko, who attended the meeting, reported that Proposal 1 was communicated between CPAs and the Audit Committee. (2)The supervisor supplemented the key points for Proposal 2 and 4. (3)The supervisor and CPA Hui-Chih Ko supplemented the key points for Proposal 5. (4)All attending committee members agreed to authorize Independent Director Shyur-Jen Chien to represent the Company in signing the "Lease Agreement" with Nan Ya Plastics Corporation for Proposal 3. 3.Dealing with the opinion from the Audit Committee and the resolution of the Board of Directors: The matters discussed by the Audit Committee in this meeting were resolved by all Directors in attendance of the Board of Directors on Feberary 29, 2024.		

Audit Committee Meeting Date and Times	Contents of the Proposal and Follow-up Actions	Circumstances Listed in Article 14-5 of the Securities and Exchange Act	Resolutions that have not been passed by the Audit Committee, but has been adopted with the approval of two-thirds or more of all Board of Directors
2024.05.03 (2nd meeting in 2024)	1. Contents of the Proposals: (1) Prepared financial statements for 2024 Q1. (2) Revising the Company's "Internal Control System" and "Internal Audit Implementation Guidelines."	- V	- -
	2.Results of the Audit Committee Resolution: (1)CPA Hsin-Yi Kuo, who attended the meeting, reported that Proposal 1 was communicated between CPAs and the Audit Committee; the supervisor supplemented the key points for Proposal 2. (2)All proposals were approved unanimously by all members of the Audit Committee and submitted to the Board of Directors for resolution. 3. Dealing with the opinion from the Audit Committee and the resolution of the Board of Directors: The matters discussed by the Audit Committee in this meeting were resolved by all Directors in attendance of the Board of Directors on May 3, 2024.		
2024.08.06 (3th meeting in 2024) 2024.08.06 (3th meeting in 2024)	1.Contents of the Proposals: (1) Prepared financial statements for 2024 Q2. (2) Proposed transaction with a related party.	- V	- -
	2.Results of the Audit Committee Resolution: (1)The supervisor supplemented the key points for Proposal 2. (2)All proposals were approved unanimously by all members of the Audit Committee and submitted to the Board of Directors for resolution. 3.Dealing with the opinion from the Audit Committee and the resolution of the Board of Directors: The matters discussed by the Audit Committee in this meeting were resolved by all Directors in attendance of the Board of Directors on August 6, 2024.		
2024.11.05 (4th Meeting in 2024)	1. Contents of the Proposal: (1) Prepared financial statements for 2024 Q3. (2) Revising the Company's "Internal Control System" and "Internal Audit Implementation Guidelines." (3) Proposed amendment to the Company's "Audit Committee Charter".	- V V	- - -

Audit Committee Meeting Date and Times	Contents of the Proposal and Follow-up Actions	Circumstances Listed in Article 14-5 of the Securities and Exchange Act	Resolutions that have not been passed by the Audit Committee, but has been adopted with the approval of two-thirds or more of all Board of Directors
	2.Results of the Audit Committee Resolution: (1)CPA Hsin-Yi Kuo, who attended the meeting, reported that Proposal 1 was communicated between CPAs and the Audit Committee; the supervisor supplemented the key points for Proposal 2 and 3. (2)All proposals were approved unanimously by all members of the Audit Committee and submitted to the Board of Directors for resolution. 3.Dealing with the opinion from the Audit Committee and the resolution of the Board of Directors: The matters discussed by the Audit Committee in this meeting were resolved by all Directors in attendance of the Board of Directors on November 5, 2024.		

2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None.

3. Communication status between independent directors and the internal auditing superior as well as CPAs (material issues, methods and results relating to the Company's financial and business status shall be included):
   (1) The Audit Committee of the Company is composed of all Independent Directors, CPAs that are arranged to attend quarterly, and at least one separate communication meeting is held every year, to check the financial status and overall operating results of the Company and its subsidiaries; to fully communicate on the changes of laws and regulations; and to explain if such changes have any impact on the financial statements.
   (2) Communication between Independent Directors and the Internal Auditing Officer:
      A. The Company's internal control system and enforcement rules and amendments shall be formulated and amended by the Audit Committee, and shall then be submitted to the Board of Directors for a resolution.
      B. The Company's effectiveness assessment on its internal control system (the internal control statement is issued) shall be submitted to the Board of Directors for resolution after the approval of the Audit Committee.
      C. The Company's audit office shall submit an internal audit report to the independent directors for inspection on a monthly basis.
      D. Before the end of each fiscal year, the audit office of the Company submits the internal audit plan for the next year to the Board of Directors for resolution.
      E. The Independent Directors and the Internal Auditing Officer hold at least one separate communication meeting annually to report and communicate about the internal audit execution status and the internal control operation of the Company. In addition to preparing audit reports for internal control system deficiencies and abnormal issues discovered during inspections, follow-up and urging actions are taken to ensure that relevant units take appropriate improvement measures in a timely manner.
   (3) Communication matters and circumstances between independent directors and CPAs and internal audit supervisors:

Date	Channel	Communication Target	Object	Result
2024.02.29	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. CPAs 4. Directors and Management	Explanation on communication matters such as audit opinions on financial reports in 2023.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.02.29	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. CPAs 4. Directors and Management	Proposed replacement of the certified public accountant responsible for attesting the Company's financial statements.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.02.29	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Proposed preparation of the Internal Control System Statement for the year 2023.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.02.29	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Report on implementation status of 2023 Q4 Audit Plan.	Understood. No further opinions were given.
2024.02.29	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Proposed preparation of the Internal Control System Statement for the year 2023.	Approved unanimously by all Directors in attendance.
2024.05.03	Review Meeting	1. All Independent Directors 2. Internal Auditing Officer 3. Management	Report on results from 2023 Corporate Governance Evaluation.	Adequate, no comments
2024.05.03	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. CPAs 4. Directors and Management	Explanation of communication matters related to the review opinion on financial statements for 2024 Q1.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.05.03	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Amendment to the Company's Internal Control System and Implementation Rules for Internal Audits regarding Treasury Stock Transfer to Employees and Stock Affairs Operations.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.05.03	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Report on implementation status of 2024 Q1 Audit Plan.	Understood. No further opinions were given.
2024.05.03	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Amendment to the Company's Internal Control System and Implementation Rules for Internal Audits regarding Treasury Stock Transfer to Employees and Stock Affairs Operations.	Approved unanimously by all Directors in attendance.

Date	Channel	Communication Target	Object	Result
2024.05.28	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Report on the improvement of deficiencies and abnormal issues in the internal control system for 2023.	Adequate, no comments
2024.08.06	Individual communication meeting with CPA	1. All Independent Directors 2. Internal Auditing Officer 3. CPAs	Explanation of communication matters related to the review opinion on financial statements for 2024 Q2.	Adequate, no comments
2024.08.06	Individual communication meeting with internal audit officer	1. All Independent Directors 2. Internal Auditing Officer	1. Report on internal audit deficiencies from January to September 2024. 2.2025 Annual Internal Audit Report	Adequate, no comments
2024.08.06	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Report on implementation status of 2024 Q2 Audit Plan.	Adequate, no comments
2024.11.05	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. CPAs 4. Directors and Management	Explanation of communication matters related to the review opinion on financial statements for 2024 Q3.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.11.05	Audit Committee	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Amendment to the Company's Internal Control System and the Implementation Rules for Internal Audits regarding Sustainability Information Management, as well as the Evaluation Criteria for the Effectiveness of the Company's Internal Control System.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution.
2024.11.05	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Report on implementation status of 2024 Q3 Audit Plan.	Understood. No further opinions were given.
2024.11.05	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Amendment to the Company's Internal Control System and the Implementation Rules for Internal Audits regarding Sustainability Information Management, as well as the Evaluation Criteria for the Effectiveness of the Company's Internal Control System.	Approved unanimously by all Directors in attendance.
2024.11.05	Board of Directors	1. All Independent Directors 2. Internal Auditing Officer 3. Directors and Management	Proposed the drafting of 2025 Internal Audit Plan.	Approved unanimously by all Directors in attendance.

4. Annual Work Priorities and Operational Status:

(1)The Audit Committee convened 4 meetings in 2024. Details on the resolutions and follow-up actions of the resolutions are described in [1. The Results of the Audit Committee Resolution

and the Company's Actions in Response to the Opinions of the Audit Committee], the main tasks are as follows:

A. Establishment or amendment of the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
B. Assessment of the effectiveness of the internal control system.
C. Material lending of funds and asset transactions.
D. Appointment, dismissal, or compensation of the certified public accountant.
E. Annual financial statements.
F. Other significant matters as prescribed by the Company or the competent authority.

(2) In 2025, the Audit Committee will continue to assist the Board of Directors in overseeing the fair presentation of the Company's financial statements, the appointment, dismissal, independence, and performance of the certified public accountant, the effective implementation of the Company's internal control system, compliance with applicable laws and regulations, and the management of existing or potential risks.

2.3.2.2 The Participation of Supervisors in the Operations of the Board of Directors.

The Audit Committee has been set up on June 22, 2017 to replace the Supervisors.

2.3.3 Corporate Governance Implementation Status and Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
1. Did the Company establish and disclose the Corporate Governance Best Practice Principles based on "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company passed the resolution of the Board of Directors on November 11, 2014 and set a Corporate Governance Practice Principles, which was disclosed on the information reporting website designated by the securities authority and the Company's website.	Consistent with Article 1 and Article 2 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies. The "Principles of Corporate Governance" established by the Company adheres to the principles of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" with minor amendments based on the Company's actual practices.
2. Shareholding structure and shareholders' rights (1) Did the Company establish an internal operating procedure to deal with shareholders'suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		(1) The Company has an internal operating procedure for handling shareholder matters and has set up a spokesperson to address shareholder suggestions or concerns at any time. In addition, each functional team in the President Office fully supported the above matters, and have an in-depth understanding and review of the shareholders' suggestions or concerns. After that, an oral or written reply to the satisfaction of the shareholders is proposed.	In compliance with Article 13 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
(2)Did the Company maintain aregister of major shareholders with controlling power as well as a register of persons exercising ultimate control over those major shareholders?	V		(2) The Company shall pay attention to the situation of any increase, decrease or use as collateral in the shares of shareholders holding more than 5% of shares and holding Director or manager positions, and has disclosed the information of shareholders holding more than 5% of shares in the quarterly financial report. The Directors, managers and shareholders holding more than 10% of the shares are disclosed monthly by the information reporting website designated by the securities authority.	In compliance with Article 19 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
(3) Did the Company establish and execute the risk management and firewall systems with its affiliated businesses?	V		(3) A. Both the Company and its subsidiaries implement profit center management. Each company's personnel, property management rights and responsibilities are clearly divided, and there are no irregular transactions. B. The funds and loans of the Company and its related companies are calculated based on the accrued market interest rate. The amount of loan is reassessed every quarter based on business needs. Guaranteed coverage and limits have also been set for endorsement guarantees for other companies. C. To reduce losses, comprehensive risk assessment for banks, customers, and suppliers are performed. Each company credit authorization to the same customer and stop payment to the same supplier can be review through the computer system. D. The relationship between the Company and the related companies, such as transaction management, endorsement, loans, etc., are monitored. In accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies", outlined by the Financial supervisory Commission, the Company has set up supervision and management operations	In compliance with Article 14 to Article 17 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
(4) Did the Company establish internal rules that prohibit Company insiders from trading securities using undisclosed information?	V		to implement the risk control mechanism for its subsidiaries. (4) The Company has established "Personnel Management Rules," and "Guidelines for Prevention of Insider Trading" to forbid using undisclosed information to buy and sell securities for illegal profits. The employees also receive training to comply with relevant regulations.	In compliance with Article 10-3 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
3. Composition and responsibilities of the Board of Directors: (1) Did the board of directors formulate and implement diversified policies, specific management objectives?	V		(1) Article 20 of the Company's "Corporate Governance Best Practice Principles" stipulates that the composition of the Board of Directors shall be determined by taking diversity into consideration. Gender and nationality of the Board members shall not be limited, and the overall Board shall possess the following abilities: to make operational judgments, perform accounting and financial analysis, to conduct management administration, to conduct crisis management, possess knowledge of the industry and an international market perspective, as well as have to abilities to lead and to make policy decisions. In the future, the Board of Directors will continue to update its diversification policies according to Board operations, operational style, and development needs, including but not limited to the standards of basic criteria and values, and professional knowledge and skills, so as to ensure that Board members generally possess the necessary knowledge, skills, and literacy to perform their duties.Please refer to "Chapter2.1.1.4 Diversification and Independence of the Board of Directors" of the Annual Report.	In compliance with Article 20 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
(2) In addition to establishing the Salary and Remuneration Committee and Audit Committee according to the regulations, has the Company voluntarily established other functional committees?	V		(2) The Company's Board of Directors resolved to establish the Compensation Committee on December 27, 2011. Subsequently, on June 22, 2017, the Board resolved to establish the Audit Committee in accordance with Article 14-4 of the Securities and Exchange Act. On May 5, 2022, the Board further resolved to establish the Sustainability Committee to strengthen the Board's oversight in promoting sustainability. The Committee is composed of five members: Chairman Chia-Chau Wu, Independent Directors Shyur-Jen Chien, Ta-Sheng Lin, Shui-Chi Chuang, and Director Ann-De Tang, with more than half of the members being independent directors.	In compliance with Article 28 and Article 28-1 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies. However, the Company does not meet the requirements of Article 28-2, as the current operational practices allow for the nomination of suitable and qualified director candidates; thus, based on actual business needs, the establishment of a Nomination Committee is deemed unnecessary.
(3) Did the Company establish a standard to measure the performance of the Board of Directors and implement it annually? Did the Company submit the results of performance assessments to the board of directors and use them as reference in determining remuneration for individual directors, their nomination, and additional office term?	V		(3)On August 10, 2020, the Company's board of directors determined the performance evaluation method of the board of directors and has completed the regular performance evaluation of the board of directors, the Audit Committee, the Remuneration Committee, and the Sustainable Committee in 2024. The performance evaluation results were satisfactory. The results of which have been submitted to the Board meeting convened on Nonember 5, 2024. The preceding information could serve as references in determining remunerations, nomination, and re-election of the Company Directors.	In compliance with Article 37 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
(4) Did the Company regularly evaluate the independence of CPAs?	V		(4) The Company conducts an annual assessment of the independence and competence of its signing auditors. The evaluation is based on the Audit Quality Indicators (AQIs), which consist of 5 dimensions and 15 indicators including professional expertise, audit quality control, independence, external supervision, and innovation capability. The signing auditors and their firms are requested to complete a questionnaire and provide relevant information and declarations, which will be evaluated by the President's Office. Upon review, the certified public accountant responsible for attesting the Company's financial statements and the senior audit personnel have, on average, completed more training hours than the industry average. The allocation of working hours by the audit team during the planning, fieldwork, and reporting phases of the financial statement audit was appropriate and comparable to those of other firms or industry peers. Additionally, the proportion of non-audit service fees did not exceed 40%, and there were no public fee arrangements or constraints. All evaluation indicators meet the Company's standards for auditor independence and competence. In addition, digital audit tools will be continuously introduced in the next 3 years to improve audit quality. The latest evaluation results have been reported to the Audit Committee and the Board of Directors on February 27, 2025.	In compliance with Article 29 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note)</th><th rowspan="2">Deviations from the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>4. Did the TWSE/TPEx listed company have designated appropriate personnel to handle corporate governance tasks and set up a Chief Governance Officer as the most senior manager in charge of corporate governance-related tasks (including but not limited to providing information required for Director/Supervisor's operations, convening board/shareholder meetings in compliance with the law, apply for/change Company registry and producing meeting minutes of board/shareholder meetings)?</td><td>V</td><td></td><td>(1)The Board of Directors of the Company approved the setting up of a position for Corporate Governance Officer on May 10, 2019. The officer must have more than 10 years of experience in financial management and will be the supervisor of the highest level in charge of all matters relating to corporate governance. The supervisor must complete 18-hours of training courses according to regulation and deploy qualified personnel to handle corporate governance matters.
(2) The officer supervises President Office, which is responsible for corporate governance-related matters and is assisted by the relevant departments such as the Legal Affairs Office of the General Administrative Office, which includes handling Board of Directors and shareholders meetings, taking minutes of such meetings, assisting Directors come to office and continue training, providing Directors relevant information for operations, assisting Directors compliance with law and regulations, reporting to the Board of Directors the examination results of the qualifications of Independent Directors and so on.
(3) There are 12 hours of education in 2024 as follows:
<table><tr><td>Date of Training</td><td>2024.10.24</td></tr><tr><td>Organization</td><td>Chung-Hua Institution Economic Research</td></tr><tr><td>Coruse</td><td>Global Geopolitical and Economic Trends: Opportunities, Challenges, and Strategic Responses for Taiwan’s Industries.</td></tr><tr><td>Training Hours</td><td>3 hours</td></tr></table></td><td>In compliance with Article 3-1 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note)</th><th rowspan="2">Deviations from the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Date of Training</td><td>2024.10.24</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Fiduciary Duties of Directors and Insider Trading.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
</table>
<table>
<tr><td>Date of Training</td><td>2024.11.14</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Understanding and Implications of Corporate ESG Sustainability Governance: Global Net Zero Carbon Emissions Trends and Corporate Responses.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
</table>
<table>
<tr><td>Date of Training</td><td>2024.11.14</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Business Growth and Innovative Thinking in the Age of AI.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
</table>
</td><td></td></tr>
<tr><td>5. Has the Company established a communication channel with stakeholders(including but not limited to shareholders, employees, customers and suppliers)? Has a stakeholders’ area been set up on the Company website? Are major Corporate Social Responsibility (CSR) topics that the stakeholders</td><td>V</td><td></td><td>1. The Company instructs the President Office to communicate with stakeholders depending on the situation. A spokesperson and a deputy spokesperson have been appointed as the external communication channel.
2. The Company set up the stakeholder area on the Company website to provide detailed contact information for the dedicated personnel, including phone number and e-mail, as the channels for the stakeholders to communicate with the Company.
3. The Company responds to stakeholders' issues of concern at the</td><td>In compliance with Article 51 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
are concerned with addressed appropriately by the Company?			appropriate time through the following channels: (1)Shareholders: Shareholders' meetings are held annually and shareholders can fully exercise their voting rights through electronic means. In addition, the annual report of the shareholders' meeting, the monthly revenue and the quarterly self-closing profit and loss are issued to facilitate shareholders' understanding of the Company's operating conditions. (2) Employees: The Company engages in regular and ad hoc meetings, suggestion boxes, and periodic employee satisfaction surveys to communicate with employees on workplace safety, employee benefits, human rights protection, and labor relations. (3) Suppliers and contractors: The Company adheres to the principle of sustainable management and fair trade and is committed to working with manufacturers that comply with environmental protection, safety, and human rights standards. Open tenders are held through the Formosa Plastics electronic trading platform, and regular briefings are held to strengthen two-way communication and advocacy. Also suppliers can ask questions on the Formosa Plastics electronic trading platform, and the questions will be replied by personnel immediately, to achieve the goals with good communications. (4)Customer: Issues including product quality and after-sales service that customers care about can be addressed through customer visits, participating in exhibitions, product briefings, customer satisfaction surveys, etc. The website also lists the sales service line and e-mail address. Customer complaints are handled through the "Customer Response Form" and the "Customer Complaint Handling Form." (The status of stakeholder communication please refers to	

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			"Chapter1.3 Stakeholder Identification and Communication" of the 2024 ESG Report.)	
6. Does the Company appoint a professional shareholder services agency to deal with shareholder affairs?		V	The Company's shareholders' meeting affairs are conducted on its own currently, but the relevant procedures are strictly planned and conducted in accordance with the relevant regulations by designated stock affairs unit, legal department and the President office, and have been evaluated by Taiwan Depository & Clearing Corporation, a designated institution by the FSC, since 2022. All of the Company's recent evaluation results comply with regulation and ensure the shareholders' meeting can be convened legally, validly and safely and therefore able to protect shareholders' right.	Although it does not meet the requirements of Article 7-1 of the the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, it does not impair the operational efficiency of the shareholders' meeting.
7. Information disclosure (1)Did the Company establish a website to disclose information on financial operations and corporate governance?	V		(1)The Company has set up a website in Chinese and English with disclosed relevant financial business and corporate governance information under "Investor Relations Section". The Company's website is: www.nanyapcb.com.tw.	In compliance with Article 57 and Article 59 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
(2)Did the Company have other information disclosure channels (such as establishing an English language website, delegating a professional to collect and disclose Company information, implementing a spokesperson system, and disclosing the process of investor conferences on the Company website)?	V		(2)The Company has a spokesperson and a dupty spokesperson. A dedicated person has been appointed in the President Office to collect and disclose Company information, as well as providing the spokespersons and relevant business departments with answers to stakeholders, investors, and authorities.	In compliance with Article 55 paragraph 3 and Article 56 and Article 58 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.
(3) Does the Company publish and		V	(3) In order to strengthen corporate governance and help investors	Partially in compliance with Article 55 paragraph

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
report its annual financial report within two months after the end of an accounting period, and publish and report its financial reports for the first, second, and third quarters as well as its operating status for each month before the specified deadline?			understand the Company's operations, in principle, the Company submits and announces operating revenue data from the previous month on the 3rd in every month. The Company announces annual financial statements two months within the end of an accounting period in 2024.	2 of the Corporate Governance
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance (including but not limited to employee's rights, employee wellness, investor relations, supplier relations, stakeholders' rights, Directors and Supervisors traning records, implementation of risk management policies and measurement standards, implementation of customer policies and purchase of liability insurance for the Directors and Supervisors of the Company)?	V		1.Employees' rights: The Company strives to pursue a harmonious labor-management relationship and attaches importance to the right of employees to express their opinions. Due to the large number of facilities and independently operated labor unions, no unified collective agreement has been signed with the Company. We have set up physical suggestion boxes at the places where employees have easy access to, as well as an online suggestion box in the Company information system. Each suggestion box is appointed to dedicated personnel for replying, in order to facilitate communication. An "inspection method" that establishes the internal whistle-blower channel and protection system has also been set up. In the meantime, we attach importance to employee collective bargaining rights. Board of supervisors and labor-management meetings are held by the unions regularly. The heads of relevant departments attend the meetings to fully communicate with the labor representatives, The Company carefully considers and responds. If there are written demands	In compliance with Articles 51 to Articles 54 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			and suggestions, they are also reviewed and explained on a regular basis. On major labor issues, the Company prioritizes compliance with government regulations, gives higher priority to the opinions of the unions, any consensus reached is incorporated into review and adjustment processes in accordance with the Collective Agreement Act,.and the top leaders consult with the unions to reach a consensus and ensure the harmonious labor-management relationship as well as the sustainable development of the Company. 2. Employee wellness: In order to take care of employees' physical and mental health, the Company has budgeted annual health checks at Chang Gung Memorial Hospital. In addition to the items required by the law, the Company has added cancer screening programs such as A-type fetal protein and cancer embryo antigen. The goal is to ensure the employees understand and improve their health status. In terms of the employees' diet, the Company follows health regulations concerning food source, acceptance and storage, water safety and hygiene, food staff and kitchen cleaning operations, and food and tableware cleaning inspections to ensure the health and safety of employees' diet. For the relevant welfare measures, please refer to "Chapter5.5 Labor Relations" of the Annual Report, or "Chapter4 Employee Welfare" of the 2023 ESG Report. 3. Investor Relations: The Company uses the President Office and the shareholding department as a bridge between the Company and its shareholders. In terms of corporate information transparency, the	

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			Company's website has an "Investor Relations Section" to provide investors with relevant information. In order to maintain a good relationship with investors, the Company has set up a spokesperson system to provide a means of contact with shareholders and corporate investment institutions. In addition to participating in investment forums held by domestic and foreign brokerage firms, the Company holds meetings with both domestic and international investors on irregular basis. 4. Supplier Relations: The Company's procurement and contracting operations are mainly aimed at creating a level playing field by looking for good manufacturers that can provide suitable and appropriate equipment, materials or projects at reasonable prices to meet the needs of expansion or operation of various departments in a timely manner. (1) Open and fair procurement and delivery mechanism: The Company uses the "open tender" method to purchase and distribute the contracting system through the Formosa Plastics electronic trading platform. It provides functions such as inquiry, quotation, bargaining, order, delivery, payment progress inquiry, etc. All information is encrypted by electronic voucher and firewall control to ensure the security of all incoming and outgoing data. Vendors can access the inquiry case and make quotations anytime and anywhere through the Internet without time and space restrictions, which greatly improves the efficiency of operations, saves time and money, and reduces operating costs to increase profits. After all the inquiry cases have been launched electronically, the manufacturers with the lowest quotation, fastest delivery time,	

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			and best quality are chosen so that both the buyer and the seller can reasonably achieve the goals in a harmonious atmosphere. (2) Sound vendor management: In order to stabilize the quality and delivery of materials and to ensure the quality and progress of the construction, the Company, through sound vendor management and assessment, all suppliers are required to go through a review of manufacturing scale, production capacity, sales amount and quality certifications upon joining the registration. In addition, those suppliers with late delivery of goods or construction, poor quality and violation of work safety regulations will be automatically documented in the assessment records with an aim to replacing non-performing suppliers and fostering long-term and good working relationship with good-performing suppliers in order to reach a mutual cooporation relationship. (3) Electronic trading for a win-win situation: The Company combines the comprehensive ERP computer management system and the digital, open, and transparent online procurement and delivery mechanism to build a high-quality, safe, convenient and fast electronic trading environment. The Company has further extended the same system vertically and horizontally to the rest of the industry, sharing the e-generation "Formosa Plastic experience" with all enterprises. At present, combined with the Company's upstream and downstream supply chain systems, with more than 10,000 suppliers and third-party suppliers, this electronic trading platform shares the business opportunities and	

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note)</th><th rowspan="2">Deviations from the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>economic benefits brought about by open trading.
5. Stakeholders' Rights
In addition to continuing to improve in the industry, the Company pursues good business performance and strives to achieve the mission of “caring for the employees, serving the customers, and rewarding the shareholders.” Therefore, it is committed to caring for the shareholders, customers, suppliers, employees, and society. In addition to complying with laws and business ethics, the Company is in line with international standards in enhancing competitiveness, create shareholders' benefits, as well as providing supplies of stable, high-quality and low-cost products. With industrial and environmental protection as a priority, the Company will develop towards eco-industrial areas and promote green building and green energy conservation, raw materials procurement, actively planting forests, paying attention to various social issues, investing in community and social welfare undertakings suitable for enterprises to contribute to the society.
6. Director Training Records:
<table><tr><td>Date of Training</td><td>2024.07.09</td></tr><tr><td>Organization</td><td>Taipei Exchange</td></tr><tr><td>Coruse</td><td>OTC Family: "AI Strategy and Governance."</td></tr><tr><td>Training Hours</td><td>3 hours</td></tr><tr><td>Name</td><td>Shyur-Jen Chien</td></tr></table>
<table><tr><td>Date of Training</td><td>2024.09.20</td></tr><tr><td>Organization</td><td>Taiwan Corporate Governance Association</td></tr><tr><td>Coruse</td><td>AI and the Open Source Era: Analyzing</td></tr></table></td><td>In compliance with Article 40 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	

	Legal Risks for Enterprises.
Training Hours	3 hours
Name	Shyur-Jen Chien

Date of Training	2024.09.20
Organization	Taiwan Corporate Governance Association
Coruse	Taiwan Corporate Governance Association
Training Hours	3 hours
Name	Shyur-Jen Chien

Date of Training	2024.08.28
Organization	Securities and Futures Institute
Coruse	Insider Trading: Practical Cases and Legal Liabilities.
Training Hours	3 hours
Name	Ta-Sheng Lin

Date of Training	2024.10.24
Organization	Chung-Hua Institution Economic Research
Coruse	Global Geopolitical and Economic Trends: Opportunities, Challenges, and Strategic Responses for Taiwan's Industries.
Training Hours	3 hours
Name	Chia-Chau Wu, Wen-Yuan Wong, Ta-Sheng Lin, Shui-Chi Chuang, Ming-Jen Tzou, Ann-De Tang, Lien-Jui Lu

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note)</th><th rowspan="2">Deviations from the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Date of Training</td><td>2024.10.24</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Fiduciary Duties of Directors and Insider Trading.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
<tr><td>Name</td><td>Chia-Chau Wu, Wen-Yuan Wong, Ta-Sheng Lin, Shui-Chi Chuang, Ming-Jen Tzou, Ann-De Tang, Lien-Jui Lu</td></tr>
</table>
<table>
<tr><td>Date of Training</td><td>2024.11.14</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Business Growth and Innovative Thinking in the Age of AI.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
<tr><td>Name</td><td>Kuo-Chun Chiang</td></tr>
</table>
<table>
<tr><td>Date of Training</td><td>2024.11.14</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Understanding and Implications of Corporate ESG Sustainability Governance: Global Net Zero Carbon Emissions Trends and Corporate Responses.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
<tr><td>Name</td><td>Kuo-Chun Chiang</td></tr>
</table>
</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note)</th><th rowspan="2">Deviations from the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Date of Training</td><td>2024.11.28</td></tr>
<tr><td>Organization</td><td>Securities and Futures Institute</td></tr>
<tr><td>Coruse</td><td>Artificial Intelligence: Risks and Considerations for Enterprises.</td></tr>
<tr><td>Training Hours</td><td>3 hours</td></tr>
<tr><td>Name</td><td>Ta-Sheng Lin</td></tr>
</table>
7. The situation in which the Company purchased liability insurance for the Directors: The Company has purchased liability insurance for all Directors, and the insured amount is US$15 million. The above insurance period is from August 1, 2013 to today.
8. Implementation and policies of risk management: The Company established risk management policies to identify, evaluate, supervise and control risk from every aspect, enhance the sence of awareness of employees and make sure all potential risks that might happen are endurable, thus, can the Company execute the optimal strategy to rationalize the balance between profits and risks, please refer to“Chapter2.3.6 Fulfillment of Social Responsibilities and Deviations from the “ Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”” and “Chapter5.6 Risk Items” of the Annual Report.
9.Implementation of customer policy:
Customers are the cornerstone of the Company's existence. The goal is to quickly supply the requested products and achieve stable and adequate supply so that customers can continue operate.
(1)Creating a stable supply and demand
The Company and its customers have an important relationship of interdependence, coexistence, and co-prosperity. Therefore,
</td><td>In compliance with Article 39 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies.</td></tr>
</table>

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			building a stable supply and demand relationship is an issue that every sustainable company must pay attention to. Focusing on the long-term development of the industries in Taiwan, the Company actively invests in the production of chemicals, plastic, and fiber raw materials to provide customers with a stable source of materials and lay a solid foundation for related industries. The solid long-term cooperation has allowed the customers to show steady growth. (2)Enhancing the competitiveness of midstream and downstream manufacturers In order to improve the management capabilities of the middle andlower suppliers of the industry, the founders set up a series ofmanagement courses at the early stage, and actively shared theCompany's system and experience with the industry. The Companyhas received positive feedback while strengthening thecompetitiveness of customers. So far, if other companies come visit, we are willing to share. From a management point of view, the Company has always believed that by taking customer interests into account, the Company will also benefit from it. In addition, in order to cooperate with customers to expand the market, the Company also actively supports customers and provides after-sales service. (3)E-commerce saves costs and improves efficiency In order to improve the efficiency of the transaction process with the customer, the customer can get instant information and respond quickly when placing orders, order progress inquiries, receipts and payments, the Company officially established the Formosa Plastics E-Commerce Center in January 2001. This B2B online trading portal imports the	

Evaluation Item	Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Summary	
			e-commerce trading system, coordinates the management of internal resources and strengths, and integrates upstream and downstream supply chain systems and customer business relationships.	

9. Please specify the Company's measures to improve the items listed in the corporate governance review result by Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items yet to be completed.
Company has ranked among the top 20 percentile of all listed companies that participated in the 9th Corporate Governance Evaluation in 2023. The results of the 10th Corporate Governance Evaluation in 2024 has not released when the annual report published. The following are descriptions for items in the Corporate Governance Evaluation in which the Company has either made improvements or the improvement of which will be set as a priority:

Category	Indicator	Improvement and Countermeasures Status of the Company
Items Improved	1. Has the sustainability report prepared by the Company been submitted to the Board of Directors for approval?	The Company will review the procedure for submitting the sustainability report to the Board of Directors for approval.
	2. Has the Company disclosed its annual greenhouse gas emissions for the past two years?	The Company has disclosed its greenhouse gas emissions for the past two years in the annual report, TCFD report, and sustainability report.
	3. Has the Company developed a greenhouse gas reduction management policy that includes reduction goals, implementation measures, and achievements?	The Company has established a greenhouse gas reduction management policy and has disclosed reduction targets, implementation measures, and other relevant details in the annual report, TCFD report, and sustainability report.
Improvement Set as a Priority	1. Has the Company established an energy management plan and disclosed its implementation status on the Company website, annual report, or sustainability report?	The Company has established an energy management plan and intends to strengthen the disclosure of its implementation status.
	2. Has the Company established an employee training and development plan to enhance employees' career capabilities, and disclosed the content and implementation status?	The Company has established an employee training and development plan and intends to strengthen the disclosure of relevant content and its implementation status.
	3. Does the Company conduct regular employee	The Company has conducted employee satisfaction surveys and

Evaluation Item		Implementation Status (Note)			Deviations from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
		Yes	No	Summary	
	satisfaction surveys and disclose the implementation status and improvement plans?			intends to strengthen the disclosure of the related implementation status.	
	4. Has the Company established a personal data protection policy, and disclosed its content and implementation status?			The Company has established a personal data protection policy and intends to strengthen the disclosure of relevant content and its implementation status.	

Note: Provide a brief description in the appropriate column regardless whether "yes" or "no" is selected.

2.3.4 Composition, Responsibilities and Operations of Nan Ya PCB's Remuneration Committee Remuneration Committee member information

2.3.4.1 Remuneration Committee member information

Title	Criteria / Name	Professional qualification and experience (Note 2)	Status of Independence (Note 3)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Remuneration Committee Member
Independent Director	Ta-Sheng Lin (Convener)	Ta-Sheng Lin has served as a member of the Company's remuneration committee since June 2017 to now, and is familiar with the operations and his duty in the committee. Please refer to "Chapter of 2.1.1.3 Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors"of the Annual Report about his qualification.	Please refer to "Chapter of 2.1.1.3 Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors"of the Annual Report about his qualification.	0
Independent Director	Shyur-Jen Chien (Note4)	Shyur-Jen Chien has served as a member of the remuneration committees of Wistron Corp., the Company, and IEMC Corp. since June 2018, June 2020, and June 2023, respectively. He has an abundant experience in the TWSE listed companies, and is familiar with the operations and his duty in the committee. Please refer to "Chapter of 2.1.1.3 Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors"of the Annual Report about his qualification.		2
Independent Director	Shui-Chi Chuang	Shui-Chi Chuang has served as a member of the Company's remuneration committee since June 2023 to now. Master's degree in Economics from the Chinese Culture University, formerly served as Director-General of the Customs Administration under the Ministry of Financ, and is familiar with the operations and his duty in the committee. Please refer to "Chapter of 2.1.1.3 Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors"of the Annual Report about his qualification.		0

Note 1: Please state in the table the relevant work experiences, professional qualifications, and independence status of each member of the Remuneration Committee. If the member is an Independent Director, please state in the remark column: refer to Pages 18-19 for Information on the Directors and Supervisors on Attachment I. Please state Independent Director or others in the

Identity column. (If the member is a convener, please specify in the remark column)

Note 2: Professional qualifications and experience: Please specify the professional qualifications and experience of each member in the Remuneration Committee.

Note 3: Independence status: Remuneration Committee members shall state the conditions that qualify them as independent, including but not limited to whether the person, his/her spouse, relatives within the second degree of kinship are appointed as Directors, Supervisors or employees of the Company or its affiliates; the number and ratio of the shares of Company held by the person, his/her spouse and relatives within the second degree of kinship or under the name of another person; whether the person is a Director, Supervisor or employee of a company that has a specific relationship with the Company (with reference to Subparagraphs 5 to 8, Paragraph 1, Article 6 of Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the remuneration received for commercial, legal, financial and accounting services rendered to the Company or its affiliates in the past two years.

Note 4: Shyur-Jen Chien, an Independent Director, concurrently serves as an Independent Director for Wistron Corp. and IEMC Corp..

2.3.4.2 Operation of the Compensation Committee:

(1)The Company's Remuneration Committee consists of 3 members.

(2)Current members will serve from May 23, 2023 to May 22, 2026. The Remuneration Committee has held 2(A) meetings in the most recent fiscal year to December 31, 2024. The qualifications and attendance of the members is set out as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate(B/A) (%)(note)	Remarks
Convener	Ta-Sheng Lin	2	0	100.0	−
Committee member	Shyur-Jen Chien	2	0	100.0	−
Committee member	Shui-Chi Chuang	2	0	100.0	−

Other mentionable items:

1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (eg., the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
3. Scope of Authority of the Compensation Committee:
   In accordance with the Company's "Compensation Committee Charter" and relevant laws and regulations, the Compensation Committee exercises the following powers and submits its recommendations to the Board of Directors for discussion:
   (1)Regularly review the Company's "Compensation Committee Charter" and propose amendments as necessary.
   (2)Establish and periodically review the policies, systems, and structures for evaluating the performance and determining the compensation of directors and senior management.
   (3)Conduct regular evaluations and determine the compensation for directors and senior management.
4. While the Remuneration Committee implements the functions of the preceding paragraph, it shall accord with the following principles:
   (1) With respect to the performance assessment and remuneration of directors and managers of the Company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the Company's business performance, and future risk exposure.
   (2) It shall not produce an incentive for the directors or managers to engage in activity to pursue remuneration exceeding the risks that the Company may tolerate
   (3) It shall take into consideration the characteristics of the industry and the nature of the Company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior managers and the time for payment of the variable part of remuneration.

Note1:Where members of the Salary and Remuneration Committee resign before the end of the year, the Notes column shall be annotated with the date of resignation. Actual presence rate (%) shall be calculated based on the number of the resigning members' actual participations of the Remuneration Committee's meetings over the number of Remuneration Committee's meetings held.

Note2: When an election is held for the Remuneration Committee before the end of year, the new and retired members of the Committee shall be listed in separately, and in the note column, indicate whether a member is new, retired, or reflected, along with the election date. The actual attendance rate (%) shall be calculated based on the number of members' actual participation of the Remuneration Committee's

2.3.4.3 The discussion and results of the Remuneration Committee resolutions and the Company's handling of the opinions of the Remuneration Committee as below:

Compensation Committee	Contents of the Proposal and Follow-up Actions	Result of the Resolution
2024.01.18 (1st meeting in 2024)	1.Report Content: Report on the Standards for the Distribution of Year-End Bonuses for Executives in 2023.	Understood
	2. The Company's treatment of the Remuneration Committee's opinion: Based on the calculations in accordance with the Company's "Year-End Bonus and Compensation Distribution Guidelines," the Board of Directors has resolved to distribute the bonuses to the appointed executives in accordance with the established standards.	
2024.08.06 (2nd meeting in 2024)	1.Object: The Company's managers' salary adjustments in 2024 shall not exceed the salary adjustment of employee.	All attending committee members agreed and approved the proposal, which is hereby submitted to the Board of Directors for resolution.
	2.The Company's treatment of the Remuneration Committee's opinion Except for some Directors (please refer to chapter of 2.3.1.2, Circumstances in which Directors Recused Themselves from the Vote due to Conflict of Interest) who recused themselves from the vote, the proposal was unanimously approved by all other Directors present.	

2.3.5 Sustainability Committee Meeting Status

2.3.5.1 Sustainability Committee member information

Criteria / Title	Name	Professional qualification and experience
Convener (Director and President)	Ann-De Tang	Please refer to "Chapter of 3.2.1.3 Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors"of the Annual Report about his qualification.
Committee member (Chairman)	Chia-Chau Wu	
Committee member (Independent Director)	Jen-Hsuen, Jen	
Committee member (Independent Director)	Ta-Sheng Lin	
Committee member (Independent Director)	Shui-Chi Chuang	

2.3.5.2Operation of the Sustainability Committee

(1) Scope of Authority

A. Review NYPCB's sustainability policies, strategies, and management guidelines.

B. Supervise the promotion and implementation of sustainability-related matters and initiatives.

C. Review major sustainability information disclosed publicly, including NYPCB's sustainability report.

D. Supervise the planning and execution of NYPCB's greenhouse gas inventory and verification.

E. Oversee NYPCB's continuous engagement with key stakeholders, including shareholders, employees, customers, communities, and government agencies, and address material issues of concern.

F. Perform other matters as may be instructed and resolved by the Board of Directors.

(2)Current members will serve from May 23, 2023 to May 22, 2026. The Remuneration Committee has held 2(A) meetings in the most recent fiscal year to December 31, 2024. The qualifications and attendance of the members is set out as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate(B/A) (%)	Remarks
Convener	Ann-De Tang	2	0	100.0	-
Committee member	Chia-Chau Wu	2	0	100.0	-
Committee member	Jen-Hsuen, Jen	2	0	100.0	-
Committee member	Ta-Sheng Lin	2	0	100.0	-
Committee member	Shui-Chi Chuang	2	0	100.0	-

2.3.5.3 The discussion and results of the Sustainability Committee resolutions and the Company's handling of the opinions of the Remuneration Committee as below:

Sustainability Committee	Contents of the Proposal and Follow-up Actions	Result of the Resolution
2024.05.03 (1st meeting in 2024)	1.Report Content: Progress report on energy and water conservation for the Year 2023.	Understood
	2.Object: Proposal to prepare NYPCB's 2023 sustainability report.	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution
	3.The Company's treatment of the Remuneration Committee's opinion: Approved unanimously by all directors present.	
2024.11.05 (2nd meeting in 2024)	1.Report Content: (1) Greenhouse gas verification results report for the year 2023. (2) Progress report on energy and water conservation for the Q1 to Q3 of 2024.	Understood
	2.Object: Proposal to amend NYPCB's "sustainability committee charter."	Approved by the unanimous decision of the committee members present and submitted to the Board of Directors for resolution
	3.The Company's treatment of the Remuneration Committee's opinion: Approved unanimously by all directors present.	

2.3.6 Fulfillment of Social Responsibilities and Deviations from the " Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" :

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
1. Does the Company establish a governance structure to promote sustainable development as well as an exclusively (or concurrently) dedicated unit to implement sustainable development and have management appointed by the Board of Directors to be in charge of sustainable development and to report the implementation status to the Board of Directors?	V		The Company is chaired by president Ann-De Tang, serving as the convener for sustainability development initiatives, with vice president Lien-Jui Lu acting as the management representative. The ESG promotion organization is composed of various units including the environmental sustainability team, social responsibility team, and corporate governance team, responsible for promoting and implementing sustainability initiatives and compiling sustainability reports. 1. The ESG promotion organization holds regular meetings and reviews, and submits all work matters to the directors of the Company through internal official documents, at least once a year to the Board of Directors, and reports on the implementation of the Company's promotion of sustainable development, including sustainable development strategies, visions, and goals , Implementation policies and results. 2. The Board of Directors of the Company serves as the highest supervisory and guiding body for the Company's sustainability management strategy. To strengthen the supervisory mechanism for implementing sustainable development, the Company established the Sustainability Committee under the Board of Directors on May 5, 2022.The Committee comprises five members, namely Independent Directors Ta-Sheng Lin, Shyur-Jen Chien, and Shui-Chi Chuang, as well as Chairman Chia-Chau Wu and Director Ann-De Tang. Director Ann-De Tang serves as the convener of the Committee.Director Ann-De Tang possesses expertise in business management and is responsible for formulating the Company's sustainability strategies and	In compliance with the Article 9 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			overseeing related performance, thereby meeting the professional competency requirements of the Committee. 3. The Company submits ESG-related strategies and implementation results to the Board of Directors at least once a year. The Board of Directors guides the direction of ESG implementation, reviews the progress of strategies and implementation plans based on this, and urges the Company to make adjustments when necessary to strengthen the Company's implementation Supervision mechanism to promote sustainable development. 4. In 2024, two meetings were held, respectively on May 3, 2024 and November 5, 2024. The content of the proposal included carbon neutrality, circular economy, water saving and energy saving, greenhouse gas reduction, climate change, zero disasters, zero labor safety, Social welfare, operational performance, risk management and other ESG issues. In addition, the Board of Directors guides the implementation direction and evaluates the implementation status.	
2. Does the Company conduct risk assessment in regards to environmental, social, and governance topics related to company operations in accordance with the materiality principle, and establish relevant risk management policy or strategy?(Note 2)	V		In order to improve operation and sustainable development, the Company has established a comprehensive risk management culture and implements risk management. It reports its risk management operations to the Board of Directors at least once a year. "Risk Management Measures for Nan Ya Printed Circuit Board Corporation." stipulates the Company's risk management policies, and explains risk management procedures such as risk identification, risk analysis and evaluation, risk control and processing, risk supervision and review, risk information communication and reporting, and establish effective risk policies and specific plans for risk identification, measurement, evaluation, supervision, and control, aiming to mitigate the impact of relevant risks.	In compliance with the Article 3 paragraph 2 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status (Note1)</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>The Company's ESG Promotion Organization follows the materiality analysis methodology developed in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI). Based on this methodology, the Company assesses the risks associated with Environmental (E), Social (S), and Governance (G) issues to formulate corresponding risk management strategies aimed at mitigating the impact of such risks.The scope of the risk assessment primarily covers the Company itself. A summary is provided as follows:
1.Environmental issues:
<table>
<tr><th>Evaluation Item</th><th>Risk Management Plan</th></tr>
<tr><td>Climate Change</td><td>In response to international trends, the Company has analyzed and evaluated the risks and opportunities associated with climate change and demonstrated its responsibilities and strategies by effectively allocating capital to achieve its vision for low-carbon economic transformation. The Task Force on Climate Related Financial Disclosures (TFCD) Report is also published annually.</td></tr>
<tr><td>Water Resources Managemen</td><td>1. Promote energy and water-saving improvement projects to reduce energy consumption and external water purchases.
2. Establish neutral and alkaline water recycling systems and re-purification treatment systems to further expand wastewater recycling operations across the entire plant, thereby reducing raw water consumption by the ultrapure water production systems.
3. Cooperate with the Taoyuan City Government to introduce reclaimed water for manufacturing processes, increasing water supply sources.</td></tr>
</table></td><td></td></tr>
</table>

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			Greenhouse Gas Emissions: 1. Hold monthly energy-saving and carbon-reduction meetings to propose new technologies for improvement. 2. Set short-, medium-, and long-term carbon emission reduction targets, continuously promoting various energy-saving initiatives to enhance energy efficiency. **Energy Management**: 1. Introduce energy-saving and high-performance equipment as well as set up energy-saving goals to continue to reduce the power usage per product unit. 2. Implement energy conservation and improvement measures, including reducing energy consumption during production processes, energy reuse, waste heat reuse, improving equipment efficiency, and energy management. 3. Continue to replace worn public utilities and energy efficiency improvements of processing equipment. **Air Pollutant Management**: Implement maintenance and maintenance work, so that all equipment can play the best performance. **Waste Management**: 1. Besides setting up various recycling points throughout the plant, the Company also continues to improve production processes and operations in order to reduce waste and to effectively use resources. 2. The Company will begin implementing waste reduction from processing sources, then resource cycling, and followed by waste sorting and reuse so that all resources could be properly recycled and reused. 2.Social issues: **Evaluation Item**: Risk Management Plan **Human Rights**: 1. The Chairman has signed a human rights policy that ensures compliance with international human rights standards and the local labor laws at the Company's global operational sites. The Company is committed to equal employment and to creating a work environment free from prejudice and harassment. At the same time, personal privacy is respected and diverse communication channels for employment	

Evaluation Item	Implementation Status (Note1)				Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary		
				relations and grievances mechanisms have been formulated to ensure the rights of our workers. 2. Regularly conduct human rights education and training (such as courses on the prevention of workplace misconduct, including bullying and sexual harassment) to cultivate human rights awareness and foster a workplace culture that respects human rights. 3. The Company formulated the "Diversity and Inclusion Policy" to strive to create a diverse, equal and inclusive workplace, strengthen the composition of the management and employees from different perspectives, and respect the views and values from different perspectives, so as to appropriately respond to their needs and strengthen the Company's competitiveness. 4. Regularly identify stakeholders, collect risk issues of common concern, and implement mitigation measures for significant risk issues and groups that may be affected, aiming to eliminate risks and protect human rights.	
			Talent Recruitment and Development	1. Actively engage in campus activities, offer internships and part-time work opportunities, collaborate with educational institutions, and implement scholarship programs through diverse and open recruitment channels to enhance recruitment efficiency and attract talents. 2. Provide competitive compensation and benefits, organize comprehensive training programs, encourage employees to obtain certifications or professional accreditations, and offer fair and transparent promotion opportunities for outstanding performers.	

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			Occupational Safety and Health: 1. Build a safe and healthy work environment and implement hazard identification and risk evaluations at appropriate times and carry out risk mitigation measures and emergency response drills to reduce employees' occupational risks. 2. Continue to offer special health checkups to operators exposed to elevated risks, and implement tiered health management and follow-up based on the results. 3. Care for employees' dietary and nutritional needs and health, and promote relevant courses and activities to build a healthy work environment. 4. Plan comprehensive response and protective measures against diseases to achieve both employee's well-being and uninterrupted operations. **Social Engagement and Contributions**: Uphold the philosophy of "giving back what is taken from the society," to dedicate to contributing to the society and fulfilling social responsibilities and encourage employees to actively participate and promote various community events to strengthen interactions with the local residents. 3. Governance issues: Evaluation Item: Risk Management Plan **Strengthen the functions of the Board of Directors**: To achieve sustainable business operations, continuously develop high-value and differentiated products, strengthen R&D and innovation, enhance product quality, and advance AI-driven process optimization and digital transformation, while strategically investing in emerging sustainable industries to improve operational performance, enhance competitiveness, and reduce business risks. **Ethical Business Conduct**: Various regulations concerning ethical conduct are stipulated and governance and risk control mechanism are instilled. To implement ethical corporate management in practice, the risks of unethical conduct are immediately evaluated and preventive measures are established accordingly.	

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			Information Security: Establish information security policies and management procedures, appoint a Chief Information Security Officer and dedicated information security units to ensure the appropriateness and effectiveness of information security operations. Legal Compliance: Through the establishment of governance organization and the implementation of internal control, the Company maintains rigorous requirements over legal compliance during business activities, and stays informed and responds to changes in policies and laws on a timely basis. Additionally, a dedicated Legal Department has been established, and standardized contract samples have been drawn up. Legal compliance training is also conducted to reduce legal risks. Customer Relationship Management.: Build long-term cooperative relationships with industry clients to respond to customer needs and enhance customer satisfaction.	
3. Environmental issues (1) Has the Company referred to the nature of its industry to establish a suitable environment management system (EMS)?	V		(1) A. The Company formulated the administrative standards for security and health management, management information systems, office automation systems in accordance with the environmental protection laws and regulations formulated by the Environmental Protection Administration (such as the Air Pollution Control Act, the Water Pollution Control Law, the Waste Disposal Act and the Toxic and Concerned Chemical Substances Control Act, etc.), and strengthened the management of the security zone in the plants area through the improvement of the system. In addition, the Company applies environmental accounting systems by collecting environmental expenditure information, environmental expenditure benefits, and informing	In compliance with Article 13 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			stakeholders of environmental protection measures. Under the guidance of the Bureau of Standards, our Jinshing Plant has been ISO 14001 certified since 1996, while Shulin Plant obtained ISO 14001 certification in March 2024. (For details of the environmental management system based on industrial characteristics, please refer to please refers to "Chapter3 Environmental Sustainability" of the 2023 ESG Report.) B. To meet our corporate social responsibility and future requirements for GHG reductions, The Company has set up and maintained a systematic inventory of GHG emissions in accordance with ISO 14001. Furthermore, the British Standards Institution (BSI) or SGS Taiwan are commissioned to conduct Scope 1 and Scope 2 GHG inventories in order to ensure that the inventory is accurate and can be used as a basis for future improvement in GHG reductions. C. The Company has completed independent third-party verifications for all environmental systems in line with international standards, such as ISO14001, and certified by an independent third-party organization: A. Jinshing Plant, valid from December 2023 to December 2026. B. Shulin Plant, valid from March 2024 to March 2027. (For details of the environmental management system based on industrial characteristics, please refer to please refers to "Chapter3 Environmental Sustainability" of the 2023 ESG Report.)	
(2) Is the Company committed to improving usage efficiency of	V		(2) A. The company continues to promote energy conservation,	In compliance with Article 12 of the Sustainable Development

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
various resources and utilizing renewable resources with reduced environmental			emission reduction and circular economy, and integrates energy and resources across factories to improve energy efficiency. In recent years, AI and simulation technologies have been used to carry out industrial safety management and process optimization to improve production efficiency and maximize energy utilization. The company reviews the recycling method for industrial waste and exhaust. The industrial waste recycling PIR aims at 100% recycling, and continues to develop recycled products, such as antibacterial oyster shell powder plastic products, etc. (For details of the progress and specific actions to achieve energy-saving improvements, please refer to the "Chapter3.2" of the 2024 ESG Report) B. In the year 2024, a total of 97 energy-saving projects were completed, achieving annual electricity savings of 8.386 million kWh and reducing CO2 emissions by 7,872.6 tons, with an annual benefit of NT$22.1 million. Additionally, solar photovoltaic systems were implemented, generating 387,000 kWh of renewable energy. C.From raw material procurement to product sales, the Company attaches great importance to the health and safety of its customers. Therefore, the production process is continuously improved upon. To follow market trends and meet customer's needs, the Company has shifted its focus to producing non-toxic and environmentally friendly products with improved production processes as well as green energy products. (For details of the specific practices and products that are environmentally friendly, please refer to the "Chapter1.2 and Chapter2.5" of the 2024 ESG Report)	Best Practice Principles for TWSE/GTSM Listed Companies.
(3)Does the Company assess	V		(3)	In compliance with Article 17,

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
potential risks and opportunities arising from climate change, and establish relevant risk management policy or strate?			A. The Board of Directors of the Company is the highest governing body for climate change management. On May 5, 2022, the Board established the Sustainability Committee under its supervision to assist in overseeing the company's efforts to implement and promote sustainability initiatives, including addressing climate change. Furthermore, the ESG promotion organization at the management level defines the strategic direction for climate change management and supervises the relevant departments to ensure its effective implementation. B.The Company continued to assess potential risks and opportunities arising from climate change in aspects of finance, reputation, global economy, energy cost volatility, and environmental compliance costs, set energy conservation targets and measures, and develop eco-friendly products to keep the business operations stable and competitive. The Company signs up to support the Climate-related Financial Disclosures (TCFD) and disclose information on the Company's governance, strategy, risk management, indicator and targets for climate-related risks and opportunities in accordance to the TCFD. (For further details, please refer to the “Chapter3 Environmental Sustainability” of the 2024 ESG Report and TCFD Report.)	paragraph 1 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.
(4) Does the Company monitor its greenhouse gas (GHG) emissions, water consumption, and waste volume for the past two years, and establish policies for energy conservation, carbon and GHG reduction, water consumption reduction, waste	V		(4) A.The Company has commissioned the British Standards Institution (BSI) and Taiwan SGS to conduct greenhouse gas (GHG) inventories and water footprint verification, and regularly compiles data on total energy use and pollutants, including greenhouse gases, water usage, and waste. B.The Company's greenhouse gas reduction management, water management, and other waste reduction management comply	In compliance with Article 17, paragraph 2~3 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
volume reduction accordingly?			with national regulations and the Company's environmental management policies. Additionally, the Company sets target management based on significant issues identified by stakeholders. For detailed reduction targets, specific actions, and execution results, please refer to "Chapter 4 Labor relations" of the Annual Report and please refer to the "Chapter3 Environmental Sustainability" of the 2024 ESG Report.	
4. Social issues (1) Has the Company referred to relevant laws and international human rights instruments to establish relevant management policies and procedures?	V		(1) A. Respect for human rights: In order to guarantee the human right of employees, customers and stakeholders of the Company, the Company complies with relevant employment relations acts such as the Labor Standard Act, UN Unversal Declaration of human Rights, and UN Guiding Principles on Business & Human Rights, International Labor Office Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, etc. The Company also complies with the various labor laws and regulations of the Republic of China and the local laws and regulations of each operating branch. The Company also complies relevant labor laws to formulate personnel rules and regulations to protect employees' rights and interests. It also provides stable and excellent treatment, complete education and training, promotion and development system, and a safe and healthy working environment to enhance the professional competence of employees. The Chairman of the Company, Ann-De Tang, officially signed the human rights policy in August, 2018, which aims at preventing child and forced labor, respecting employees' privacy and freedom of association, respecting employee privacy,	In compliance with Article 18 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			freedom of association, and collective bargaining rights, and providing emloyees with diverse communication channels. For details, please refer to the official website of the Company. Signed personally by the Company's President, highlighting the value of respecting diversity and inclusion. (https://www.nanyapcb.com.tw/nypcb/english/SocialResponsibility/Labor_Ethic) B. Principle of Diversity, Inclusion and Equal Employment: Comply with the Employment Service Act to provide open, fair and equitable employment opportunities, and establish the Diversity and Inclusion Policy. For further details, please refer to the official website of the Company. (https://www.nanyapcb.com.tw/nypcb/english/SocialResponsibility/Labor_Ethic) C. Gender friendliness: In addition to the formulation of the “Measures on Prevention, Complaint and Punishment of Sexual Harassment at Workplace” to ensure equal gender work rights, the Company also attaches great importance to gender equality in the workplace. Although due to the nature of the industry, the proportion of male employees is higher than female employees, promotion channels have been structured and the performance of female employees are highly valued. Therefore, the number and proportion of female supervisor above employees constantly increase year on year, which is a demonstration of the Company's effort in gender equality. For further details, please refer to the “Chapter4 Employee Welfare” of 2024 ESG Report. D.Local recruitment: In recruiting new employees, priority is given to local residents.	

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			Local quality supervisors are cultivated. Over the years, a high proportion of local residents have been employed. For further details, please refer to the "Chapter4.1 Employment" of 2024 ESG Report. E. In 2024, human rights protection (including prevention of unlawful violations) training was implemented, totaling 8,705 hours. A total of 11,590 employees completed the training, representing approximately 98% of all employees. Moving forward, the Company will continue to focus on human rights protection issues and promote relevant educational training to raise awareness and reduce the likelihood of related risks occurring.	
(2)Did the Company establish and implement reasonable employee benefits (including compensations, holidays, and other benefits), and appropriately reflect its business performance and results on its employee compensations?	V		(2) A.The Company has clear regulations on employee promotion, assessment, training, rewards, and punishments. The salary for new recruits is based on the qualifications required for the job. Female and male employees of the same position and rank receive equal pay for equal work. Employee performance is reviewed regularly in order for raise and promotion to be given accordingly. B.In order to realize the reward conditions and equal pay and promotion opportunities for men and women, the Company reviews the ratio of female employees in the Company year by year, and reviews the status of its achievement. In 2024, the ratio of female employees was about 33%. C. The Company's fixed holidays are Saturdays, Sundays, national holidays, and other holidays as stipulated by the central competent authority. For further details, please refer to "Chapter 4.5 Labor relations" of the Annual Report.	In compliance with Article 21, paragraph 2 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			D. Article 19 of the Articles of Incorporation of the Company states that when allocating the net profits for each fiscal year, the Company shall set aside 0.05% to 0.5% of the balance of pre-tax profit prior to deducting employees' compensation as compensation of employees. In addition, the Company provide year-end bonus and formulate the degree of salary increase each year according to operation performance of the Company. Regardless of gender, reward employees for their excellent performance and share business results with them. In January 2024, the Company granted a year-end bonus equivalent to 5.1 months of base salary and implemented a 3% salary adjustment in July, encouraging employees to grow together with the Company and enhancing their cohesion and commitment. E. The Company has established an Employee Welfare Committee, with an annual allocation of welfare funds exceeding NT$ 29.15 million. It provides high-quality benefits, including employee travel subsidies, club subsidies, birthday and holiday gift vouchers, and educational subsidies for employees' children.	
(3) Has the Company provided employees with safe and healthy work environments as well as regular classes on health and safety?	V		(3) A. The Company produces "i Medical Health Network" and "iHealth Podcast" in the form of video and audio streaming to provide employees with information on health education information. In order to enhance the employees' awareness of safety and hygiene, the "Work Hazard Reminder Card" and "Safety and Hygiene Handbook" are distributed, and employees are reminded of work safety through education and training and safety observation (For various practices related to improving employee and workplace safety, please refer to "Chapter 4.5 Labor relations" of the Annual Report, and "Chapter 4.5	In compliance with Article 20 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			Occupational Health and Safety" of the 2024 ESG Report.) B. The Company promotes workplace safety and has established a clear occupational safety and health organization. All factories set up occupational safety and health committees in accordance with laws and regulations to jointly participate in the optimization and improvement of occupational safety and health systems. The Company's jinshing plant and shulin plant have obtained "ISO 45001 Occupational Safety and Health Management System" and Verification of "Taiwan Occupational Safety and Health Management System (TOSHMS)". The validity periods for the Company's ISO 45001 certifications are as follows: (A) Jinshing Plant: from January 2022 to January 2025, and from January 2025 to January 2028. (B) Shulin Plant: from March 2024 to March 2027. C. In 2024, 3 number of employee occupational accident cases (excluding traffic occupational accident) occurred in the company, 3 people were injured and no people died, accounting for 0.05% of the total employees. The Company immediately formed an "incident investigation team" after the accident to collectively review and clarify the cause of the accident with relevant departments. Substantive improvement measure was proposed, and all departments are requested to inspect and review the adequacy of protective measures in place. Those with inadequate protection are requested to make improvement, while education and training has also been reinforced across all departments. All employees are requested to comply with NPC's rules to stop any future recurrence. In 2024, the Company trained a total of 1,256 persons, with a total of 6,198 hours. D. No fire incidents occurred at the Company in 2024.	

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
(4)Has the Company established an effective competency development career training program for employees?	V		(4) A. The Company's new employees will successively receive training sources such as pre-employment training, shift training, and functional professional training. Training hours in 2024: First-tier supervisors 403 hours, Second-tier supervisors 2,074 hours, Frontline supervisors 27,042 hours, Frontline staff 233,616 hours. B. Through the e-training management system, the Company ensures that personnel gradually complete the training of new recruits, job basis, job specialty and cadre reserve. In addition, in order to meet the operation and safety needs of individual units, we will guide employees to obtain relevant professional certificates, hold various themed seminars from time to time, and enhance human rights and work safety awareness courses. (For further details, please refer to “Chapter4.3 Talent Cultivation and Development” of the 2024 ESG Report.) C. In addition, since 2018, the Company has sent employees to attend various training programs, including the Taiwan Artificial Intelligence School's Technology Leadership Training Program and sessions on AI algorithm applications, Python Flask RESTful service design, and AI product defect detection using CNN object detection. As of 2024, a total of 11 employees have completed the training.In 2024, the Company further invested in internal training programs, including courses such as "AI: Case Sharing on Process Optimization in Lamination," "Machine Learning," and "Overview of AI Image Recognition," with a cumulative participation of 127 attendees, totaling 219 hours. The Company remains committed to AI improvement projects. (For further details, please refer to “Chapter4.3 Talent Cultivation and	In compliance with Article 21, paragraph 1 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
			Development" of the 2024 ESG Report.)	
(5) Does the Company follow relevant laws, regulations and international guidelines in terms of customer health, safety, and privacy, as well as when marketing or labeling its products and services and has the Company established relevant consumer protection policies and grievance procedures?	V		(5) A. Since most of the products produced by the Company are not directly sold to general consumers, there are fewer marketing activities such as media advertisements and campaigns. If there are promotion activities involving regulations, all units will first consult the legal office to avoid violation. To protect customer privacy, the Company has established the "Personal Data Management Procedures" to strictly limit the use and control on any queries into personal data. B. Customer relationship management is an important part of the Company's sustainable operation. In order to understand the valuable opinions of customers, the Company has clearly defined the customer complaints pipeline as well as return and compensation application procedures so that customers can express relevant appeals through the Response Form. Product complaints are handled by the salesperson filling out the Customer Complaint Handling Form for all returns and exchanges. The process is also monitored by the computer system. Another method for customers to make inquiries or comments is to contact the telephone number or e-mail address listed on the official website. Comments and suggestions are prioritized according to the level of importance and timeliness. They are then forwarded to the relevant departments to ensure that the Company meets all customers' needs.	In compliance with Article 24 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.
(6)Has the Company established supplier management policy and require suppliers to comply with relevant standards on	V		(6) During procurement, the Company has always required upstream suppliers to meet RoHS, ISO, and related national industrial safety standards, where all goods must be suitably labeled according to the nature of the products, i.e. warning	In compliance with Article 26 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
environmental protection, occupational safety and health, or labor and human rights issues?			labels. Suppliers should also adopt appropriate recycling procedures for used containers or delivery vehicles. Products manufactured by the disadvantaged and products with non-radioactive labels are prioritized for procurement. The “Price Inquiries” and “Orders” include requirements for suppliers that they comply with the regulations and fair trade principles. The Company commits itself to ensuring that the partners meet environment protection, industrial safety, and human rights requirements. Non-compliant manufacturers will be rejected and placed under manufacturer evaluation. When purchasing materials, parts or products containing metal components, suppliers are required to investigate whether they meet the "conflict-free metal" to ensure that the purchased raw materials are obtained through legal channels. (For further details, please refer to “Chapter2.5 Supplier and Contractor Management” of the 2024 ESG Report.)	Companies.
5. Does the Company refer to guidelines for the preparation of internationally accepted reports and prepare Corporate Sustainability Report and other reports that disclose the Company's non-financial information? Has the aforementioned statement received any validation or guarantee from third-party accreditation/attestation organization?	V		The Company’s "2024 Sustainability Report" has been prepared in accordance with the GRI Standards: 2021 issued by the Global Sustainability Standards Board (GSSB), disclosing the Company’s key sustainability topics, strategies, targets, and initiatives. An independent third-party organization, the British Standards Institution (BSI), has conducted an independent assurance in accordance with AA1000AS v3, Type 1, and issued an Independent Assurance Statement.	In compliance with Article 29 of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
6. Where the Company has establishd its own Best Practices on CSR according to the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any differences between the prescribed best practices and actual implementations taken by the Company: Note: The Company's Corporate Social Responsibility Code was approved by the Board of Directors on August 10, 2015 and is reviewed regularly every year. The most recent amendment was resolved by the Board of Directors on May 5, 2022 and was renamed "Sustainable Development Code" on the same day. Although this code is amended in accordance with the Company's practice, it is consistent with the spirit of the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies". Regarding the Company's sustainability development practices, please refer to the "2024 Sustainability Report" and the relevant information disclosed on the Company's website.				
7. Other important and helpful information in understanding CSR operation: A. Relevant systems and structures The Company established the "ESG Promotion Organization" in 2021. The business content includes three aspects: environmental protection (E), social responsibility (S), and corporate governance (G). Among them, the environmental protection (E) aspect is subdivided into 8 important topics: 1. Climate-related financial disclosure 2. Circular economy - energy (resource) efficiency improvement 3. Circular economy - development of recycled products 4. Integration of international carbon reduction initiatives 5. Safety and green procurement (including transportation and packaging) 6. Renewable energy and green energy . The Company is chaired by president Ann-De Tang, serving as the convener for sustainability development initiatives, with vice president Lien-Jui Lu acting as the management representative. The ESG Promotion Organization is composed of various units including the Environmental Sustainability Team, Public Affairs Team, and Corporate Governance Team, responsible for corporate governance, industrial safety and environmental protection and environmental sustainability, water conservation and energy conservation, product and customer service, supplier and contractor management, happy workplace and good neighborliness and other related businesses; each unit is convened quarterly to review the implementation of various ESG businesses in order to Achieve the important task of reducing energy consumption and pollution, creating a balance of the ecological environment, and realize the sustainable value of the enterprise in terms of environment, society, and governance. B. Social welfare engagement of the enterprise 1. The system, measures, and performance of environmental protection, safety, and health： Since its establishment, the Company has always adhered to the philosophy of "industrial development and environmental protection," and pursues social responsibility and sustainable business. Therefore, it attaches great importance to the work of environmental protection. Following this concept, the Company adopts the latest international technology for production processes and environmental protection equipment. For example, when building a power plant more than a decade ago, the Company was the first in the country to insist on the use of closed coal bunkers. Coal dust no longer polluted the air, and BACT is used to make pollution emissions far below domestic and international standards.				

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
	Although the construction cost increased, the intangible environmental improvement and the reduction of resource waste and cost reduction can be obtained. In addition to selecting the best production processes and environmental protection equipment at the beginning of the planning period, the Company also took into consideration of the integration of upstream, middle, and downstream processes, and recycles the by-products and wastes of the upstream process as raw materials and fuels for the middle and downstream processes by fully integrating and reusing waste gas, waste heat and low-level energy between the plants, make the best use of resources and energy, reduce energy and waste resources, we pursue the goal of achieving an eco-industrial park. For example, the electricity and steam consumption per unit in 2024 has been reduced by 18% and 20% respectively compared with the completion of the Phase 4 expansion in 2007. Future reduction targets will continue to be promoted. The spirit of the Company is to always find out the root cause of any problem, continues to improve, consists in stopping in perfect goodness. Through continuous improvement, the Company will continue to improve the efficiency of equipment operation to reduce energy and resource use, and strengthen the competitiveness of sustainable operation. Taking water conservation as an example, from 1999 years to **2024** the sixth naphtha cracker has invested **NT$10.37 billion** dollars to complete **3,002** improvement cases, saving **311,500** tons of water per day. The **255** ongoing cases will receive **1.02** billion dollars of investment to achieve the target of saving **14,400** tons of water per day. The total investment is**11.39** billion dollars. After the completion, the annual benefit will be approximately **1.41** billion dollars. In terms of energy conservation and carbon reduction, the sixth naphtha cracker has also invested **34.72** billion dollars **12,011** improvement cases have been completed, reducing about 14.25 million tons of CO_2. **1,385** ongoing cases will receive 14.15 billion dollars. It is estimated that an additional 1.95 million tons of CO_2 will be reduced, with a total investment of 48.86 billion dollars. The end benefits will be about **39.03** billion dollars per year. The above-mentioned results can be affirmed by the Company awards from 131 business units and commendations from the competent authorities of the Ministry of Economic Affairs, the Water Resources Department, the Industrial Bureau, the Energy Bureau, and the Environmental Protection Agency during the 3 last years between 2022 to 2024. In addition to adopting the best international production process, doing environmental protection work such as pollution prevention, clean production, energy conservation, carbon reduction, and water conservation to reach the goal of becoming ecological industrial parks, the Company also follows the trend of the times and pays attention to global warming. In recent years, the Company has promoted tree planting in the factory area. The Company have actively promoted the greening of various factories. At present, the Company has planted nearly 2 million trees and 390,000 square meters of shrubs, which can absorb about 15,000 tons of CO_2 per year. Providing a green aerobic environment for employees and nearby residents, and taking into account the best of both industrial development and environmental protection. Traditional factories give the impression that there are few green spaces and trees, and even chimneys emit black smoke from time to time, causing air pollution. The direction of the Company's various factories is to change the minds of people to create a green landscape just like the park, and to turn air pollution into a natural landscape.				

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
The Company advocates for green development and actively engages in environmental protection and local participation. In 2024, it convened employees from the plant to participate in tree planting activities in response to Taoyuan's Arbor Day, fostering a sense of shared prosperity with the local community. Thousands of saplings were planted during the event, aiming to instill values of cherishing natural resources and protecting environmental ecology. The Mayor of Taoyuan City presented a certificate of appreciation to the Company, acknowledging its environmental contributions to the Taoyuan. At the same time, the Company also responded to the government's afforestation and carbon reduction plan and cooperated with the Yunlin County Government to promote flatland afforestation and carbon reduction activities. In 2011, the Company started to receive a 10-year afforestation and carbon reduction subsidy. The Company has received the flatland afforestation award in Yunlin County, with an application area of 1,094 hectares, and about 1.422 billion in subsidies have been provided to the afforestation applicants, contributing to the afforestation and carbon reduction. However, the Council of Agriculture considers that the conversion of fertile land into forest land may lead to food shortages, and it is easy to attract snakes, rats and birds, which will affect the harvest of adjacent farmlands. According to government policy, the Company will no longer provide reciprocal subsidies. The Company also fully cooperates with the Environmental Protection Agency to promote green procurement of private enterprises to implement the energy-saving and carbon-reduction green consumption policy. The statistical green procurement amount of the Company in **2024** is **910** million dollars. In the future, the Company will continue to take into account the concept of environmental protection and economic development, and implement various measures such as water conservation, energy conservation and carbon reduction, sustainable use of resources and friendly environment in order to fulfill social responsibilities. In addition, providing a healthy and safe working environment is the responsibility of the Company to employees and their dependents. Therefore, "Safety First" is an important principle for us to cherish our employees. In addition to establishing a reward system, employees and contractors are encouraged to raise issues with unsatisfactory behaviors and false alarms. Departments with zero occupational disasters are also rewarded, encouraging all units to report potential hazards, and report abnormalities, and unsafe behaviors. Quarterly reviews are conducted to eliminate potential hazards, and an annual safety culture performance commendation conference is held to improve employees' participation and sense of honor through cross-company competitions and performance appraisals across the enterprise. 2. Community participation： The Company is deeply rooted in Taiwan. Factories are distributed all over Taiwan. We strive to become a "good neighbor" with the surrounding residents by setting up a dedicated group in each factory to communicate with residents and provide all kinds of assistance. In addition, we continue to mobilize our staff to clean up neighborhood streets and beaches, continually invest in local public welfare activities, and assist in caring for families and disadvantaged groups, so that our employees and community residents can be integrated. Employees have also				

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
spontaneously formed a charity group, responding to the feedback to the neighborhood, and by long-term and continuous attention, gradually expand human care and love to every corner of the society to jointly establish a peaceful society. For further details, please refer to “Chapter5 Social Welfare” of the 2024 ESG Report. 3. Supporting domestic cultural development: Promoting the development of Taiwan’s unique culture: sponsoring the Ming Hwa Yuan Art & Cultural Group", "I Wan Jan Puppet Theater ", "If kids Theatre", "Apple Theatre" to go on tours in the countryside. (Performances were suspended in 2022 due to COVID pandemic). 4.Social contribution, social services, social welfare, and other social responsibility activities： Based on the spirit of " Take from society, give back to society ", the Company is committed to the sustainable operation and continues to give back to the society and fulfill its social responsibilities with the management policy of "quality, reputation, service, and environmental protection." Our results in social responsibility are also recorded in the "Corporate Social Responsibility Report." In addition to dedicating to business operations, we also invest in medical care, education, and various social welfare undertakings to fulfill Corporate Social Responsibility: (1) Medical treatment: Chang Gung Memorial Hospital was established in 1976. It is committed to "improving medical standards and creating social well-being" and has the courage to challenge the status quo. It not only drives the reform and progress of the medical community but also won the trust of the general public. Now, in Taiwan, there are four major sectors, the North Sector (including Keelung, Lover Lake, Taipei, Linkou, Taoyuan, Tucheng, and other nursing homes), Chiayi Sector, Yunlin Sector, and Kaohsiung Sector (Kaohsiung and Fengshan Hospital). In services, it is also the largest and most complete medical institution in Asia, from emergency medical treatment to rehabilitation, health care, and senior care. Chang Gung Memorial Hospital also donated 1,232 sets of cochlear implants for the benefit of hearing-impaired children, and set up a social service fund to subsidize poor patients for long-term treatment. As of the end of 2024, it has spent NT$11.094 billion dollars, and continues to provide the medical assistance needed in remote and undeveloped countries. (2) Education: In the 1960s, various industries in Taiwan flourished. In view of the shortage of industrial talents, the Company founded Mingzhi Institute of Technology (now Mingzhi University of Science and Technology) to provide the students from poor families a chance to study and work at the same time. Later, Chang Gung Medical College (now Chang Gung University) and Chang Gung College (now Chang Gung University of Science and Technology) were established to cultivate students' diligence and simplicity by combining theory and practice, and to cultivate excellent industrial middle cadres and medical staff. Since the beginning of the 1995, the Company started funding for Aboriginal youth education and employment opportunities. The total donation amount is about 1.675 billion dollars, and the number of assisted people reached 5,500. (3) Disaster relief: assisting in the 921 earthquake (1999), Morakot wind disaster (2009), Kaohsiung gas explosion incident (2014), Tainan earthquake (2016), Nibble wind disaster (2016), Hualien earthquake (2018、2024) and other disaster relief in reconstruction and the				

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
rehabilitation of schools in the disaster areas. So far, 76 primary and secondary schools have been fully sponsored by the Company. (4) Other social welfare: In addition to medical and education, the founders of Formosa Plastics have set up seven foundations and charitable social welfare funds. Through the operation of the foundations and the active participation of companies within the corporation, they continue to promote and donate to various social welfare undertakings, such as: A. Since 2007, the Company has cooperated with the government to promote the national free vaccination program for the elderly over 75 years old to improve their health and quality of life. Up until 2010 when the government budgeted and promoted on its own, a total of nearly 1.16 million doses of the Pneumococcal Conjugate Vaccines were donated. B. Continue to promote the "Professional Service of Early Treatment Effectiveness Improvement Program". Assist developmentally retarded children to receive high-quality treatment as soon as possible in order form them to return to the general education system and integrate with society, thereby reducing the burden of family and social care. This project is based on empirical research and guided by the fusion of concepts, family-centered and community-based promotion principles, with the main focus to improve the quality of institutions, personnel capabilities, and parental awareness. From 2006 to 2024, NT$1.06 billion were invested, assisting 92 units and benefiting 33 thousand person-times. C. Support the inmates: donated to the Yunlin Second Prison, Kaohsiung Prison, and Taipei Prison to handle the Wang Jhan-Yang Foundation Rainbow Project (drug-addicted HIV inmates), with three courses of physiological education, psychological counseling, and vocational training the project assists drug-addicted prisoners with HIV to cultivate life skills, repair family relationships and reintegrate into society. Cooperation with Yunlin Second Prison and Kaohsiung Prison to handle the Wang Jhan-Yang charitable trust fund Xiangyang project (drug inmates) to assist inmates in returning to the society is also conducted. Collaboration with the Correctional Affairs Department of the Ministry of Justice in 2017 to expand the Xiangyang Project in three prisons including Hualien Prison, Tainan Prison, and Kaohsiung Women's Prison. In consideration of the widespread dental defects among AIDS prisoners that result in poor chewing functions and poor health, Wang Jhan-Yang charitable trust fund donated denture installation fund for the underprivileged AIDS prisoners in Yilan, Taipei, Tainan, Kaohsiung, and Kaohsiung Women's Prison in the hope of assisting prisoners' nutrition digestion and health improvement. In 2023, donated to reformatory schools for the budget of purchasing vocational training equipment in order to enhance employment skills and foster a passion for learning. D. Promote various scholarships and work-study programs: such as the Children's Education Assistance Program, Assistance to Teenagers/Young Adults who Recently Graduated from Children's Homes, Disadvantaged Student Scholarship, and the Student Financial Aid Program in Remote Areas, to help the economically disadvantaged or disabled children and young students to be able to receive education unhindered. The Excellent Talents Development Program provides long-term scholarships for outstanding students from disadvantaged backgrounds to assist them in				

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
	academic and moral development. In addition, we will promote semester and summer work-study programs, match students to work in social welfare institutions, cultivate the service spirit of students contributing to society, and reduce institutional operating costs and expenditures to serve more vulnerable people. E. Women and Children's Welfare: a. Promote the nutritional breakfast subsidy for the vulnerable children in the neighboring 7 Township for Mailiao Factory, b. Promote the economic assistance program for victims of domestic abuse, c. Promote the medical treatment and economic assistance of patients with rare diseases, d. Donation to Taitung and Hualien English Assistance Program, an introduction of outstanding American college students to primary schools in remote areas for English teaching, e. Promote the nutritional breakfast subsidy for the vulnerable Junior High School students of Pingtung County, f. Donation the nutritional lunch subsidy for all public elementary and junior high school students of Yunlin County, g. Donation Scholarship for Orphan, h. Donation living expenses for Preschool children from disadvantaged families. i. Donation the HPV 9-valent vaccine for the girls in the first year of junior high school of Yunlin County , j. Donation the 'Childminder Management and Subsidy Programme'of Yunlin County k. Set up a used toy recycling center, l. Promotion of the after-school care program at rural schools by providing after-school care subsidies for schoolchildren of elementary schools in rural areas, offering schoolwork tutoring, life and cultural education to improve schoolwork performance and bridge the gap between families and school, m.Promoting the Junior High Vocational Education Foundation Program to assist disadvantaged students in exploring their future career interests early, rebuilding their confidence in learning, and reducing the dropout rate. ◦ . F. Elderly welfare: a. promote the elderly housing improvement and appliance donation plan, b. Mailiao and Taixi Township meal delivery plan for elderly living alone, c. promote the ''Active Aging Center'' corporately in Taiwan. Members in this center would participate in five major classes (of the elderly) through package-based individual planning courses, including health management, brain training, vitality, physical training and social participation, to maintain their health, preventing disability, and effectiveness of helping healthy elderly people improve, d. Donate to the elderly daycare center shuttle bus and dream plan, e. Elderly welfare institution lighting improvements plan, f. Donation daycare and health promotion for elder in Remote Areas. h. Donation the 'Evergreen Canteen'of Yunlin County. h. Donation the 'Evergreen Canteen'of Yunlin County, i. Donations were made to elderly people aged 65-69 in Yunlin County as Double Ninth Festival gift money. G. Vulnerable group support: a. Donation to social welfare institutions daily necessities and rice, b. The low-income households near Mailiao factory receive gifts and bonus for the three most important Chinese holidays c. Emergency Allowances plan, d. Donation of daily necessities to the Christian Relief Association food bank, e. Promoting Homeless Assistance Program, including the establishment of supportive housing and the				

Evaluation Item	Implementation Status (Note1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
	subsidy of kitchen facilities, to support the homeless to live as independently as possible within their community., f. Promote 「The design and implementation of intelligent support system in long term care」 and 「Love Health Volunteer Promotion Program」, g. Promote lighting improvement projects, donate lighting equipment to improve the lighting equipment in social welfare institutions in order to provide good care of the environment and save electricity bills, h. Promotion of food banks for the effective use of charitable resources to meet the basic living needs of vulnerable populations, i. donated to the Taichung School for the Visually Impaired for the budget of purchasing computer equipment to assist the visually impaired in their learning. H. Promote the development of Taiwan's distinctive culture: sponsoring the "Ming Hwa Yuan Art & Cultural Group", " I Wan Jan Puppet Theater ", "If kids Theatre", "Apple Theatre" to go on tours in the countryside. I. Promote the Wang Jhan-Yang charitable trust fund " Burning Star Project" to cultivate outstanding sports talents, "Future Star Project " sports talents abroad training programs and sports player medical protection programs to help domestic sports talents improve their performance. Wang Chang Gung charitable trust has implemented the"Caretaker for Athletes Program" since 2019, sponsoring the Chinese Taipei Paralympic Committee for the training of athletes with disabilities, sponsored the Chinese Taipei Paralympic Committee in training athletes with disabilities. ◦ J. Institutional support: a. Donation of social welfare institutions to purchase facilities and equipment and construction and repair (17 social welfare institutions), b. Donate funds for vulnerable groups to help plan(Kaohsiung City Government, Taoyuan City Government, Keelung City Government, ChiaYi County Government) ,c. donation of mooncakes to social welfare institutions.				

Note 1:If Implementation Status is specified "Yes", please explain the key policies, strategies and measures taken and the current progress. If Implementation Status is specified "No", please refer to "The discrepancies in the Code of Practice of Sustainable Development for the TWSE/TPEx Listed Companies" section to explain the situation and reasons for the discrepancies, as well as explain any policy, strategy and measure planned for the future. However, in relation to the implementation of Items 1 and 2, listed and OTC companies should specify the governance and supervision framework for sustainable development, including but not limited to management approach, strategy and goal setting, review measures, etc. It also describes the Company's risk management policies or strategies on operational-related environmental, social and corporate governance issues and their assessment.

Note 2: The materiality principle refers to environmental, social, or corporate governance issues that have a material impact on the investors or other stakeholders of the Company.

Note 3:For the disclosure method, please refer to the template on the Taiwan Stock Exchange Rules & Regulations Directory website.

Climate-related Information of TWSE/TPEx Listed Companies

1. Implementation Status of Climate-related Information

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>1. State the supervision and governance of climate-related risks and opportunities of the Board of Directors and the management.</td><td>The Board of Directors serves as the highest decision-making and oversight body to address climate change issues, with the Chairman serving as the top executive responsible for supervising climate change-related matters. To enhance the Board's oversight responsibilities regarding sustainability matters, the Company established the Sustainable Committee under the Board in May 2022. This committee is responsible for reviewing sustainable development policies, strategies, and management principles, overseeing the implementation of sustainable development initiatives, and reporting to the Board. The Board supervises the goals of promoting sustainable development.

At the management level, the Company has established an "ESG Promotion Organization," with the president Ann-De Tang serving as the overall convener and the vice president Lien-Jui Lu serving as the management representative. This organization is responsible for formulating the Company's sustainable development strategies and monitoring their performance. Supervisory managers are appointed under this organization according to the main projects, coordinating various sustainability efforts within the Company and reporting ESG-related matters to the Board, serving as an important reference for formulating the Company's sustainability policies. (For details, please refer to Chapter 3 of the Company's 2024 TCFD Report)</td></tr>
<tr><td>2. State how identified climate risks and opportunities affect the business, strategies, and finance of the Company in the short-term, medium-term and long-term.</td><td>The climate risks and opportunities identified by the Company and their effects:
<table>
<tr><th>Items of Climate Risks and Opportunities</th><th>Description of Effects</th></tr>
<tr><td>Transition risk - imposition of carbon fees</td><td>The "Climate Change Response Act" will classify manufacturing industries with greenhouse gas emissions exceeding 25,000 tons of carbon dioxide equivalent (CO2e) as major carbon emitters subject to carbon fees, resulting in increased expenditures. If there is no carbon cost pass-through, product prices will be less competitive, leading to a material financial impact.</td></tr>
<tr><td>Transition risk – Energy costs</td><td>In response to climate change, coal-producing countries are reducing or even ceasing coal mining, leading to a rise in coal prices. As a result, our company may face an increase in energy cost expenditures.</td></tr>
<tr><td>Transition risk – customer demand for green energy adoption</td><td>One of our top ten consumer electronics clients is requesting a full transition to green energy by 2025. Failure to comply with this request could potentially result in a loss of related revenue.</td></tr>
</table></td></tr>
</table>

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>
<table>
<tr><th>Items of Climate Risks and Opportunities</th><th>Description of Effects</th></tr>
<tr><td>Physical risk – flood</td><td>Impact of strong winds or typhoons due to climate anomalies leads to the necessary of safe shutdown of plants to prevent process hazards. Impact of heavy rainfall/floods may cause the plants to suspend due to flooding, which will affect operations and may result in financial losses.</td></tr>
<tr><td>Physical risk – water scarcity</td><td>Based on the baseline period from 1986 to 2005, we estimate that in the near term (2016 to 2035), there could be two months each year affected by water shortages or droughts at our factory site. Addressing the water shortages or droughts caused by climate anomalies is essential to mitigate potential revenue losses.</td></tr>
<tr><td>Transition opportunity – electric vehicle market</td><td>Several countries globally have set timelines from 109 to 129 to ban fossil fuel vehicle sales, driving the rapid growth of the electric vehicle market. Our company is investing in electric vehicle-related products like charging stations, anticipating increased revenue.</td></tr>
</table>
</td></tr>
<tr><td>3. State the effects of extreme climate events and transition actions on finance.</td><td>1. Extreme Weather Events: Assuming occurrences like heavy rainfall causing floods or droughts happen, the Company might halt production. Based on the estimated revenue for 2024, the potential impact on the Company’s daily operating revenue is approximately NT$80 million.
A. Drought Response Strategy: The Company has signed a contract with the Taoyuan North District Water Resource Recycling Center for recycled water usage. It's estimated that 11,000 tons of recycled water for domestic use will be available daily for factory use starting in 2025.
B. Flood Response Strategy: Regular inspections of the Company's drainage system and emergency response measures are in place to minimize the impact of heavy rainfall events on production.
2. The Company will adopt renewable energy and plans to introduce green electricity in 2025, which will increase operating costs. As a result, the Company is actively promoting energy-saving and carbon-reduction initiatives, such as the continued installation of solar photovoltaic systems and the promotion of circular economy solutions. These efforts aim to transform towards low-carbon energy and reduce fuel consumption to lower costs. In 2024, the first phase of the solar photovoltaic system was completed at the Shulin plant and has been connected to the power supply system. The second phase of the solar photovoltaic system, with a capacity of approximately 993 kW, is expected to be completed in 2025. (Refer to Chapter 3 of the Company's 2024 TCFD report for details on climate change risk and opportunity</td></tr>
</table>

Item	Implementation Status
	management).
4. State how the process for identifying, assessing, and managing climate risks is integrated into the overall risk management system.	The climate-related risk management process of our company involves background data collection, risk and operational assessment, risk and operational impact analysis, and control measures and goal setting. Led by the Safety and Health Department, relevant units from the General Manager's Office gather biannually to collect information on risks and opportunities. Transformation risks (policy and legal/market/technology/reputation) and physical risks (chronic and acute) are considered, and risk explanations are provided for potential events, including financial impact, impact duration (short, medium, long), impacted objects in the value chain, and likelihood of risk occurrence. When drafting opportunity scenarios, resource efficiency, energy, products and services, markets, and adaptability are considered. Opportunity explanations are provided for potential events, including financial impact, impact duration (short, medium, long), affected objects in the value chain, and likelihood of opportunity occurrence. A matrix chart of financial impact and risk and opportunity likelihood is used to determine significant risks and opportunities, with assessment indicators divided into five levels, scored from 5 to 1. Depending on the nature of the risk, units collaborate to assess the likelihood and impact and provide timely feedback to management to adjust company operational strategies. (Refer to Chapter 3 of the Company's 2024 TCFD report for detailed climate change risk and opportunity management.)
5. If using scenario analysis to assess resilience to climate change risks, it is necessary to explain the scenario, parameters, assumptions, analysis factors used, and major financial impacts.	NYPCB utilizes the TCFD recommendations by assessing the most severe scenarios faced by transformation and physical risk types, incorporating the analysis results into our strategy resilience evaluation. 1. Transformation risk utilizes the official assessment model of SBTi, with 2020 as the base year, confirming the target emissions for Scopes 1 and 2 in 2030, aiming for a 25% reduction over 10 years. The Company further analyzes potential transformation strategies, operational costs, and capital expenditures to achieve these emission reduction goals. Since electricity accounts for approximately 90% of the Company's emissions, purchasing green energy is considered to assess the operational costs needed to meet the reduction targets. Assuming a parameter of a green energy unit price increase of 2.5 to 3.0 NTD per kWh compared to the current electricity cost, and using the electricity usage in 2024 as the evaluation scenario, the operating costs are expected to increase by approximately NT$110 million to NT$130 million annually. 2. For physical risks, the Company adopts the Shared Socioeconomic Pathways (SSP) defined in the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) to estimate future emission scenarios, considering four different pathways: low emissions (SSP1-2.6), medium emissions (SSP2-4.5), high emissions (SSP3-7.0), and very high emissions (SSP5-8.5). The analysis is based on climate change key indicators from the Taiwan Climate Change Projection and Information Platform (TCCIP), focusing on the warming level compared to the period 1850-1900 and potential

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>impacts of climate change in the mid-term (2041-2060). Additionally, data from the National Science and Technology Center for Disaster Reduction (NCDR) is integrated to further analyze potential acute flood, heatwave, drought, and landslide risks at different scenarios. Assuming extreme weather events like heavy rainfall causing floods or droughts lead to production halts, based on the revenue forecast for 2024, the company’s daily operating income could potentially be impacted by approximately NT$80 million. However, after reviewing the drainage capacity and emergency response procedures (typhoon preparedness plan, emergency response plan) for the Jinshing and Shulin plants, both facilities are equipped with sufficient capacity to handle extreme rainfall scenarios. (Refer to Chapter 3 of the Company's 2024 TCFD report for details on climate change risk and opportunity management).</td></tr>
<tr><td>6. If there is a transition plan to address and manage climate-related risks, please explain the plan's content, as well as the indicators and goals used to identify and manage physical risks and transition risks.</td><td>NYPCB implements five major strategies to manage climate change risks and opportunities, focusing on developing low-carbon products, advancing green technology production, adapting to climate change risks, fostering sustainable partnerships, and advocating for climate awareness and education. Detailed indicators and objectives for each strategy are outlined in Chapter 3 of the Company's 2024 TCFD report on climate change risk and opportunity management and the 2024 ESG report Chapter 3 on environmental friendliness.
<table>
<tr><th>Strategies</th><th>Indicators</th><th>2030 Goals</th></tr>
<tr><td rowspan="2">Presence of green technology production</td><td>Reduction of greenhouse gas Scope 1 and Scope 2 emissions.</td><td>Base year 2020, reduction of 25% by 2030.</td></tr>
<tr><td>Capacity of self-installed renewable energy systems (KW).</td><td>Install 993kW Phase 2 solar system.</td></tr>
<tr><td rowspan="5">Adapting to climate change risks</td><td>Water usage per unit of output value (million liters per thousand units).</td><td>Reducing by 2% annually based on the previous year's actual usage.</td></tr>
<tr><td>Volume of treated wastewater recycled (million liters per day).</td><td>Reducing by 1% annually based on the previous year's actual usage.</td></tr>
<tr><td>Waste generated per unit of output value (metric tons per thousand units).</td><td>Reducing by 1% annually based on the previous year's actual usage.</td></tr>
<tr><td>Percentage of recycled water usage.</td><td>Increasing the proportion of external recycled water usage.</td></tr>
<tr><td>Scope 3 emissions.</td><td>Base year 2020, a decrease of 12.3% by 2030.</td></tr>
<tr><td rowspan="2">Climate advocacy</td><td>CDP Climate Change</td><td>Leadership level and above</td></tr>
<tr><td>CDP Water Management</td><td>Leadership level and above</td></tr>
</table>
To enable stakeholders to fully understand the efforts and achievements of the Company in promoting</td></tr>
</table>

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>energy conservation, emission reduction, and circular economy, as well as our capacity for management of physical and transition risks and opportunities of climate change adaptation, the Company has prepared a report based on the TCFD framework. The report is updated annually and published on the Company website. The 2023 edition was released on June 2024. For indicators and goals related to the management of physical and transition risks, please refer to the Company's TCFD report.</td></tr>
<tr><td>7. If using internal carbon pricing as a planning tool, the basis of price determination shall be explained.</td><td>To increase the sense of involvement in greenhouse gas emissions and strengthen the implementation of carbon reduction across all sites and departments, the Company has been implementing Internal Carbon Pricing (ICP) since 2022. Through the Company's self-developed greenhouse gas calculation system, the cost of greenhouse gas carbon emissions (including cost of excess carbon emissions) will be included in the monthly operational performance calculation, aiming to deepen the greenhouse gas reduction efforts in all sites and departments.
The company has set an internal carbon price of NT$300 or NT$100 per ton of carbon, in accordance with the Ministry of Environment's "Carbon Fee Charging Regulations." The estimated carbon fee for the company in 2025 will serve as a reference for investment strategies and decision-making. The company will continue to promote energy-saving and carbon-reduction measures in response.</td></tr>
<tr><td>8. If climate-related goals are set, the activities covered, scope of GHG emissions, planning schedule, and annual progress should be explained. If carbon offset or Renewable Energy Certificates (RECs) are used to achieve the related goals, the source and quantity of carbon reduction credit offset or the quantity of Renewable Energy Certificates (RECs) should be specified.</td><td>The absolute reduction target for Scope 1 and Scope 2 greenhouse gas emissions, with 2020 as the base year, 2021 as the starting year, and 2030 as the target year, aims for a 25% reduction over 10 years. The target scope covers our Taiwan facilities.
<table>
<tr><th>Year</th><th>2020 (base year)</th><th>2024</th></tr>
<tr><td>Carbon emissions (Ton-CO_2e)</td><td>419,319</td><td>431,676</td></tr>
<tr><td>Compared to the base year (%)</td><td>-</td><td>3%</td></tr>
</table>
Note: Shulin plant completed its expansion and commenced full-scale production in 2022, thus being included in the calculation of greenhouse gas emissions. Therefore, emissions increased compared to the base year.</td></tr>
<tr><td>9. Greenhouse gas inventory and assurance, as well as reduction goals, strategies, and specific action plans (also filled in 1-1 and 1-2).</td><td>1. Since 2010, our company has conducted greenhouse gas inventories and engaged external organizations such as SGS and BSI to verify emissions, as well as reported emissions to the Environmental Protection Administration in accordance with regulations.
2. To demonstrate our commitment to carbon reduction, in addition to publicly declaring short, medium, and long-term goals, we annually disclose our carbon management to the international CDP (Carbon Disclosure Project) organization. In 2023, our rating achieved "Leadership Level."
3. To ensure the effectiveness of carbon reduction efforts, our company sets carbon reduction targets aligned with limiting global warming to below 2°C. We have submitted our targets to the international SBTi (Science Based Targets initiative) for certification and have been recognized. Our Scope 1 and</td></tr>
</table>

Item	Implementation Status
	Scope 2 emission reduction targets are a 2% reduction within the first five years and a 3% reduction within the subsequent five years.

(1) The Company's greenhouse gas inventory and assurance in the recent two years

A. Information on greenhouse gas inventory

State the greenhouse gas emissions (metric tons of CO2e), intensity (metric tons of CO2e/million), and scope of data coverage in the recent two years

1. Starting from 2025, the company will disclose the 2024 greenhouse gas inventory information, and will begin disclosing the greenhouse gas inventory information of consolidated subsidiaries in 2026.
2. The company's greenhouse gas emissions for taiwan's plants have been disclosed in the sustainability report under the relevant environmental sections, and are annually verified by third-party organizations such as SGS and BSI. The data from the past two years are summarized as follows:

Year	Scope of data coverage	Scope 1	Scope 2	Emission intensity (tCO2e/million)
2023	All plants in Taiwan	3,227.80	439,642.31	10.4814
2024		5,991.95	425,684.19	13.3751

Explanation:

1. Emission intensity = (Scope 1 + Scope 2)/operating revenue of the parent company only financial report for the current year (million).
2. The greenhouse gas emission data for 2024 is based on the company's internal inventory data and is expected to be verified by a third-party assurance provider in August 2025.

Note 1: Direct emissions (Scope 1, i.e., emissions directly from sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e., greenhouse gas emissions indirectly caused by the input of electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions generated from the Company's activities that are not energy indirect emissions but come from other sources owned or controlled by the Company).

Note 2: The scope of data coverage of direct emissions and energy indirect emissions shall be handled in accordance with the schedule specified in the provision of Article 10, Paragraph 2 of the Guideline. Information on other indirect emissions may be voluntarily disclosed.

Note 3: Standard for greenhouse gas inventory: 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 can be calculated by using product, service, or revenue per unit. However, at least the data calculated by revenue (NT$ million) shall be stated.

B. Information on greenhouse gas assurance

State the explanation of assurance during the recent two years up to the date of publication of the annual report, including the scope of assurance, assurance agencies, assurance standards, and assurance opinions

1. Since 2010, the company has continuously conducted greenhouse gas assurance, and starting from 2022, the subsidiaries in the consolidated financial statements have completed greenhouse gas assurance annually.
2. The following is an excerpt from the company's assurance data of 2023:

year	scope of assurance		assurance agencies	assurance standards	ssurance opinions
112	All plants in Taiwan	Scope 1	BSI/SGS	ISO14064-1	Reasonable assurance level
		Scope 2			

3. The company's 2024 greenhouse gas assurance is expected to be completed by May 2025.

Note 1: Shall be handled in accordance with the schedule specified in the provision of Article 10, Paragraph 2 of the Guideline. If the Company fails to obtain complete greenhouse gas assurance opinions by the date of publication of the annual report, it shall be noted as "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall be noted as "Complete assurance information will be disclosed on the Market Observation Post System," and the complete assurance information shall be disclosed in the next year's annual report.

Note 2: Assurance agencies shall comply with the relevant regulations for assurance agencies of sustainability reports stipulated by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: For content of disclosure, please refer to the example of best practices on Corporate Governance Center of Taiwan Stock Exchange website.

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

State the base year and its data, reduction goals, strategies and specific action plans, as well as the achievement of reduction goals of greenhouse gas reduction

1. Greenhouse Gas Reduction Targets: Long-term target: Net zero carbon emissions by 2030. Short-term target: 25% reduction in greenhouse gas emissions by 2030, based on 2020 levels.
2.Strategies:
(1) Continue implementing ISO 14001:2015 Environmental Management System and ISO 14064-1:2018 greenhouse gas inventory across the company, promoting energy and resource-saving activities.
(2) Align with government policies on green procurement by prioritizing products with energy-saving and environmental certification, and submit procurement results to government agencies annually.
3. Action Plans:
(1) Collect and evaluate climate change-related information, develop climate adaptation plans, regularly review improvements, and implement energy-saving and emission-reduction efforts.
(2) Promote process optimization, improve public utility efficiency, replace motors with energy-efficient models (IE3), and enhance drying

State the base year and its data, reduction goals, strategies and specific action plans, as well as the achievement of reduction goals of greenhouse gas reduction
equipment energy efficiency. (3) Promote energy-saving and carbon-reduction initiatives through solar energy, green electricity, and circular economy practices, actively transitioning to low-carbon energy sources and reducing fuel consumption.

Note 1: Shall be handled in accordance with the schedule specified in the provision of Article 10, Paragraph 2 of the Guideline.

Note 2: The base year shall be the year in which the inventory is completed based on the boundaries of the consolidated financial statements. For example, according to the provision of Article 10, Paragraph 2 of the Guideline, companies with a capital of more than NT$10 billion shall complete the inventory of 2024 consolidated financial statements in 2025. Therefore, the base year is 2024. If the Company has completed the inventory of the consolidated financial statements in advance, the earlier year can be used as the base year. In addition, the data of the base year can be calculated by the average of a single year or multiple years.

Note 3: For content of disclosure, please refer to the example of best practices on Corporate Governance Center of Taiwan Stock Exchange website.

2.3.7 Fulfillment of Code of Ethics and Business Conduct and measures adopted：

Fulfillment of Code of Ethics and Business Conduct and Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," and Reasons：

Evaluation Item	Implementation Status (Note1)			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and Reasons
	Yes	No	Summary	
1. Stipulating policies and plans for ethical corporate management (1) Has the Company established the Code of Ethics and Business Conduct, which have been approved by the Board of Directors, and clearly stipulated regulations and policies for ethical business conduct and relevant guidelines in company articles and external documents? Does the Company's Directors and management team actively fulfill their commitment to corporate policies?	V		(1) In addition to following Company Act, Securities and Exchange Act, and other related regulations, the Company keeps the "Diligence, Perseverance, Frugality and Trustworthiness" enterprise spirit to comply with the law and ethical standards. With the business philosophy of honesty, integrity, fairness, and transparency, self-discipline, and responsibility, the Company has established Principles of Ethical Corporation Management approved by the Board of Directors. With the Company's President Office as the driving unit to formulate and implement various ethical policies, and establish a good corporate governance and risk control mechanism, the Company is to pursue sustainable development. The Board of Directors and management also promise to carry out and supervise the implementation of the integrity management policy actively.	In compliance with Article 4 and Article 5 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies."
(2) Has the Company established a risk assessment mechanism against unethical conduct, regularly analyzed business activities within their business scope which are at a higher risk of being involved in unethical conduct? Does the Company establish prevention programs accordingly including measures	V		(2) A.The Company has established strict rules of conduct and ethics in the rules and regulations such as the "Personnel Management Rules" and "Working Rules", and has specified the relevant reward and punishment regulations. Directors, managers, servants of the Company, or those who have substantial control capabilities are prohibited from providing, pledge, requesting or accepting any illegitimate interests directly or indirectly, or making other violations of good faith, illegality, or breach of fiduciary duty to prevent malpractice, misappropriation of public funds, acceptance	Complying with the regulations specified in Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," the Company has specified and enacted regulations designed to prevent unethical conduct

prescribed in Article 7 Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companie?			of bribes, disclosure or lies, and other acts of dishonesty. B. The Compay analyzes and assess periodically business activities within their business scope which are at a higher risk of being involved in unethical conduct. For those who engage in business activities with a high risk of dishonest behavior, the Company has clearly established “Personnel Management Rules” and “Working Rules” which state that positions of interest for business, procurement, contracting, supervision, and budgeting, as well as contact with other manufacturers shall not accept business dinners or other entertainment activities invited by the manufacturer, nor accept the property or other interests of gifts. The offenders shall be excused from office and their Supervisors shall be jointly and severally punished. Besides, related duties have comprehensively promoted regular rotation operations to prevent the occurrence of any corruption.	in multiple rules and systems. Nevertheless, specific "Procedures for Ethical Management and Guidelines for Conduct" has yet to be formulated.
(3) Has the Company established action plans to prevent unethical conduct? Has the Company clearly prescribed procedures, code of conduct, punitive measures for violations and appeal systems within the said plan? Did the action plans be implemented accordingly?	V		(3)The Company has clearly stipulated regulations and policies for ethical business conduct and relevant guidelines, code of conduct, whistleblowing, punitive measures for violations, and grievances in company articles and systems, including the "Personnel Management Rules," "Code of Ethics and Business Conduct," "Guidelines for Prevention of Insider Trading," "Whistleblowing Procedures," and "Guidelines to Employee Grievances.". The Company has established “Ethical Code of Conduct” for the Directors and Managers of the Company. For further details, please refer to “Chapter 2.3.8 Other Important Corporate Governance Information” of the Annual Report. The foresaid rules and regulations are reviewed regularly in order to meet the practical needs.	In compliance with Article 6, paragraph 1 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.”
2. Implementing ethical corporate management (1) Has the Company evaluated ethical records of its counterparty? Does the contract signed by the Company and its trading counterparty clearly provide terms on ethical conduct?	V		(1) The contract signed by the Company for commercial activities is subject to the terms of good faith. In addition, the Company conduct inquiries such as honesty investigations for customers, suppliers, and other stakeholders to avoid the occurrence of dishonest behavior and damage of the Company's rights and interests.	In compliance with Article 9 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.”

(2) Has the Company designated an exclusively (or concurrently) dedicated unit reports its ethical business management policy, action plans to prevent unethical conduct, and implementation status of supervisory measures to the Board of Directors?	V		(2) The President Office of the Company and the general management office of the whole enterprise are in charge of promoting ethical business. They promote regulations and policies for ethical business conduct .In addition, they handle and verify whistleblowing cases based on the Company's Whistleblowing Procedure. The department in charge of promoting ethical business reports its ethical business management policy, and action plans to prevent unethical conduct to the Board of Directors at least once per year. The most recent report dated is on November 5, 2024.They mainly report the ethical corporate management policies, measures, implementation status of supervisory measures and commitments of the board of directors and management to implement business policies actively. Additionally the internal audit report is submitted to the Independent Director monthly.	In compliance with Article 17 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.”
(3)Has the Company established policies preventing conflict of interests, provided proper channels of appeal, and enforced these policies and channels accordingly?	V		(3) A. The Company’s standards for the Board of Directors meetings has clearly states that if Directors or the juridical persons they represented have a personal interest, they shall state the key aspects of the interest in the meeting. If their interest may prejudice the interests of the Company, the persons concerned shall not participate in the discussion and voting of those items and shall recuse themselves from those sessions. Also, they shall not stand proxy for other Directors to exercise the voting right on those items. B. The Company has stated in its "Personnel Management Rules" that employees should strictly abide by the code of conduct for avoidance of interests and proactively report ethical concerns such as conflicts of interest, and have provisions prohibiting competition to prevent conflicts of interest. C.The Company has provisions for "Guidelines to Employee Grievances" and "Whistleblowing Procedures", etc., and provides specific reporting channels for reporting any illegal or improper behavior.	In compliance with Article 19 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.”
(4) Has the Company established effective accounting systems and	V		(4)The Company has established an effective and improved accounting system and internal control mechanism, and fully implemented	In compliance with Article 20 of the “Ethical Corporate

internal control systems for enforcing ethical corporate management? Did internal auditors establish relevant audit plan to verify the status of compliance with unethical conduct prevention action plans based on the result of risk assessment on unethical conduct? Did the Company entrust audits to a CPA ? . .			computerization of operations. The six management functions of personnel, finance, business, production, materials, and engineering are connected by computers, layer by layer, and executed for management of any abnormalities. In addition, the Company also established a professional and independent internal audit structure. The structure is divided into three levels. The first level is carried out by the Auditing Office attached to the Company's Board of Directors. The internal auditors will establish annual audit plan to verify the level of compliance with established regulations to lower the risk from unethical conduct. And the second level is routine and project-based independent auditing carried out by the general management office for routines and projects. Moreover, since internal auditing is the duty of all employees, the third level of auditing requires all departments to conduct voluntary operation inspections (on a monthly, quarterly, semi-annual, or annual basis) to extend the concept internal control to all levels of the Company.	Management Best Practice Principles for TWSE/GTSM Listed Companies.”
(5) Does the Company regularly organize internal and external training for ethical corporate management?	V		(5)Through regular corporate publications as well as various occasions, the Company promotes the corporate culture of “Diligence, Perseverance, Frugality and Trustworthiness,” as well as cultivating work ethics based on integrity, fairness and transparency, self-discipline, and a sense of responsibility. All new recruits receive corporate culture training. In addition, training courses about regulations, anti-fraud, and anti-corruption are held every year to strengthen the employees' commitment to complying with management rules based on good faith. In 2024, the internal and external training related to ethical corporate management that were held included Compliance to Ethical Business Management Laws, Emphasis on Corporate Ethics, Preventing Insider Trading, Risk Management and Strengthening Corporate Governance, and were cumulatively attended by 9,711 persons with training hours totaling 4,856 hours.	In compliance with Article 22, paragraph 2 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.”
3. Status for enforcing whistle-blowing systems in the Company (1) Has the Company established	V		The Company has a "Guidelines to Employee Grievances" and "histleblowing Procedures" to provide a specific reporting and reward system: (1) Providing multiple reporting channels such as actual mailboxes, e-mail	In compliance with Article 23 of the “Ethical Corporate Management Best Practice Principles for

concrete whistle-blowing and reward systems as well as accessible whistle-blowing channels? Does the Company assign a suitable and dedicated individual for the case being exposed by the whistle-blower? (2) Has the Company established standard operating procedures (SOP) for whistleblowing cases, follow-up measures and relevant systems of confidentiality after the investigation ? (3) Has the Company adopted protection measures against inappropriate disciplinary actions for the whistle-blower?	V V		boxes, complaint hotline and fax lines. Visible notices are placed around the main entrances to be used by informants. (2) After a case is filed, the relevant team members of the president office shall be responsible for the procedures of case review, filing, and follow-up investigation. (3) The principle of confidentiality：During and after an investigation, it is strictly forbidden to disclose any information to unrelated parties. Supervisors at all levels must also keep information confidential.All relevant information must be processed and archived according to the confidential document procedures to ensure the informant does not experience any unjust setback. (4) Where the occurrence of illegal or improper act has been found to be true, punitive actions will be taken based on the "Personnel Management Rules". Judicial or prosecuting institutions will be alerted when necessary.	TWSE/GTSM Listed Companies.”
4. Improvement of information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company’s website and MOPS?	V		Information on integrity management and ethical behavior has been disclosed on both Chinese and English website of the Company.	In compliance with Article 25 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.”
5. Where the Company has establishd its own best practices on ethical corporate management according to the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” , please describe any gaps between the described best practices and actual implementation taken by the Company: On November 11, 2014, the Company passed the resolution of the “Principles of Ethical Corporation Management”, which was amended by the resolution of the Board of Directors on June 17, 2015 and regular reviews of relevant regulations are conducted annually. The Principles of the Company was slightly revised according to the practice, but still in line with spirit of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”				
6. Other information helpful for understanding the principle of integrity of the Company's operations (e.g., the Company's amendment of its principles of integrity): The Company arranges corporate governance courses for Directors and managers regularly to transmit the importance of governance, which is to strengthen the effectiveness of governance and carry out ethical management.				

Note 1: Provide a brief description in the appropriate column, regardless whether "yes" or "no" is selected.

2.3.8 Other Important Corporate Governance Information

2.3.8.1 In order to comply with the requirements set by the Financial Supervisory Commission, the Company's "Code of Ethics for Board Members and Managers" is set out below:

Nan Ya Printed Circuit Board Corporation
Code of Ethics for Board Members and Managers

Chapter 1 General Provisions

Article 1: For directors and managers of the Company (including the President, Executive Vice President, Senior Vice Presidents, Vice Presidents, Financial Officer, Accounting Officer, and other personnel with managerial affairs and signature rights) to conduct business activities based on their authority and to behave in an ethical manner, the guidlines are set to prevent unethical behavior and behaviors that would harm the interests of the Company and its shareholders.

Chapter 2 Guidelines for Ethical Conduct

Article 2: Directors and managers shall handle corporate affairs in an honest, trustworthy, fair, ethical, and disciplined manner.

Article 3: Directors and managers shall avoid conflicts of interest when personal interests are involved or may be involved in the Company's overall interests, including but not limited to the fact that the officer cannot handle the Company's affairs in an objective and efficient manner; or based on their position in the Company, to get improper benefits for themselves, their spouses, parents, children or relative within the second degree of kinship. To prevent conflicts of interest, where the Company has provided loans/guarantees to, or has material asset transactions with the aforementioned employees or their affiliates, such matters shall be subject to the review of the Board of Directors in advance. The relevant purchase (sales) of goods shall be considered in the best interest of the Company.

Article 4: When the Company is exposed to profit opportunities, the Directors and managers shall maintain the legitimate interests that can be accessed to the Company.

Directors and managers shall not use the Company's property, information or their position to obtain private benefits, and shall not engage in any business that has business strife with the Company, except as provided in the Company Law or the Company's the Articles of Association.

Article 5: Directors and managers shall be obliged to keep confidential information of the Company's suppliers and customers, except the disclosure is authorized or required by law. Information that should be kept confidential includes all undisclosed information that could cause damage to the Company or its customer after being exploited or leaked by

competitors.

Article 6: Directors and managers shall treat the Company's suppliers, customers, competitors and employees fairly, and shall not manipulate, conceal or abuse the information obtained by their positions in the Company, make a false statement about material matters, or receive improper benefits by way of unfair trading methods.

Article 7: In order not to affect the Company's profitability, Directors and managers shall protect and properly use the Company's assets based on official duties, and to prevent the Company's assets from being theft, negligence or waste.

Article 8: All Directors and managers shall comply with the provisions of the laws and regulations and the Company's rules and regulations.

Article 9: When the Company's employees discover that a director or manager has violated provisions of laws and regulations or this Code, sufficient information of such case shall be reported to the Audit Committee, the direct manager, the President's Office personnel or the internal audit supervisor, or other appropriate personnel. Once the information is confirmed, the Company shall reward the whistle-blower according to the personnel management rules.

The Company shall properly handle the above report in a confidential and responsible manner, and will do its utmost to protect the safety of the whistle-blower, keeping any form of retaliation away from him/her.

Article 10: Any director or manager who violates this Code shall be punished in accordance with the personnel management rules and shall be reported to the Board of Directors. The relevant violators shall be subject to all civil, criminal or administrative responsibilities in accordance with the law, and shall immediately disclose on the Market Observation Post System (MOPS) the information such as the date of the violation, violation of the rules, violation of the guidelines and the handling of such situation.

Chapter 3 Applicable Exemption Procedures

Article 11: Under special circumstances, the Directors or managers who wish to exempt the compliance of the Code shall require the consent of more than one-half of the directors in attendance at a board meeting attended by two-thirds or more of the entire board, and promptly disclose the case on MOPS, including information such as the date the Board has adopted with approval; Independent Director's objection to or reservations about the exemption; the retention of the exemption; the reasons for the exemption; and the provisions applicable for the exemption, so that shareholders are able to assess its appropriateness and to protect the Company's rights.

Chapter 4 Information Disclosure Method

Article 12: The Guidelines shall be disclosed on the Company's website, annual report, prospectuses and MOPS. The same procedure applies when the amendments are made.

Chapter 5 Supplementary Provisions

Article 13: The Code shall be implemented after approval by the Board of Directors and reported to the shareholders' meeting. The same procedure applies to amendments.

2.3.8.2 Managers and financial officer of the Company attend continuing education and training relevant to corporate governance every year, and all equip professional knowledge, their training status is as follow:

Position	Name	Date of Training	Main Institution of the Study	Course of Study	Training Hours
President	Ann-De Tang	2024.10.24	Chung-Hua Institution for Economic Research	Global Geopolitical and Economic Trends: Opportunities, Challenges, and Strategic Responses for Taiwan's Industries.	3
			Securities and Futures Institute	Fiduciary Duties of Directors and Insider Trading.	3
Vice President	Lien-Jui Lu	2024.10.24	Chung-Hua Institution for Economic Research	Global Geopolitical and Economic Trends: Opportunities, Challenges, and Strategic Responses for Taiwan's Industries.	3
			Securities and Futures Institute	Fiduciary Duties of Directors and Insider Trading.	3
Vice President	Kuo-Chun Chiang	2024.11.14	Securities and Futures Institute	Business Growth and Innovative Thinking in the Age of AI.	3
				Understanding and Implications of Corporate ESG Sustainability Governance: Global Net Zero Carbon Emissions Trends and Corporate Responses.	3
Financial Officer	Zhen-Xiao Lei	2024.11.14	Securities and Futures Institute	Business Growth and Innovative Thinking in the Age of AI.	3
				Understanding and Implications of Corporate ESG Sustainability Governance: Global Net Zero Carbon Emissions Trends and Corporate Responses.	3
Internal Auditing Officer	Kuo-Chun Ai	2024.10.18	Securities and Futures Institute	Introduction to Information Security Frameworks and Audit Practices for TWSE/TPEx-listed Companies.	6
		2024.10.21		Analysis of Sustainability Information Disclosure, Management Policies, and Relevant Audit Key Points.	6
Accounting Officer and Company Secretary	Wen-Feng Chiang	2024.03.21	China Enterprise Accounting Association	Introduction to CFC Regulations and Application Form Guidelines.	3
		2024.10.18		IFRS Sustainability Disclosure Standards and Corporate Response Strategies.	3
		2024.10.24	Chung-Hua Institution for Economic Research	Global Geopolitical and Economic Trends: Opportunities, Challenges, and Strategic Responses for Taiwan's Industries.	3
		2024.10.24	Securities and Futures Institute	Fiduciary Duties of Directors and Insider Trading.	3
		2024.11.13	China Enterprise Accounting Association	Major Corporate Economic Crime Cases and Associated Legal Liabilities.	3

Position	Name	Date of Training	Main Institution of the Study	Course of Study	Training Hours
		2024.11.14	Securities and Futures Institute	Business Growth and Innovative Thinking in the Age of AI.	3
		2024.11.14		Understanding and Implications of Corporate ESG Sustainability Governance: Global Net Zero Carbon Emissions Trends and Corporate Responses.	3
		2024.12.11	China Enterprise Accounting Association	Legal Responsibilities in Financial Reporting and FSC-Related Sustainability Initiatives.	3

2.3.8.3 Certification of Employees Whose Jobs are Related to the Release of the Company's Financial Information

1. Accounting Department: 1 Certified Public Accountant and 2 accredited bookkeeper.
2. Internal Audit Department: 1 Certified Public Accountant.

2.3.8.4 Major internal information processing within the Company

1. The Company has always emphasized the principles of "diligence, perseverance, frugality, and trustworthiness" and has set strict ethical guidelines. We expect the employees to follow various codes of conduct and ethical guidelines in a responsible manner in their work and daily life. Employees are not allowed to engage in leaking trade secrets, false accounts, malpractices and rumors.
2. The Company has established the "Operating Procedures for Handling Material Inside Information" to specify the scope of material inside information, to require the Directors, managers and employees to keep the inside material information confidential, and to establish the confidentiality mechanism for material inside information and the provision of penalties for non-compliance. Internal evaluation and approval shall be obtained before public disclosure of material information and the Company's spokesperson or acting spokesperson shall speak on behalf of the Company in principle. In addition, the internal material information processing procedures are incorporated into the internal control and internal audit system, and training is provided on a timely basis.
3. The Company also has established "Personnel Management Rules". Employees are informed that unless a written permission has been given, no company information or other unpublished information can be disclosed. Neither should it be used for personal gains or other purposes.
4. The Company has also set up a "Code for the Spokesperson" to detail principles for information disclosure and major irregularities at the plants. Except for company spokespersons, no employee is allowed to disclose policy, operations and business-related information to media reporters and outsiders in order to avoid violations and insider trading.

2.3.9 Implementation Status of the Internal Control System

2.3.9.1 Internal Control System Statement

Nan Ya Printed Circuit Board Corporation
Statement of Internal Control System

Date: February 27, 2025

The Company's internal control system for 2024 is announced based on the results of self-inspection.

1. The Company acknowledges that the establishment, implementation and maintenance of the internal control system are the responsibilities of the Board and the Manager of the Company. The Company has established such system. The purpose of the Company's business is to provide reasonable assurance on the achievement of the objectives and efficiency (including profits, performance and protection of assets), the reliability, timeliness, transparency, and compliance with the relevant laws and regulations.
2. The internal control system has its inherent limitations. Regardless of how well the design is perfected, an effective internal control system can only provide reasonable assurance of the achievement of the above three objectives. Moreover, subject to changes in the environment and conditions, the effectiveness of the internal control system may change accordingly. However, the Company's internal control system contains self-monitoring mechanisms and is in the process of making an accurate action.
3. The Company has made judgments on the effectiveness of internal control systems according to related provisions of the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Handling Guidelines"). The internal control system adopted in the "Handling Guidelines" is the process of the management control, and is divided into five elements: 1. The control environment, 2. Risk assessment, 3. Control operations, 4. Information and communication, and 5. supervision operations. Each constituent element includes a number of items. For the aforementioned item, please refer to the provisions of the Regulations.
4. The Company has adopted the abovementioned internal control system assessment project to evaluate the effectiveness of the internal control system's design and implementation.
5. Based on the results of the previous assessment, the Company believes that its internal control system (including supervision and management of subsidiaries) on December 31, 2024 was considered effective, including the understanding of the operation effectiveness and the extent the efficiency objectives have achieved; the system's reporting is reliable, timely, transparent, and in compliance with the relevant norms and related laws and regulations; and the design and implementation of the relevant internal control system. The Company can reasonably ensure the achievement of the above objectives.
6. This Statement will become the main content of the Company's annual report and prospectus, and shall be made public. If the content made public contain any misrepresentations, nondisclosures, or other illegal matters, the Company shall assume the legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
7. This report has been approved by the Board of Directors on February 27, 2025. Among the 9 Directors present, none of them expressed dissenting opinions and all the other Directors agreed with the content of the Statement.

Nan Ya Printed Circuit Board Corporation

Chairman: Chia-Chau Wu

President: Ann-De Tang

2.3.9.2 If CPA was engaged to conduct a special audit of internal control system, provide its audit report: None.

2.3.10 Major Resolutions of Shareholders' Meetings and Board Meetings:

2.3.10.1 Annual Shareholders' Meeting held on May 28, 2024.(The Annual shareholders' meeting was held in physical.)

Directors that attended the Shareholders' Meeting: Chia-Chau Wu, Ming-Jen Tzou, Ann-De Tang, Lien-Jui Lu (the above are Directors), Shyur-Jen Chien (the above is an Independent Director and the Convener of the Audit Committee), and more than half of the nine directors.

(1) Ratification Items

Item1

A. Subject: To Ratify the Business Report and Financial Statements for 2023, please make a resolution, please discuss and resolve.

(Proposed by the Board of Directors)

B. Resolution: The total number of voting rights present at the shareholder meeting for this case was 503,707,531. The voting results are as follows: 495,512,438 voting rights approved (including the voting rights of 495,512,438 by electronic means), accounting for 98.37% of the total voting rights; 116,696 voting rights opposed (including the voting rights of 116,696 by electronic means); 0 invalid voting rights; and 8,078,397 abstentions or non-votes (including the voting rights of 8,024,530 by electronic means). The number of voting rights has exceeded the required amount and the proposal has been adopted as proposed.

C. Implementation status: Acknowledged according to the resolution of the shareholders' meeting.

Item2

A. Subject: To Ratify the Proposal for Distribution of 2023 Profits, please make a resolution, please discuss and resolve.

(Proposed by the Board of Directors)

B. Resolution: The total number of voting rights of shareholders at the time of voting in this case was 503,707,531; the result of the vote--approved votes 495,624,376 rights (including the voting rights of 495,624,376 by electronic means), accounting for 98.40% of the total voting rights; disapproved votes 132,378 rights (including the voting rights of 132,378 by electronic means); invalid votes 0 right; abstained and not voting 7,950,777 rights (including the voting rights of 7,896,910 by electronic means). The number of voting rights has exceeded the required amount and the proposal has been adopted as proposed.

C. Implementation status: The Board of Directors on February 29, 2024 passed the

resolution of distributing a cash dividend of NT$5.5 per share. After May 28, 2024, the Board of Directors set June 22, 2024 as the benchmark date for cash dividend distribution, and it will be distributed on August 14.

(2)Discussion Items

Item 1

A. Subject: Amendment to the Articles of Incorporation of the Company. Please discuss and resolve, please discuss and resolve.

(Proposed by the Board of Directors)

B. Resolution: The total number of voting rights of shareholders at the time of voting in this case was 503,707,531; the result of the vote--approved votes 489,815,455 (including the voting rights of 489,815,455 by electronic means), accounting for 97.24％ of the total voting rights; disapproved votes: 4,271,881 rights (including the voting rights of 4,271,881 by electronic means); invalid votes 0 right; abstained and not voting 9,620,195 rights (including the voting rights of 9,566,328 by electronic means). The number of voting rights has exceeded the required amount and the proposal has been adopted as proposed.

C. Implementation status: Pursuant to the resolution of the shareholders' meeting, the company's articles of association were approved and registered by the Ministry of Economic Affairs on June 19, 2014, and the revised articles of association were announced on the company's website.

(3) Extraordinary Motions: None.

2.3.10.2 2024 1st meeting of the Board of Directors held on February 29, 2024.

Item 1

A. Subject: To propose the 2023 Employee Compensation, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance, and submitted to the 2024 Annual Shareholders' Meeting.

Item 2

A. Subject: To prepare for the 2023 Financial Statements and the 2024 Business Plan, please discuss and resolve. (The Secretariat reported that the attached materials of this proposal have been submitted to the Audit Committee for approval, and Vice President Mr. Lu of the President's Office would report on the 2023 operating status and the 2024 Business Plan.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item 3

A. Subject: To prepare for the Earnings Distribution for 2023, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance.

Item 4

A. Subject: Please approve the proposal for holding the 2024 Annual Shareholders' Meeting on May 28, 2024, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance.

Item 5

A. Subject: Amendment to the Articles of Incorporation of the Company, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance, and submitted to the 2024 Annual Shareholders' Meeting.

Item 6

A. Subject: Prepare the Company's 2023 "Statement of Internal Control System", please make the resolution.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance.

Item 7

A. Proposed signing of lease contract with Nan Ya Plastics Corporation, please discuss and resolve.
   (The Secretariat reported that this proposal was approved by all members of the Audit Committee in attendance, and Independent Director Shyur-Jen Chien was authorized to sign the lease contract on behalf of the Company with Nan Ya Plastics Corporation.)
   (The Chairman and Directors Wen-Yuan Wang and Ming-Jen Tsou recused themselves from voting due to their positions as Chairman, Managing Director, Director, or corporate representative of Nan Ya Plastics Corporation. The Chairman appointed Independent Director Shyur-Jen Chien as acting Chair.)
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance, excluding those who recused themselves due to conflicts of interest.

Item 8

A. Subject: Proposed transaction with a related party, please discuss and resolve.
(The Chairman and Directors Ann-De Tang, Lien-Jui Lu, and Kuo-Chun Chiang, due to their respective positions as Chairman, Director and General Manager, or Director or Supervisor of Nan Ya PCB (Kunshan) Co., Ltd., recused themselves from voting. The Chairman designated Independent Director Shyur-Jen Chien to act as the temporary Chair.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: **None.**

C. Resolution: Approved by all Directors in attendance, excluding the recused Directors.

Item 9

A. Subject: Proposed replacement of the certified public accountant responsible for attesting the Company's financial statements, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

2.3.10.3 2024 2nd meeting of the Board of Directors held on May 3, 2024.

Item 1

A. Subject: Proposal to prepare the financial statements for the first quarter of 2024, please discuss and resolve.
(Vice President Mr. Lu of the President's Office presented a report on the Company's operating performance in the first quarter of 2024.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: Director Shyur-Jen Chien inquired about the Company's cost structure, which was addressed by the relevant executives.

C. Resolution: Approved by all Directors in attendance.

Item 2

A. Subject: Proposed amendments to the Company's "Internal Control System" and "Rules for Implementation of Internal Audits," please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item3

A. Subject: Proposal to prepare the Company's 2023 Sustainability Report, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

2.3.10.4 2024 3rd meeting of the Board of Directors held on May 28, 2024.

Item1

A. Subject: Proposal to set the record date and distribution date for 2023 cash dividends, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

2.3.10.5 2024 4th meeting of the Board of Directors held on August 6, 2024.

Item1

A. Subject: Proposal to prepare the financial statements for the second quarter of 2024, please discuss and resolve.
(Vice President Mr. Lu of the President's Office presented a report on the Company's operating performance in the second quarter of 2024.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item2

A. Subject: Proposed transaction with a related party, please discuss and resolve.
(The Chairman and Directors Ann-De Tang, Lien-Jui Lu, and Kuo-Chun Chiang, due to their respective positions as Chairman, Director and General Manager, or Director or Supervisor of Nan Ya PCB (Kunshan) Co., Ltd., recused themselves from voting. The Chairman designated Independent Director Shyur-Jen Chien to act as the temporary Chair.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance, excluding the recused Directors.

Item3

A. Subject: Proposal that the salary adjustment for managerial officers in 2024 shall not exceed that of general employees, please discuss and resolve.
(Directors Ann-De Tang, Lien-Jui Lu, Kuo-Chun Chiang, and Accounting & Corporate Governance Officer Wen-Feng Chiang recused themselves due to conflict of interest.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance, excluding the recused Directors.

2.3.10.6 2024 5th meeting of the Board of Directors held on November 5, 2024.

Item1

A. Subject: Proposal to prepare the financial statements for the third quarter of 2024, please discuss and resolve.
(Vice President Mr. Lu of the President's Office presented a report on the Company's operating performance in the third quarter of 2024.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item2

A. Subject: Proposed amendments to the Company's "Internal Control System" and "Rules for Implementation of Internal Audits," please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item3

A. Subject: Proposed amendment to the Company's "Audit Committee Charter," please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item4

A. Subject: Proposed amendment to the Company's "Sustainability Committee Charter," please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item 5

A. Subject: Proposed amendment to the Company's "Board Meeting Rules of Procedure," please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item6

A. Subject: Proposal to prepare the 2025 Audit Plan, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item7

A. Subject: Proposal to negotiate a credit line with financial institutions for business needs, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

2.3.10.7 2025 1th meeting of the Board of Directors held on February 27, 2025.

Item1

A. Subject: Proposal to determine the employee compensation for 2024, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance, and reported to the 2025 Annual Shareholders' Meeting.

Item2

A. Subject: Proposal to prepare the 2024 financial statements and to establish the 2025 business objectives, please discuss and resolve.
(Secretariat reported that all attachments to this proposal had been approved by the Audit Committee, and Vice President Lu of the President's Office provided supplemental explanations on the Company's 2024 operating performance and 2025 business objectives.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item3

A. Subject: Proposal to prepare the 2024 earnings distribution schedule, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item4

A. Subject: Proposal to convene the 2025 Annual Shareholders' Meeting on May 27, 2025, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

Item5

A. Subject: Proposal to amend the Company's "Rules of Procedure for Shareholders' Meetings", please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance, and submitted to the 2025 Annual Shareholders' Meeting.

Item6

A. Subject: Proposal to define the scope of entry-level employees within the Company, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance.

Item7

A. Subject: Proposal to amend the Articles of Incorporation of the Company, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance, and submitted to the 2025 Annual Shareholders' Meeting.

Item8

A. Subject: Proposed replacement of the certified public accountant responsible for attesting the Company's financial statements, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance.

Item9

A. Subject: Proposal to amend the Company's pre-approval policy for non-assurance services provided by the attesting accounting firm, please discuss and resolve.
B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.
C. Resolution: Approved by all Directors in attendance.

Item10

A. Subject: Proposed transaction with a related party, please discuss and resolve. (Chairman and Directors Ann-De Tang, Lien-Jui Lu, and Kuo-Chun Chiang, due to their respective positions as Chairman, Director and General Manager, or Director or Supervisor of Nan Ya PCB (Kunshan) Co., Ltd., recused themselves from voting. The Chairman designated Independent Director Shyur-Jen Chien to act as the temporary Chair.)

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance, excluding the recused Directors.

Item11

A. Subject: Proposal to prepare the 2024 Internal Control System Statement of the Company, please discuss and resolve.

B. Opinions expressed by the Independent Directors and relevant follow-up actions: None.

C. Resolution: Approved by all Directors in attendance.

2.3.11 Major Issues of Record or Written Statements Made by Any Directors or Supervisors which Specified his Dissent to Important Resolutions Passed by the Board of Directors as of the Publication Date of the Annual Report: None.

2.4 Information Regarding the Company's Audit Fees

2.4.1 The amount of public audit fees and non-audit public fees paid to the certified public accountants, their affiliated firms and affiliated enterprises, and the content of non-audit services should be disclosed

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Total	Remarks
KPMG Certified Public Accountants Firm	Hsin-Yi Kuo	2024.01.01 ~ 2024.12.31	2,132	1,317	3,449	Note2
	Tzu-Hui Lee					

Note1: If there has been a change of certified public accountants or independent public accounting firm during the current fiscal year, the Company shall disclose the information regarding the audit period covered by the predecessor auditor and successor auditor as well as the reasons for change of auditors in the commentary column, as well as to disclose the audit and non-audit fees paid. There should be remark to explain the content of the non-audit fees.

Note 2: Non-audit public fees include English quarterly financial reports, tax visas, transfer pricing tax consulting, annual repayment audits and Full-time Employee Salary Information Checklist, etc.

2.4.2 If there is any change in the appointed in dependent auditors and the Company's annual auditing expenses decreased simultaneously, information regarding the amount, percentage and reasons for the decrease in auditing expenses shall be disclosed：None.

2.4.3 Auditing expenses decreased by 10% in comparison to the previous year, information regarding the amount, percentage and reason for the decrease in auditing expenses shall be disclosed：None.

2.5 Replacement of CPA:

2.5.1 About former CPA:

Change date	February 27, 2025			
Reason for replacement and description	Original auditor Hsin-Yi Kuo and Tzu-Hui Lee, in accordance with internal staffing adjustments within the accounting firm, starting from the first quarter of the year 2025, the financial reports will be audited and certified by auditors Hsin-Yi Kuo and Chao-Wen Chang.			
Note that the appointment or accountant terminates or does not accept the appointment	party / situation		accountant	appointer
	Take the initiative to terminate the appointment		Not Applicable	Not Applicable
	No longer accept (continue) appointment		Not Applicable	Not Applicable
Comments and reasons for the issuance of unqualified opinions outside the latest two years	N/A			
Opinions different from those of issuer	Yes		Accounting principles or practices	
			Disclosure of financial reports	
			Check the scope or step	
			Other	
	N/A	V		
	Description			
Other Disclosures (Disclosures required in Item 1-4 to 1-7, Subparagraph 6, Article 10 of these Regulations)	N/A			

Change date	February 29, 2024			
Reason for replacement and description	Original auditor Hui-Chin Ko and Tzu-Hui Lee, in accordance with internal staffing adjustments within the accounting firm, starting from the first quarter of the year 2024, the financial reports will be audited and certified by auditors Hsin-Yi Kuo and Tzu-Hui Lee.			
Note that the appointment or accountant terminates or does not accept the appointment	party / situation		accountant	appointer
	Take the initiative to terminate the appointment		Not Applicable	Not Applicable
	No longer accept (continue) appointment		Not Applicable	Not Applicable
Comments and reasons for the issuance of unqualified opinions outside the latest two years	N/A			

Opinions different from those of issuer	Yes		Accounting principles or practices
			Disclosure of financial reports
			Check the scope or step
			Other
	N/A	V	
	Description		
Other Disclosures (Disclosures required in Item 1-4 to 1-7, Subparagraph 6, Article 10 of these Regulations)	N/A		

3.5.2 About the successor CPA

Office name	KPMG Certified Public Accountants Firm
CPA name	Hsin-Yi Kuo and Chao-Wen Chang
Date of appointment	February 29, 2024
Consultation given on accounting treatment or accounting principle adopted for any specific transactions and on possible opinion issued on financial report prior to appointment and results	N/A
Successor CPA's written opinion on the different opinions of the former accountant	N/A

Office name	KPMG Certified Public Accountants Firm
CPA name	Hsin-Yi Kuo and Tzu-Hui Lee.
Date of appointment	February 29, 2024
Consultation given on accounting treatment or accounting principle adopted for any specific transactions and on possible opinion issued on financial report prior to appointment and results	N/A
Successor CPA's written opinion on the different opinions of the former accountant	N/A

2.6 The Company's Chairman, Executive Officer, Financial Officer, and Managers in Charge of its Finance and Accounting Operations did not Hold Any Positions in the Company's Independent Auditing Firm or its Affiliates during 2024: None.

2.7 Change in Shareholdings and in Shares Pledged by Directors, Management, and Shareholders Holding more than 10% Share in the Company.

2.7.1 Change in shareholdings and in shares pledged:

Unit: Shares

Title	Name	2024		As of March 30,2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Chairman	Nan Ya Plastics Corporation	0	0	0	0
	Chia-Chau Wu	0	0	0	0
Director	Nan Ya Plastics Corporation	0	0	0	0
	Wen-Yuan Wong	0	0	0	0
Director	Nan Ya Plastics Corporation	0	0	0	0
	Ming-Jen Tzou	0	0	0	0
Director and President	Ann-De Tang	0	0	0	0
Director and Vice President	Lien-Jui Lu	0	0	0	0
Director and Vice President	Kuo-Chun Chiang	0	0	0	0
Independent Director	Ta-Sheng Lin	0	0	0	0
Independent Director	Shyur-Jen Chien	0	0	0	0
Independent Director	Shui-Chi Chuang	0	0	0	0
Associate Vice President	Yung-Chi Lin	0	0	0	0
Associate Vice President	Kuo-Lung Chen	0	0	0	0
Associate Vice President	Mao-Sung Huang	0	0	0	0
Associate Vice President	Kuan-Li Wang	0	0	0	0
Associate Vice President	Sung-Lung Chien	0	0	0	0
Financial Officer	Zhen-Xiao Lei	0	0	0	0
Accounting Officer	Wen-Feng Chiang	0	0	0	0
Major Shareholder	Nan Ya PlasticsCorporation	0	0	0	0

2.7.2 Information of shares trade or pledge: None.

2.8 Relationship among the Top Ten Shareholders

Unit: Shares; %；March 30, 2025

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Nan Ya Plastics Co., Ltd. Chairman:Chia-Chau Wu	432,744,977 2,982	66.97 -	0	0	0	0	None	None	None
New Labor Pension Fund	6,380,400	0.99	0	0	0	0	None	None	None
HSBC Bank (Taiwan) Limited, Custodian for Formosa Opportunities Company – Yu Jing Qian Long Special Opportunities Fund – Morgan Stanley International Limited Investment Account	3,741,000	0.58	0	0	0	0	None	None	None
CTBC Taiwan Selective Growth High Dividend ETF Investment Account	2,418,000	0.37	0	0	0	0	None	None	None
Standard Chartered Bank, Custodian for Allianz Global Investors Fund – Allianz Global Equity Index Fund Investment Account	2,277,556	0.35	0	0	0	0	None	None	None
JPMorgan Chase Bank, N.A., Taipei Branch, Custodian for Vanguard Group Inc. – Vanguard FTSE Emerging Markets ETF Investment Account	2,000,521	0.31	0	0	0	0	None	None	None
Standard Chartered Bank, Custodian for State Street Global Advisors Trust Company – State Street International Equity Index Trust II Investment Account	1,543,000	0.24	0	0	0	0	None	None	None
SinoPac Life Insurance Co., Ltd. Chairman: Chao-Hsi Weng	1,451,000 0	0.22 -	0	0	0	0	None	None	None
Old Labor Pension Fund	1,410,930	0.22	0	0	0	0	None	None	None
Fubon Taiwan Small-Mid Cap A-Level Momentum 50 ETF Investment Account	1,171,000	0.18	0	0	0	0	None	None	None

Note 1: The fore 10 shareholders have to be listed, corporate shareholder and representative name have to be liseted respectively.
Note 2: Shareholding ratio calculation is the ratio by own name, spouse, unadult children or others.
Note 3: All fore listed shareholdrs'relationship between corporate shareholder and natural person have to be exposed.
Note 4: Shareholding ratio less than 0.01% is noted by "-".

2.9 The Total Number of Shares and Total Equity Stake Held in Any Single Enterprise by the Company, the Company's Directors, Supervisors, Managers, and Any Companies Controlled either Directly or Indirectly by the Company:

Unit: shares;% ；December 31, 2024

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors/ Supervisors/Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Nan Ya PCB (Hong Kong) Co.,Ltd	2,152,020,000	100	0	0	2,152,020,000	100
Nan Ya PCB (Kunshan) Co., Ltd.	NA	0	NA	100	NA	100
Nan Ya PCB (USA) Co., Ltd.	1,000,000	100	0	0	1,000,000	100

Note 1：Under the equality method.

III. Capital and Shares

3.1 Capital and Shares

3.1.1 Source of Capital

Unit: Shares, NT$; March 30, 2024

Month/ Year	Par Value (NT$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (NT$ thousands)	Shares	Amount (NT$ thousands)	Sources of Capital	Capital Increased by Assets Other than Cash	Other
1997.10	10	200,000,000	2,000,000,000	050,000,000	500,000,000	Original shareholder contribution	None	Note1
1998.04	10	200,000,000	2,000,000,000	200,000,000	2,000,000,000	cash capital increase	None	Note2
1999.05	20	500,000,000	5,000,000,000	300,000,000	3,000,000,000	cash capital increase	None	Note3
2000.08	10	500,000,000	5,000,000,000	351,000,000	3,510,000,000	Capital increase by retained earning	None	Note4
2000.09	40	500,000,000	5,000,000,000	400,000,000	4,000,000,000	cash capital increase	None	Note5
2001.08	10	500,000,000	5,000,000,000	464,000,000	4,640,000,000	Capital increase by retained earning	None	Note6
2002.09	10	500,000,000	5,000,000,000	482,560,000	4,825,600,000	Capital increase by retained earning	None	Note7
2004.09	10	504,825,600	5,048,256,000	487,385,600	4,873,856,000	Capital increase by retained earning	None	Note8
2005.09	10	621,700,000	6,217,000,000	516,628,736	5,166,287,360	Capital increase by retained earning	None	Note9
2006.01	27.3	621,700,000	6,217,000,000	519,924,736	5,199,247,360	Exercised ESOP	None	Note10
2006.04	250	621,700,000	6,217,000,000	599,924,736	5,999,247,360	cash capital increase	None	Note11
2006.04	27.3	621,700,000	6,217,000,000	600,305,736	6,003,057,360	Exercised ESOP	None	Note10
2006.07	27.3	621,700,000	6,217,000,000	600,318,736	6,003,187,360	Exercised ESOP	None	Note10
2007.02	21.3	621,700,000	6,217,000,000	601,448,736	6,014,487,360	Exercised ESOP	None	Note10
2007.03	21.3	621,700,000	6,217,000,000	601,508,736	6,015,087,360	Exercised ESOP	None	Note10
2007.06	21.3	621,700,000	6,217,000,000	601,518,736	6,015,187,360	Exercised ESOP	None	Note10
2007.09	21.3	621,700,000	6,217,000,000	601,525,736	6,015,257,360	Exercised ESOP	None	Note10
2007.10	10	700,000,000	7,000,000,000	617,163,403	6,171,634,030	Capital increase by retained earning	None	Note12
2007.12	10	700,000,000	7,000,000,000	617,928,403	6,179,284,030	Exercised ESOP	None	Note10
2008.03	10	700,000,000	7,000,000,000	618,013,403	6,180,134,030	Exercised ESOP	None	Note10
2008.05	10	700,000,000	7,000,000,000	618,092,403	6,180,924,030	Exercised ESOP	None	Note10
2008.08	10	700,000,000	7,000,000,000	618,145,403	6,181,454,030	Exercised ESOP	None	Note10
2008.12	10	700,000,000	7,000,000,000	618,157,403	6,181,574,030	Exercised ESOP	None	Note10
2009.09	10	700,000,000	7,000,000,000	630,398,531	6,303,985,310	Capital increase by retained earning	None	Note13
2010.03	10	700,000,000	7,000,000,000	630,399,531	6,303,995,310	Exercised ESOP	None	Note10
2010.08	-	700,000,000	7,000,000,000	624,298,531	6,242,985,310	Repurchased shares were canceled	None	Note14
2011.08	10	700,000,000	7,000,000,000	643,027,487	6,430,274,870	Capital increase by paid-in capital	None	Note15
2011.08	75.4	700,000,000	7,000,000,000	644,450,487	6,444,504,870	Exercised ESOP	None	Note16
2011.12	75.4	700,000,000	7,000,000,000	646,164,487	6,461,644,870	Exercised ESOP	None	Note16
2012.03	75.4	700,000,000	7,000,000,000	646,165,487	6,461,654,870	Exercised ESOP	None	Note16

Note 1: The Company founded with NT$500 million of share capital in October 1997.
Note 2: The cash capital increase was approved by: The Securities and Futures Bureau (SFB) certificate No. 22608 issued on March 5, 1998.
Note 3: The cash capital increase was approved by: The Securities and Futures Bureau (SFB) certificate No. 27431 issued on March 19, 1999
Note 4: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No.58813 issued on July 7, 2000.
Note 5: The cash capital increase was approved by: The Securities and Futures Bureau (SFB) certificate No. 58814 issued on July 7, 2000
Note6: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No. 146720 issued on July 18, 2001.
Note 7: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No. 0910143096 issued on August 6, 2002.
Note 8: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No.0930134967 issued on August 5, 2004.
Note 9: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No.0940133208 issued on August 12, 2005.
Note 10: The capital increase through issuance of employee stock warrants was approved by: The Securities and Futures Bureau (SFB) certificate No. 0920127845 issued on June 25, 2003.
Note 11: The cash capital increase was approved by: The Securities and Futures Bureau (SFB) certificate No. 095016446 issued on March 1, 2006.
Note12: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No.0960015115 issued on September 13, 2007.
Note13: The capital increase through capitalization of retained earnings was approved by: The Securities and Futures Bureau (SFB) certificate No.0980034347 issued on July 10, 2009.
Note 14: The treasury stock cancellation approval number: Taiwan Stock Exchange certificate No. 09900255301 issued on August 27, 2010.
Note 15: Capital increase through capitalization of capital reserve was approved by: The Financial Supervisory Commission (FSC) Certificate No. 000030866 issued on July 5, 2011.
Note 16: The capital increase through issuance of employee stock warrants was approved by: The Securities and Futures Bureau (SFB) certificate No. 0980028576 issued on June 9, 2009.

Unit: Shares

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common Stock	646,165,487	53,834,513	700,000,000	Listed company stock

3.1.2 List of Major Shareholders

The Top Ten Shareholders By Equity Ratio

March 30, 2025

Shareholder's Name	Shareholding	
	Shares	Percentage
Nan Ya Plastics Co., Ltd.	432,744,977	66.97%
New Labor Pension Fund	6,380,400	0.99%
HSBC Bank (Taiwan) Limited, Custodian for Formosa Opportunities Company – Yu Jing Qian Long Special Opportunities Fund – Morgan Stanley International Limited Investment Account	3,741,000	0.58%
CTBC Taiwan Selective Growth High Dividend ETF Investment Account	2,418,000	0.37%
Standard Chartered Bank, Custodian for Allianz Global Investors Fund – Allianz Global Equity Index Fund Investment Account	2,277,556	0.35%

Shareholder's Name	Shareholding	
	Shares	Percentage
JPMorgan Chase Bank, N.A., Taipei Branch, Custodian for Vanguard Group Inc. – Vanguard FTSE Emerging Markets ETF Investment Account	2,000,521	0.31%
Standard Chartered Bank, Custodian for State Street Global Advisors Trust Company – State Street International Equity Index Trust II Investment Account	1,543,000	0.24%
SinoPac Life Insurance Co., Ltd.	1,451,000	0.22%
Old Labor Pension Fund	1,410,930	0.22%
Fubon Taiwan Small-Mid Cap A-Level Momentum 50 ETF Investment Account	1,171,000	0.18%

3.1.3 Dividend Policy and Implementation Status

3.1.3.1 Dividend Policy of the Company's Articles of Incorporation

Article 20 of Incorporation of the Company:

Where there is surplus of the annual final account, when allocating the net profits for each fiscal year, the Company shall first pay its income tax and offset its prior years' accumulated losses and set aside 10% legal capital reserve and special earning reserve as necessary. However when the accumulated legal reserve amounts to the paid-in capital, this shall not apply. For remaining surplus incorporated with the accumulative earning in previous years, the Board of Directors shall prepare the proposal concerning the appropriation of net profits and is authorized to distribute dividends paid in cash after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by over two-thirds of the directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting. The dividends paid in stock shall be submitted for the approval in a shareholders' meeting.

The Company's dividend policy adopts three methods: cash dividend, surplus profit distributed in the form of new shares, and capital reserve distributed in the form of new shares. After deducting the legal reserve and special reserve, at least 50% of the annual distributable surplus shall be distributed, with the priority of issuing cash dividends. The proportion of surplus profit distributed in the form of new shares and capital reserve distributed in the form of new shares shall not exceed 50% of the total dividend for the year.

3.1.3.2 Proposed Distribution of Dividend

The Company passed the resolution of the Board of Directors on February 27, 2025 to distribute cash dividends of NT$1 per share. The distribution will be made after the Board of Directors sets the distribution base date.

3.1.3.3 Expect Material Change in Dividend Policy: None.

3.1.4 Dividend Policy and Implementation Status: None

Proposed stock dividends were not set in the last Shareholders' Meeting and the

Company itself is not required to disclose financial forecast.

3.1.5 Compensation of Employees, Directors and Supervisors

3.1.5.1 The percentage or scope of rewards for directors' compensation as set out in the Articles of Association:

1. Article 19 of Incorporation of the Company:
   When allocating the net profits for each fiscal year, the Company shall set aside 0.05% to 0.5% of the balance of pre-tax profit prior to deducting employees' compensation as compensation of employees. However, the Company's accumulated losses shall have been covered.
2. The Company's employee compensation policy adheres to the spirit of corporate governance, and is based on the principles of stimulating employee performance and not diluting equity to protect shareholders' equity. The Company distributes all of its employees' equity in cash.

3.1.5.2The 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:

The estimation basis for employees and directors' compensation is based on relevant laws and regulations, the Company's Articles of Incorporation and past experience. If the actual distributed amount is different from the estimated number, it will be treated as changes in accounting estimates and recognized as profit or loss for the next year.

3.1.5.3 Information on any approval by the Board of Directors of distribution of compensation:

Approved at the Shareholders' Meeting on February 27, 2025:

1. It is proposed that the cash distribution to employees is NT$323,050 and stock compensation is NT$0, which is not different from the estimated amount.
2. Employee compensation in the form of stock distribution is zero. The ratio of the total net profit after tax of individual financial statement on the total employee compensation in this period is zero.

3.1.5.4 The actual distribution of employees and directors' compensation for the previous fiscal year:

Passed by the Company's annual shareholders' meeting on February 29, 2024 and the actual distribution status:

1. It is proposed that the cash distribution to employees is NT$14,384,521 and stock compensation is NT$0, which is not different from the estimated amount
2. The actual amount of stock compensation for the employees is NT$0, which accounts for 0% of the sum of after-tax net profit and employee bonus in the parent company only financial report for this period.

3. The actual distribution of employee bonus and directors' remuneration are the same as that of the amount approved by the Board of Directors with no difference.

3.1.6 Repurchase of shares by the Company: None.

3.2 Corporate Bonds: None.

3.3 Status of Preferred Stock: None.

3.4 Issuance of Global Depositary Receipts: None.

3.5 Status of Employee Stock Options: None.

3.6 The status of new restricted employee shares: None.

3.7 Status of New Shares Issuance in Connection with Mergers and Acquisitions: None.

3.8 Implementation of funds application plans: None.

IV. Operations Overview

4.1 Business Content

4.1.1 Business Scope

4.1.1.1 Main Business Operations

1. CC01080 Electronic Parts and Components Manufacturing
2. CC1090 Batteries Manufacturing
3. I199990 Other Consultancy
4. ZZ99,999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

4.1.1.2 Business Distribution

December 31, 2024

Business Activities	Operating Revenue (NT$ thousands)	Proportion of Turnover (%)
Manufacturing and sale of printed circuit boards	31,390,463	97.23
Other operating income	892,868	2.77
Total	32,283,331	100.00

4.1.1.3 The Company's main product (services) project: printed circuit boards.

4.1.1.4 New products that are planned to be developed: New generation of high-end circuits boards.

4.1.2 Industry Overview

4.1.2.1 The Current Situation and Development of the Industry：

1. Conventional PCB:

   Because of lower technology barriers and encouraging policies from the China Government, there are plenty PCB manufacturers and the price competition is fierce. Peers have been lowering costs via capacity expansions to pursue the economic scale and maintain profits; however, this triggered an oversupply market and declining average selling prices of conventional PCBs. Automotive electronics and telecommunication are niche markets, those products yield better profits. Thus, PCB makers are eager to enter the fields.

2. IC Substrate:

   As the sales momentum of smart mobile devices has slowed down and the average sales price continues to decline, IC substrates for related applications are facing price pressures. Therefore, IC substrate manufacturers actively enter AI, efficient computing, 5G network communication equipment and system-in-package market with growth potential in line with the trend of the terminal market to increase profitability.

4.1.2.2 The Relations among the up, mid, and downstream in the Industry:

PCBs are the main carriers and indispensable components for the chip assembling and electronic part installation. The downstream industries include information,

communication, networking, optical electronic, consumer electronic, automobile, delicate instruments, medical equipment, aerospace/military, and all kinds of industrial products. The copper clad laminate (CCL) is the upstream material for PCBs, and the raw materials of CCL include the copper foil, glass fabric, glass yarn, epoxy resin. The domestic supply chain is healthy and complete.

4.1.2.3 The Development Trend and Completion of Products:

1. Conventional PCB：

For the trend, lighter, thinner, shorter, and smaller, of electronics remains the same, high layer counts and thin circuits are still the PCB development tendencies. However, peers continue to expand capacities and the market has become severely oversupply, which impacts the average selling prices of PCBs. In addition, the rapid growth in the smartphone market drove PCB makers to enlarge HDI capacities. Consequently, the HDI is oversupply and the price keeps falling.

2. IC Substrate:

Due to the rapid changes in semiconductor packaging technology, the penetration of system-in-package technology in high-end wearable devices and mobile devices is increasing, driving the demand for system-in-package substrates; in addition, 5G network communication equipment, computers, servers, AI, efficient computing and automotive electronics use more high-end IC substrates. However, under the continuous and substantial increase in the production capacity of IC substrates, the shortage of supply has been significantly eased.

4.1.3 Overview of Technology and R&D

The Company continues to invest in technology research and development, and has obtained various patents and has been actively developing the following products:

4.1.3.1 Conventional PCB:

1. High density interconnection (HDI) PCB:

The Company mainly focused on the development of high-end blind via and high-density via technologies. The products include wearable devices, RF transmission products, high-end notebooks, solid-state drives, LED chips, automotive radar, low-earth orbit satellites, and power module products, among others

2. High layer count PCB:

The Company mainly focused on the development of multilayer board layer alignment, high aspect ratio electroplating, and impedance matching technologies. The products include high-end graphics cards, servers, and workstations.

4.1.3.2 IC substrate:

The manufacturing processes could be divided into the PP Substrate and ABF Substrate, regardless of the form of packaging, and the design trend is toward thinner lines, more micropores, slimmer and more layers.

1. PP Substrate:
   The Company is primarily engaged in the mass production of substrates using wire bonding and FC packaging technologies. Currently, we are focused on the development of high-value substrates by advancing high aspect ratio via-filling and high-layer alignment technologies, with the aim of enhancing manufacturing capability and precision. Through continuous technological innovation, we strive to strengthen our leading position in the market.Our core products are widely applied in high-end stacked packaging, multi-core chips, graphics processing units (GPUs), power management ICs, display driver ICs, solid-state drive (SSD) controller chips, and digital set-top boxes. These are primarily used in smartphones, memory products, television chipsets, 5G high-frequency modules, and automotive processors. Additionally, our SiP products have entered a mature stage of mass production. These are applied to modular components in mobile phones, including network communication modules, wearable devices, optical sensors, and camera modules, thereby supporting the diverse and expanding applications of the Internet of Things (IoT) in the future.

2. ABF Substrate:
   The product is designed to be light, thin, short and small. This year, the focus is on the development of high layer count and large-sized PCB. The development of high-end PCB precision alignment technology for high-end communication substrates is heading toward high-speed I/O numbers and 90μm solder ball pitch technology. According to the technical challenges of future products, the Company not only strives to establish short-, medium- and long-term research and development projects for key processes to ensure that it continues to take lead in the future technology, but also introduces new materials such as highly reliable substrates and inks, low surface roughness and high dimensional stability substrates, and low signal loss buildup insulating films, to ensure the needs of future high-speed communication products are well met.

4.1.3.3 R&D expenses in the last 5 years up to the quarter of this annual report:

Unit: NT$ thousands

Year	2024	2023	2022	2021	2020
R&D expenses	436,615	477,967	584,131	550,174	460,175

Note:R&D expenses include research, development and improvement costs.

4.1.4 The Long-term and Short-term Operation Plans

4.1.4.1 Short-term Operation Plans:

Because the upstream semiconductor continues to evolve, the end devices also become smaller. Our focuses are enhancing PCB and IC substrate technologies with high density and thinning, and winning potential clients. By matching the changes in popular electronic products, we keep adjusting our product mix, accelerating the upgrades in equipment of high value-added products, and optimizing the manufacturing process to boost our values and profits.

4.1.4.2 The Long-term Operation Plans:

In response to the future growth trend of networking, HPC, and AI, the Company has held the spirit of sustained operations and innovations, and devoted to R&D and optimized manufacturing processes. We are backed by the edge of quality and technology to win clients, which is the cornerstone of our long-term operation.

4.2 Market and Production Overview

4.2.1 Market Analysis

4.2.1.1 Sales regions and market share for major products

The Company's main customers are currently the world-class computer, communication, network, consumer electronics and auto parts manufacturers in the United States, Japan, Europe, so its products are sold to the assembly plants worldwide. The percentages and amounts of sales in the 2024 and 2023 by sales region are listed as follows:

Unit: NT$ thousands

Items	2024		2023	
	Amount	%	Amount	%
Taiwan	10,846,663	33.60	14,504,072	34.33
China	14,527,483	45.00	16,778,042	39.71
Amarica	1,249,389	3.87	2,448,173	5.79
Korea	5,659,796	17.53	8,522,291	20.17
Other countries	32,283,331	100.00	42,252,578	100.00
Total	10,846,663	33.60	14,504,072	34.33

4.2.1.2 The Future Demand and Supply of the Market and the Growth Envision

Looking forward to 2025, the market such as AI, data centers, edge computing, advanced networking, and high-performance computing are expected to continue growing. Coupled with the weakening inventory reduction effect in consumer electronics, this will likely boost demand for related circuit boards; however, the trend of semiconductor consolidation will remain unchanged, the bargaining ability of customers will increase with the expansion of business scale, and the price of raw materials will continue to increase, which will increase the cost pressure of circuit board manufacturers. Thus, in addition to lifting profits and market share by developing high-value products and the optimization of the manufacturing process of high-level IC substrate, we continue to implement the projects for labor, material usage, and power reduction to lower the costs and enhance the Company’s performance.

4.2.1.3 Competitive Edges:

As a part of the FPG, we have stable access to the CCL, epoxy resin, copper foil, and glass fabric, which is crucial fundamental for us to root in PCB industry.

Additionally, we have completed the cross-strait strategic development, which greatly improved the capacity flexibility and the product development, and provide our client comprehensive products to meet their demands. We have rooted

in the industries for years and developed outstanding quality and technology capability, while providing attractive prices. These truly are our competitive edges.

4.2.1.4 The Favorable Factors for Operations:

1. Excellent technology Quality and Production Capability:
   We are an early entrant for IC substrates, accumulate production experiences, and have complete cross-strait developments. In terms of quality, technology, and production capabilities, we are approved by world class clients and one of a few suppliers, who can offer all types of PCB products.
2. Actively adopting smart automation production:
   Our Company is advancing digital transformation, artificial intelligence, process optimization, and online quality control to identify optimal process parameters and improve production workflows. Additionally, we are introducing automated and computerized production equipment to enhance efficiency, product quality, and cost savings.
3. Solid Relationship with Clients:
   Our clients are world renowned companies and their products are sold all over the world. Our quality has been trusted by clients, and our relationships among clients are close. Because our quality and capacity can satisfy clients, they are willing to develop new products with us, which helps us catch the business opportunities.
4. The Excellent Management Systems inherited from the FPG:
   As a part of the FPG, our management systems and operation spirits are inherited from it. Through implementing the strict manufacturing management and cost control, and helped by the integration of the resources and effective cooperation of the Group, we are able to access stable raw materials and have strong bargaining power for external procurement.

4.2.1.5 The Unfavorable Factors for Operations and Countermeasures:

1. Influenced by the ongoing evolution of advanced packaging technologies, the IC substrate consumption for mobile device has decreased; it will make the bidding situation of low-end products more intense. Moreover, because of the tightening environmental laws in China, the operating costs have risen and become a challenge for PCB manufacturers.
2. To address the inventory clearance of consumer electronics products, which has led to a decrease in demand for IC carrier boards, we have worked closely with our customers to launch high-value-added products, such as artificial intelligence application high-performance computing chips, high-end network communication equipment, high-end graphics chips, and next-generation system-level packaging carrier boards. Additionally, we keep promoting employment rationalization projects and production automation and optimizing manufacturing processes to improve yields.
3. The Company is continuously promoting energy conservation and waste reduction. We are investing in renewable energy systems, such as solar photovoltaic installations, and actively funding recycling equipment to increase wastewater

recovery rates and reduce biological sludge, aiming to achieve a circular economy and progress toward sustainable operations.

4. The Company keeps actively participating in the transformation of net-zero carbon emissions by developing new energy automotive-related products to strengthen the Company's response to world climate change. The Company devotes efforts to net-zero emissions and realizes the vision of low-carbon economic transformation in order to achieve the ultimate goal of sustainable operation.

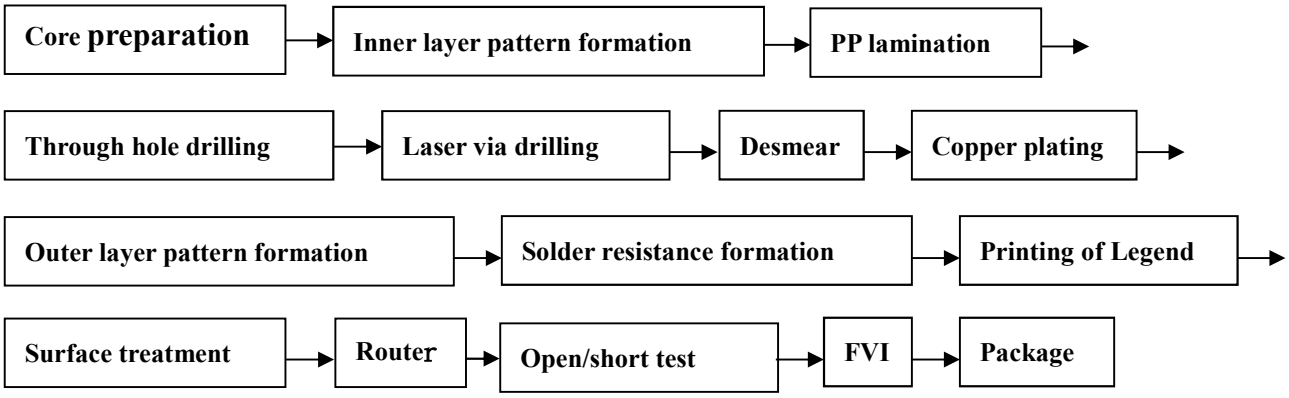
4.2.2 Important Applications and the Production Processes of the Major Products

4.2.2.1 Major uses of the primary products

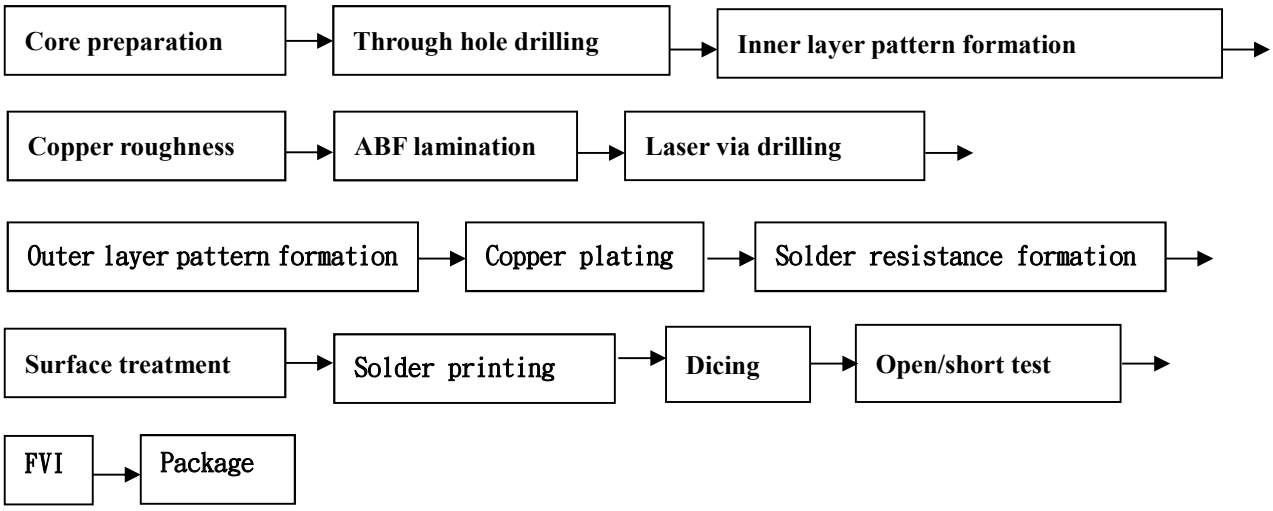
Product Name	Important Uses
Conventional PCB	It is used as a key component in various electronic devices, and is used as a carrier for each electronic component and as a medium for interconnection. Applications include: notebook computers, workstations, servers, high-end memory modules, solid-state hard drives, game consoles, TV sets, vehicles, LED displays, mobile phones, wireless charging, LED chips, low-orbit satellites, power modules, and RF antenna communication technologies. etc.
IC substrate	It is applied to the carrier of the IC chip product, so that the output/input signal of the chip communicates with the inner/outer leads on the PCB, and it can also assist the heat dissipation of the chip. Products are used in a variety of electronic products, including cloud storage configuration, storage configuration control chip, POS terminal sales system, data center server, optical sensors, cloud server chips, 5G server chip, high-performance computing chip (HPC), 5G switch chip (CoWoS substrate), 5G frequency modules, solid-state hard drive controller IC, game console processor board, chip substrate for mobile devices, AI chips for data centers, 8K TV chips, traffic supervisory monitors, AI chips, 5G wireless communication modules and router chips, millimeter wave antenna, network communication chips, computer graphics chip substrate, computer accelerated processor substrate, digital TV and set-top box chipset, smart speaker AP, Substrate products for 3D digital dashboard displays, automotive image processors, AI recognition systems, high-performance computing (HPC) chips, low Earth orbit (LEO) satellites, glass substrates, embedded capacitance substrates, silicon photonics chips, and embedded capacitors.

4.2.2.2 Production processes of major products

Conventional PCB Production Flow Chart



IC Substrate Production Flow Chart



4.2.3 Supply of Primary Raw Materials

4.2.3.1 Raw Material Supply:

The Company's most important raw materials are copper clad laminates (CCL), base material (additive film), copper foil, drill bits, dry film, inks, etc., all of which are long-term co-operation vendors, and are the leading manufacturers of the industry. Most of the materials have at least 2 qualified suppliers, therefore the supply is stable.

4.2.3.2 Procurement mechanism:

The Company has conducted procurement operations through the online e-platform to ensure the fairness and integrity of the procurement process, and to prevent procurement frauds. The procurement cases can be publicly queried on the Internet. The supplier is able to provide quotation after confirming its identity with the electronic signature, in order to ensure the safety and fairness of the overall operation and shorten the procurement process that achieves a win-win situation between the Company and its suppliers. At present, this e-platform has more than 10,000 online quotation vendors.

4.2.4 Suppliers/Customers Accounted for at Least 10% of Annual Procurement/Sales Main customers:

4.2.4.1 Major Suppliers for the Last Two Years

Unit: NT$ thousands

Item	2024				2023			
	Company Name	Amount	Percent	Relation with Issuer	Company Name	Amount	Percent	Relation with Issuer
1	Nan Ya Plastic Co.,Ltd.	1,660,092	12.54	Note1	Nan Ya Plastic Co.,Ltd.	1,807,077	13.79	Note1
2	Nan Ya Electronic Materials (Kunshan) Co.,Ltd.	757,021	5.72	Note2	Nan Ya Electronic Materials (Kunshan) Co.,Ltd.	714,255	5.45	Note2
3	Others	10,821,184	81.74		Others	10,581,531	80.76	
	Net Total Purchases	13,238,297	100.00		Net Total Purchases	13,102,863	100.00	

Note1: The Company is the parent company of Nan Ya PCB.
Note2: The Company is the ultimate parent company of Nan Ya PCB.

Explanation for changes:
The amount of purchases in 2024 increased compared with that in 2023, mainly caused by the increase in purchases from Nan Ya Electronic Materials(Kunshan) Co.,Ltd.

4.2.4.2 Major Customers for the Last Two Years

Unit: NT$ thousands

Item	2024				2023			
	Company Name	Amount	Percent	Relation with Issuer	Company Name	Amount	Percent	Relation with Issuer
1	A	3,925,790	12.16	None	A	4,916,988	11.64	None
2	B	4,998,939	15.48	None	B	5,321,688	12.59	None
3	C	3,977,580	12.32	None	C	7,176,545	16.98	None
4	Others	19,381,022	60.04		Others	24,837,357	58.79	
	Net Sales	32,283,331	100.00		Net Sales	42,252,578	100.00	

Explanation for changes:
Net Sales in 2024 decreased compared with that of in 2023, mainly due to decrease in demand for network communication products and consumer electronics products, Computer customers cut inventories resulting in reduced orders, leading to decreased sales.

4.3 Employees

Manpower is the Company's most important asset. How to make every employee work with peace of mind and is willing to give it full play is the goal that every company shall strive for. Therefore, in order to attract outstanding talents, the Company provides stable and competitive compensation and welfare measures, coupled with a complete training and promotion development system, achieving the Company's basic policy of fully utilized human resources.

Year		2024	2023	As of March 31, 2025
Number of Employees	Male	6,504	6,625	6,458
	Female	3,432	3,693	3,415
	Total	9,936	10,318	9,873
Average Age		38.61	37.74	38.76
Average Years of Service		12.36	11.75	12.54
Education	Ph.D.	0.04	0.04	0.03
	Masters	3.21	5.74	3.14
	Bachelor’s Degree	8.74	6.13	8.90
	Senior High School	53.39	53.25	53.34
	Below Senior High School	34.62	34.84	34.59
	Total	100.00	100.00	100

4.4 Environmental Expenditure Information

4.4.1 Total losses and penalties for environmental pollution

Year / Item	2024	As of March 31, 2025
Status of Pollution (Type and Procedure)	None	None
Compensation object or disciplinary unit		
Compensation object or disciplinary status		
Other losses		

4.4.2 The possible expenses that could be incurred and measures to be taken currently and in the future

4.4.2.1 Improvement measures and countermeasures that are intended to be adopted in the future:

Since the establishment of the first plant, the Company has responded to the government's environmental protection policy with practical actions, and has always spared no effort in pollution prevention and control. It has continuously invested huge amount of capital and actively sought improvement. In the future, the Company will continue to do its best to improve environmental quality in line with the following strategies. :

1. According to the past pollution prevention operation and improvement experience, the Company shall set up the most effective pollution prevention equipment, and adopt the best control method to improve the processing capacity of the control equipment to handle the pollutants generated during the manufacturing process.
2. Properly operate and maintain the water pollution prevention and control facilities, and improve the buffering capacity of all plants' wastewater treatment to eliminate abnormal events.
3. Continue to promote energy conservation and waste reduction to reduce greenhouse gas emissions; increase recycling water consumption; save water consumption; reduce waste from the beginning of the manufacturing process; and raise waste recycling rate.
4. Implement the ISO 14001 environmental management system; pursue continuous improvement of the performance of pollution prevention and clean production; make the manufacturing process cleaner, more eco-friendly; reduce the impact on the environment; and achieve the objectives of sustainable development

4.4.2.2 Possible expenditure:

Year / Item	2025
Proposed acquisition of pollution prevention equipment or purchase items	1. Energy efficiency improvement. 2. Improvement in water conservation plans.
Expected improvement status	1. Utility system efficiency improves energy efficiency. 2. Improve the wastewater recycling rate in order to reduce water consumption.
Amount	NT$95,425 thousand

4.4.3 The impact on the financial business of the Company in response to the implementation of the European Union's Restriction of Hazardous Substances (RoHS):

Since its business philosophy lays stress on sustainable development and environmental friendliness, the Company continues to pay attention to various environmental protection issues. The EU RoHS directive has been the most influential to the worldwide industry. As a result, manufacturers in various countries have formulated green specifications for procurement items, requiring suppliers to submit proof of compliance with the requirements for hazardous substances. The “Green Supply Chain” also has also become the most important issue of the Company.

In addition to the commitment to meet customer needs and enhance product competitiveness, the Company's processes such as product design, component selection, supplier sourcing, and various inspections are all based on green demand. Internal guidelines are formulated as required in the RoHS directive, establishing related SOPs on design, procurement and production front. Each year, relevant operations and tests are carried out according to the content of the specification or other customer requirements to ensure that the products meet the requirements of the RoHS Directive and are eco-friendly. So far, the Company can meet customers' needs and have no impact on the its financial operations.

4.4.4 Environmental protection policies implemented by the Company:

The Company follows the safety, health and environmental protection policies set by the Formosa Plastics Group. In addition to the Company's determination to protect the environment and maintain community safety, all employees must enrich their professionalism, and take safety, health and environmental protection as the most basic consideration for any decision. Everyone should lead by example and start from myself, taking safety and health and environment protection as personal responsibility.

FPG Environmental Protection Policy

We believe that both environmental protection and industrial development are important; ensure the safety of products; ensure the safety of employees, contractors, factories and the community; all belong to corporate social responsibility and is a part of the corporate competitiveness.

We believe that every disaster, accident, no matter how huge or small, can be prevented. Through the values of the Company and utilizing the power of organization and system, the Company can let the work level of each plant reach an acceptable standard. All supervisors must have appropriate participation and understanding of the system, provide adequate training, and require thorough implementation and continuous improvement to ensure that policies and goals are achieved.

All colleagues must constantly enhance their professionalism; take safety, environmental protection as the most basic consideration for any decision; thoroughly understand the spirit of the system and implement the system; face the problem with a thorough attitude; and continuously make improvement with the industry's best operating model.
Lead by example; start from myself; maintain the safety of colleagues, neighbors, and myself; keep the environment clean; maintain the Company's assets; and aim at sustainable development.

4.4.4.1 Commitment to sustainable development of the environment

To strengthen its environmental management and sustainable business needs, the Company is well aware of the importance of the environment to human life. We have always adhered to the philosophy of "paying equal attention to environmental protection and economy", and actively participate in and promote various environmental projects. The scope covers green raw material procurement, product design, manufacturing process improvement, factory management, packaging and shipping, etc. Through strict control of energy and resource consumption, setting performance indicators and annual targets, the Company will continue to pursue improvements to implement its founder’s faith of “Endless Pursuit of the Perfection of Humanities”. We are committed to the promotion of risk management, energy conservation and carbon reduction, friendly environment and environmental protection, and fulfill our social responsibilities, in the hope to achieve the goal of zero pollution through management on environmental protection business.

4.4.2.2 Promote greenhouse gas reduction

1. Follow the measures to promote greenhouse gas reduction within the Company; review and set energy consumption targets year by year; designate energy-saving personnel to implement project improvement; and set up reward systems to continuously improve efficiency of energy and water resources.

Greenhouse gas reduction practices

Item	Category	Content
1	Every plant and business unit shall set annually energy consumption targets and conduct monthly review on the promotion situation.	Every plant and business unit shall prepare annual budget each year for reaching the energy consumption targets, and review the implementation results on a monthly basis. Improvement Projects on energy-specific issues shall also be carried out and reported.
2	Every plant and business unit shall have dedicated staff in charge of energy-saving improvement.	Have dedicated staff continuosly focus on savings of energy and water consumption.
3	Reward project improvement	Implement the project improvement reward system, and award NT$300 to NT$20,000 for each proposal based on its level.
4	Encourage personal creativity.	Have introduced the improvement proposal reward system, and award NT$300 to NT$20,000 for each proposal based on its level.
5	Set the greenhouse gas emission control standard for unit product	to understand the difference between the actual and baseline emissions of greenhouse gases at each plant, and the relevant units are required to review accordingly and make improvement afterward.

2. Through the greenhouse gas inspections and inspection system, the annual implementation of the Company's greenhouse gas emissions and greenhouse gas reduction programs could be confirmed. In 2024, the Company's totally posted 97 proposals on greenhouse gas reduction, which can reduce the electricity consumption by 23,295 degrees per day, equivalent to about 7,873 tons of greenhouse gas emissions. By March 31, 2025, 22 proposals on greenhouse gas reduction, which will reduce greenhouse gas emissions by approximately 1,689 tons per year.

Nan Ya PCB's effectiveness of GHG reduction in 2024

Number of reduction proposals	Reduction in electricity consumption (kWh/ day)	Greenhouse gas reduction (ton CO2e/year)
97	23,295	7,873

3. The Company also holds education and training on greenhouse gas emission inspections; greenhouse gas emission boundary determination; greenhouse gas emission source determination; greenhouse gas emission data consolidation; and entrusts the third public notary (BSI, British Standards Association) to be certified by the Environmental Protection Agency to verify annual greenhouse gas emissions. The survey results of most recent two years were 486,898 tons of CO^2e in the year of 2022, and 442,870 tons of CO^2e in the year of 2023. 2024 annual inventory check is expected to be completed by August of 2025.

4.4.4.3 Air Pollution Prevention and Control Measures

The Company follows Formosa Plastics Group's accumulated experience on pollution prevention and control; plans various sound air pollution prevention measures with strict specifications; and sets relevant management regulations as follows:

1. Air pollution control planning and licensing
   According to the process and exhaust gas characteristics, the Company plans to use the closed gas collection, local gas collection, fence-type gas collection and other systems, coupled with equipment like packed tower scrubber, bag dust collector, activated carbon adsorption and UV-C reaction tower to collect air pollutants from the manufacturing process. Achieve stable treatment results higher than provisions required by Air Pollutant Emissions Standards. In addition, relevant licensing applications and operations are conducted in accordance with the law. Since 2007, the Company has invested in uninterrupted monitoring facilities including eluent flow meters, fixed pH meters, pH recorders, differential manometer, and over-limit alarm systems, etc., which can provide real-time monitor and maintain the preventive equipment be operated in the best state of its original design. Since 2007, for the newly expanded process, the air door of the planned vertical line production machine, the activated carbon adsorption tower of the coater, and the UV-C reaction tower of the layering and laminating machine have been added to further enhance exhaust gas collection efficiency, and to reduce emissions by self-establishing control and treatment of volatile organic compounds.
2. Air pollution prevention and control operation management
   Pollutant emission testing of various air pollution control equipment carried out in accordance with regulations has ensured that the effectiveness of pollutant control has reached legal standards. Daily operations also include the operation, inspection and maintenance of various air pollution control equipment to ensure that the air pollution control efficiency remains normal, and to avoid affecting the manufacturing process and the environment outside the plant.
3. Supervision and inspection
   In order to implement relevant air pollution prevention measures, the Company implements daily environmental protection independent inspection, monthly environmental protection independent inspection, and corporate environmental protection external auditing for the plant‘s air pollution control, in order to quickly highlight the potential abnormalities. The relevant plants and

departments shall implement improvement measures to ensure the work environment safety around the plant.

4.4.4.4 Water pollution prevention and control management measures

In order to ensure that the water pollution prevention operations of the Company are in compliance with the environmental protection laws and regulations, the Company has promoted wastewater reduction, cost-effective treatment of wastewater, and control of wastewater (rain) discharge. The Company has established management measures related to water pollution prevention and control in accordance with government regulations as follows:

1. Wastewater source classification management
   In view of the diverse characteristics of the wastewater generated by the PCB industry, the Company has established a wastewater classification benchmark to distinguish the nature of wastewater, and to make the most appropriate planning and treatment of the characteristics of wastewater in each classification. In addition, the Company detects the water quality of the source of the wastewater by daily inspection, properly treats wastewater of the entire plant in a cost-effective manner.
2. Relevant provisions of the wastewater treatment process were set up as follows:
   (1) Regulations governing facilities' planning, setting, and emission permits, including: (A)Plan to set up a specific department; (B)Wastewater treatment facility setting; (C)Wastewater discharge permit. Since 2007, the Company has invested in the improvement and facilities expansion of wastewater treatment to improve the effectiveness of wastewater treatment, and the buffering capacity to construct raw water changes, achieving the goal of zero abnormality of wastewater discharge.
   (2) Regulations governing the operation of wastewater treatment facilities include: (A)Wastewater treatment operation regulations; (B)Wastewater discharge operation regulations; (C)Wastewater treatment records and inputs; (D)Wastewater treatment daily reports; (E)Wastewater treatment periodic declarations; (F)Wastewater treatments functional evaluation analysis; (G)Statutory reporting of abnormal situations, etc.
   (3) Wastewater treatment cost management regulations, including: (A)Treatment cost range; (B)Wastewater cost center setting; (C)Treatment cost comparison unit setting; (D)Wastewater cost item setting;(E)Treatment cost allocation operation; (F)The pricing of wastewater processing for others; (G)Treatment costs summary review.
   (4) Rainwater collection and discharge management, including: (A)Collection, transportation and pre-treatment facilities: rainwater collection and discharge facilities at the plant, rainwater drainage system in public areas; (B)Management measures: control of rainwater discharge inlets, rainwater collection and discharge control at each plant, and inspection, maintenance and operation of rainwater channels and gates in public areas.
   (5) Waste (rainwater) drainage (inspection) and management, including: (A)wastewater flow automatic monitoring and; (B)waste (rainwater)

discharge test.

3. Promotion of wastewater reduction operations
   (1) The improvement is implemented from the origin source production process to reduce the water consumption.
   (2) The project in promotion of wastewater COD and Cu_2^+ waste reduction.
4. Promotion of water conservation operations
   (1) Water management: Monthly energy-saving meetings that follow the total water consumption, daily water consumption, and unit water consumption of all plants. The water management system is used to respond quickly to the abnormalities and make improvements.
   (2) Promotion of water-saving during the manufacturing process: The concept of energy saving is to promote the water-saving solutions between various manufacturing machines and share the implementation results.
   (3) Promotion of manufacturing process wastewater recycling: Inspect the plant's manufacturing process wastewater that has similar nature; collect and treat it as a water source to supplement the public equipment and reduce the water consumption.
   (4) Comprehensive wastewater recycling at the wastewater field: Newly added a pipeline system, convert the treated discharged water directly into the water for supplementing the air pollution control equipment. Or, after proceeding the purification procedure, making such water as a supply source for the pure water system.

   In 2024, there were 26 proposals for water reduction companywide, which reduced the water consumption by 331 tons per day.

Nan Ya PCB's effectiveness of water consumption saving in 2024

Number of reduction proposals	Water Consumption (ton/day)
26	331

5. Supervising and checking operations, including:
   (1) Supervising.
   (2) Review operation.
   (3) Audit operations
   (4) Abnormal reaction and improvement.

4.4.4.5 Waste management measures

In order to achieve sustainable use of resources and control waste disposal costs, the Company's waste management is mainly based on manufacturing process waste reduction. Secondly, the Company considers the appropriate handling through outsourcing, and the order of the outsourcing treatment is prioritized by proceeding recycle and resource treatment first, followed by incineration and landfill. The Company's management measures such as waste classification, storage, reuse and disposal processing, etc. are as follows:

1. Classification and storage of waste after disposal:

   In conjunction with the need for waste disposal and considering the provisions of the waste cleanup regulations, the general waste, manufacturing process

waste, and engineering waste are reclassified and stored in collection drums (bags) or appropriate containers, and the storage containers should be kept intact. There shall be no dirt, rust, leakage or uneven deformation. The waste storage field shall be provided with facilities for water-proof (rain-proof), and facilities and signs for wastewater and odor control. The Company will also promote waste classification, collect and sort recyclable and reusable waste, and send it to recycling or reuse, so that resources can be reused and environmental resource consumption can be reduced. In addition, all management operations are carried out through various environmental self-inspections and external audits to ensure the implementation of waste sorting and proper storage.

2. Waste disposal processing procedure:
   To ensure that all business waste is legally reused or cleaned, the Company has established a waste management computer system that includes:
   (1) Cleanup of the supplier's database to manage the environmental information of the waste contractor.
   (2) Network declaration management operations to ensure that the waste has been completed from the factory. ◦
   (3) Clean up the management operation of the project to ensure that the waste items and quantity of the factory are in compliance with the application materials.
   Furthermore, in order to keep tracking the waste material flow, the Company shall also require the contractor to declare on the Internet and all waste-cleaning suppliers that request payments shall attach the waste disposal documents, in order to prevent the waste disposal from making the secondary pollution.
3. Performance management on waste disposal:
   All departments of the Company have set up:
   (1) Benchmark of waste clean-up volume.
   (2) Benchmark of waste outsourcing fee.
   (3) Benchmark of waste self-treatment.
   Departments that exceed the control benchmark shall prepare a monthly review report and submit improvement measures.

4.4.4.6 The Company received the following certifications and awards in the field of environmental protection in 2024.

1. Recognized as an “A List” leader in both Climate Change and Water Security by the Carbon Disclosure Project (CDP).
2. Certified for ISO 14046:2014 Water Footprint Inventory.
3. Awarded UL 2799 Zero Waste to Landfill Gold Level Certification.
4. Received the Green Procurement Excellence Award from the Taoyuan City Government.

4.4.4.7 Target Plans Promoted in 2025:

To promote the energy conservation and water-saving activities mentioned above, the Company will enhance corporate social responsibility value, pursue

continuous improvement and sustainable development. The planned implementation of the goals for 2025 is as follows:

1. Improvements in efficiency of utility equipment.
2. Replacement of worn equipment.
3. Optimize processes and operations to enhance energy utilization efficiency.

4.5 Labor relations

4.5.1 The Company continues to promote many employee caring programs in order to motivate employees, enhance employee benefits, and driven the employee to have a balance development in aspect such as work, health, life, etc.

4.5.1.1 Employee welfare measures

1. Establish employee welfare committee in accordance with the " Employees' Welfare Funds Act", " Rules Governing Organization of Employees' Welfare Committee " and " Rules Governing Organization of Employees' Welfare Committee", and set aside employee welfare fund to include welfare association, staff cafeteria, hairdressing department, food and beverage department, library, health center, sports facilities, movie appreciation, annual welfare products, birthday vouchers, employee travel subsidies, life lectures and hiking activities, etc. In terms of workplace equality and diversity, we adhere to the spirit of "equal pay for equal work". The ratio of basic salaries to female and male employees in the same position and grade is 1:1, and a nursing room is set up to provide parental leave and childcare leave without pay.
2. Regulations governing employee's year-end bonus.
3. Regulations governing employee's bereavement compensation.
4. Regulations governing employee's wedding and funeral subsidies.
5. Regulations governing medical cost discounts for employees and their family members seeking medical services at Chang Gung Memorial Hospital.
6. Regulations rewards for childbirth: In order to reduce the burden of childcare for colleagues and encourage childbirth, employees and their spouses are given pregnancy gifts, childbirth gifts, maternity subsidies, and childcare subsidies (subsidies up to 6 years old) when they are pregnant or give birth.
7. Labor insurance and national health insurance.
8. Regulations governing uniforms
9. Regulations governing accommodation for employees (who those who are single or married with children)
10. Regulations governing employee stock option
11. Funds and subsidies for the employee year-end dinner party
12. Relief payments for employees hospitalized due to illness, gold coins and recognitions for senior employees

4.5.1.2 Employee care:

Continue to organize campaigns to encourage employees and improve their welfare. Encourage employees to seek a balance between work, health, and life.

1. Diverse employee welfare: In addition to those required by laws and regulations, the Company provides medical fee discounts for employees and their family members at Chang Gung Memorial Hospital, scholarships for employees' children, encouragement bonus for stock purchasing, birthday coupons, wedding and funeral subsidies, holiday gifts and coupons, and

comprehensive living facilities. The Company offers paid sick leave and indemnity that exceeds what is required by law. It also organizes various leisure activities such as sports game, domestic travel, and a variety of clubs.

2. Remuneration: According to the conditions in the labor market, reasonable and competitive remuneration packages as well as stable pay raise policies are offered. Based on the Company's operation results, employees' would receive bonuses on Dragon Boat Festival, Mid-Autumn Festival, and Chinese New Year, etc.
3. Communication structure: Regularly hold regular meetings of supervisors and employees to issue corporate magazines every quarter to express opinions on employees' feedback through employee suggestion or feedback hotline.
4. Encourage innovation: Offer incentives for good suggestions and encourage employees to report excursions at work and offer their improvement advises. Incentives are provided if the suggestions have made significant improvement. The Company has set up an online platform for its employees to discuss and exchange ideas, and rewards those who provide innovative ideas.
5. Employee assistance plan (EAPs): Resources can be sought through the Taoyuan city's health bureau mental health center to senior managers and employees if they have management, psychological, family, or relationship problems. The Company offers services to reduce the damage caused by man-made, natural factors, or inappropriate treatments.

4.5.1.3 Professional Development and Training:

The Company has established a comprehensive training system with quality working and learning environment, aimed to inspire employees' proactive attitudes and innovative perspectives. In addition, a comprehensive training plan for different stages of each employee's career has been created to facilitate gradual improvement, allowing him/her to excel and become outstanding and practical professional. The complete training program includes pre-job training for new employees, the College Management Association Program, basic training, professional training, manager training, new supervisor training and senior management training. This program is integrated with expatriate training, job certification, online courses, language training, internal lecturer development, training in connection with promotion, and job rotations, as well as irregular seminars with guest speakers. To meet the needs of personal career planning and the Company's operations growth, Nan Ya PCB provides its employees with a working environment full of opportunities for continuous learning and development.

4.5.1.4 Retirement system:

1. Application for retirement:

   Employees who meet one of the following requirements may apply for retirement:

   (1) Have 15 years of service or more and have reached the age of 55.

(2) Have 25 years of service or more
(3) Have 10 years of service or more and have reached the age of 60.

2. Mandatory retirement:
   Employees who meet one of the following requirments may be required for retirement:
   (1) 65 years of age or older, and physically or mentally challenged that no longer qualified for the job.
   (2) The senior management personnel or above who are of the age of 65 years or older are allowed to be extended until the age of 70, and the high-ranking executives are allowed to be extended until the age of 75. After that, an extension shall be approved in writing, if needed.
3. Pension calculation standards:
   (1) Service years before July 31, 1984 are calculated based on the "Taiwan Province Factory Workers Retirement Guidelines" using the average salary of the last 3 months; years after August 1, 1984 follow Article 55 of the Labor Standards Act using the average salary of the last 6 months. Total severance is capped at 45 units. A monthly 4% of total wages is contributed to a retirement fund account at Bank of Taiwan as required.
   (2) Employees retired due to work-related disability receive 20% additional severance based on the above calculation.
   (3) The Labor Pension Act, effective July 1, 2005, requires a 6% monthly contribution to the employee's personal pension account. Seniority retained before opting into the Act follows the previous two rules.
   (4) In addition to statutory retirement and labor insurance benefits, the Company or the Employee Welfare Committee may grant bonuses by position in appreciation of long-term service.

4.5.1.5 Employees' Behavior and Ethics:

1. In order to clearly define the power and obligation relationship between employers and employees, and to maintain the employment order in the workplace, the Company has established "Working Rules" in accordance with the law and publicly disclosed after being approved by the competent authority, so that the employee management are able to follow. The "Working Rules" clearly stated the appointment and relocation of colleagues, working hours, wages, disciplines to be observed and, provisions governing rewards and punishments, dismissal, severance, retirement, training and performance review, occupational accident compensation and indemnity, welfare measures, etc.
2. In addition, to strengthen the behavior and ethical standards of the Company's managerial officers, those who ranked above engineers and specialists are required to sign the "Statement of Employees' Compliance to Nan Ya PCB's Operating Policy ", which is summarized as follows:
   (1) Prohibition of unfair competition (antitrust) policy: Employees must fully comply with the provisions of the Fair Trade Law; encourage the use of legal and proper means to obtain profits; and take all actions as appropriate in accordance with all relevant laws and regulations.

(2) Conflicts of interest policy: When an employee is required to engage in business related to the Company, the Company's rights and interests shall not be harmed, and the employee shall not directly or indirectly request gifts, entertainment or other interests from the customer or competitor of the Company. Nor shall any improper gift, hospitality or other means of benefit be accepted.

(3) Internal information policy: Any staff shall not disclose the Company's confidential information or other undisclosed information without the written permission of the Company. Such information may not be used for personal interests or other purposes unrelated to the Company's business. When an employee resigns from the Company, all the technical information related under personal custody shall be returned.

(4) Political activity policy: Employees shall not directly or indirectly donate the Company's money, services or other valuable items to any candidate or political party, or conduct any behavior prohibited by relevant laws and regulations. Employees are also not allowed to exert illegitimate interests on politicians, such as legislators, or government officials to influence their performance.

4.5.1.6 Protection measures for work environment and employees' personal safety:

1. “Rules Governing Occupational Safety and Health Management” is established to ensure the safety and health management of all departments and the implementation of safety and health management system; prevent accidents from happening; establish and maintain a safe and healthy working environment to achieve the "zero disaster" safety management objectives; safeguard the safety and health of employees and neighboring residents and maintain the completeness of the Company's equipment and property; and make all operations work smoothly to enhance overall business performance.
2. The scope of application includes: safety and health management organization system and work duties of various departments; various safety and health protection facilities; safety SOPs for all operations; regular auto-inspection and check on safety and hygiene; educational training on personnel safety and hygiene and on firefighting; emergency response planning, disaster simulation drills, and accident handling operations.
3. The Jinshing and Shulin plants of our company have obtained ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and Taiwan Occupational Safety and Health Management System (TOSHMS) certifications. We have formulated an Environmental Health and Safety Management Manual and implemented training to ensure that all employees have sufficient knowledge and skills to achieve our company's environmental health and safety policies.
4. The Company convenes an "Environmental and Safety Health Management Review Meeting" annually to review and assess the implementation of the previous year's environmental and safety health management plan (tracking measures) and objectives, targets, and achievement status. It also reviews the

achievement rate of objectives and sets the environmental and safety health management objectives and targets for the current year, along with the corresponding management plan. The safety and health department supervises the effective implementation of these plans across all relevant departments.

5. The Company regularly or irregularly conducts safety and health education training and publicity meetings, such as: manufacturing, disposal or use of hazardous materials, on-the-job training for radioactive substances, on-the-job training for specific chemical substances operation supervisors, and on-the-job training for forklift operators, etc. All employees have received appropriate and necessary training, and have the ability to perform their duties. In 2024, were conducted 95 times, the number of participants who joined the training was 1,256, and the total duration of training hours was 6,198.
6. To assess employee work environment and evaluate exposure to hazardous factors, in addition to installing detection alarm devices such as high-temperature alarms and chemical leak detection alarms at appropriate locations, the Company also regularly conducts operational environment testing and process hazard assessments. These serve as the basis for workplace environment improvement. Each department should prominently display the Company's safety and environmental policies and verified factory locations at entry and exit points.
7. To enhance prevention of pinch and cutting hazards, we have installed proximity light curtains or emergency pull cord interlock devices for emergency stops. Abnormal equipment conditions must be addressed after completing shutdown/power-off/lockout procedures. Personnel are required to use safety knives and cut-resistant gloves when performing cutting operations.
8. The Company regularly provides employees with health and safety education materials to enhance their awareness. We create "Safety and Health Guidelines" and "Process Area Hazard Notices" to promote safety consciousness among employees. Through educational training and safety observations, we remind employees to work safely.
9. Employee health checks are conducted regularly, such as general health (physical) examination, special health examination, foreign employee health (physical) examination, health examination for meal preparation personnel, and management of medical and hygiene unit setting, for example: medical and health unit configuration, drug and equipment management, emergency personnel, drug configuration, and ambulance setup and management.

4.5.1.7 Employee benefits and implementation status of retirement system: Good.

4.5.1.8 Employees' continuing education and training implementation status:

In 2024, the Company's (including subsidiaries) training courses, including in-service training organized by individual units and those coordinated by the training department of the President's Office, such as the training for common professional courses and for management trainees, were conducted 4,374 times;

the number of participants who joined the training was 10,027; the total duration of training hours was 263,135; and the total cost of such training reached NT$5,445,863.

4.5.1.9 Negotiations between employer and employees:

1. Establish a complaint system to improve employer and employee relations
2. Establish clear regulations and a human resource management system to specify employees and employer obligations and administrative matters, so that employees can understand and protect their rights.
3. Organize regular physical examinations in accordance with Occupational Safety and Health Act, assign a labor safety and health coordinator, and set up relevant management systems and regulations to avoid accidents and protect employees' health and safety.
4. Although the Company has established a corporate labor union, it has not yet requested collective bargaining for a collective agreement as the union has been actively engaged in negotiations with the Company through various open communication channels. The Company has been responsive and proactive in these communications and negotiations.

4.5.1.10 Implementation status of employee rights protection measures: Good.

4.5.1.11 The Company received the following awards for social responsibility in 2024:

1. Gold certification in the Validated Assessment Program (VAP) by the Responsible Business Alliance (RBA).
2. Silver Award for Corporate Sustainability Report from the Taiwan Institute for Sustainable Energy (TCSA).
3. Shulin Plant certified as a Healthy Workplace.

4.5.2 In the most recent fiscal year and up to the printing date of the annual report, our company incurred losses due to labor disputes. We disclose the current and estimated future losses, along with the corresponding measures:

4.5.2.1 In 2024, our company incurred losses totaling NT$20,000 due to one labor inspection violations. The breakdown is as follows:

Date	2024.02.26
Reference Number	2024 government labor document No. 1130046592
Violation of Legal Article	Labor Standards Act §22-1
Nature of Violation	Wages were not fully paid directly to workers.
Penalty Imposed	Fined NTD20,000

4.5.2.2 Estimated Amount and Response Measures:

1. The Company strictly adheres to local labor laws, safeguarding employees' basic labor rights and salary benefits. We continuously monitor amendments to labor regulations and review the timeliness of internal management regulations, revising relevant norms to ensure compliance with legal requirements.
2. Explanation and guidance from government agencies, the Company has proactively adjusted systems and established improvement mechanisms. With the premise of not affecting employees' labor rights, we make the system clearer and simpler.
3. To avoid potential negative payroll balances caused by employee absences, the Company shall deduct absence-related pay as scheduled and issue the remaining salary on the agreed date instead of withholding payment. Prior communication with employees is essential to prevent unnecessary labor disputes stemming from misunderstandings.

4.6 Information Security Risk Assessment

4.6.1 The policies and specific management schemes on cyber security formulated and resources invested in the management of cyber security by the Company:

In order to ensure the security and stability of the information network and avoid the abnormality of the information system and the damage of computer data which may cause the Company's business to be terminated, the Company revised and issued specific information security management measures, which specified the management standards of the Company's information system, network and personal computer operations, and the safety code of conduct for employees' access to the Internet and mail, so as to ensure the information security of the Company and to satisfy the requirements of the laws and relevant information security regulations to the greatest extent. The information and communication security risk management framework, information and communication security policies, specific management plans and resources devoted to information and communication security management by the Company are described as follows:

4.6.1.1 The structure of the information security management:

On July 25, 2022, the Company appointed a Chief Information Security Officer and established a dedicated information security unit, assigning responsible supervisors and personnel. This team regularly reviews the information security policy, oversees cybersecurity operations, and convenes cross-departmental meetings to evaluate the implementation and effectiveness of information security controls.

Additionally, the Company established an Information Security Management Committee to guide the overall strategy and direction of enterprise-wide cybersecurity efforts, ensuring continuous and stable operation of the management system. Under the Committee, three subgroups have been formed: the "Execution Taskforce," "Incident Response Team," and "Audit Group." An annual management review is conducted to assess improvement plans and change requirements, ensuring the system's suitability, adequacy, and effectiveness.

4.6.1.2 Information security policy:

In order to ensure the confidentiality, integrity and availability of corporate information systems, establish a trustworthy information usage environment, facilitate the smooth operation of various business operations, and achieve the goal of sustainable business operations, the corporate information security policy is formulated as follows:

1. Comply with legal requirements and promote information security wareness.
2. Attach importance to risk management and protect data security.
3. All employees are required to participate and pursue continuous provement.

4.6.1.3 Specific Management Measures:

Category	Description
Network Security	-Adopt a multi-layered defense-in-depth architecture with firewalls and Intrusion Prevention Systems (IPS). - Malicious URL filtering and Advanced Persistent Threat (APT) protection
Device Security	- Install antivirus software and control USB access to enhance endpoint protection. - Update virus definitions and security patches regularly, and conduct scheduled virus scans. - Utilize a security monitoring platform (GrayLog), antivirus alerts, log analysis, and real-time incident response to minimize threat impact.
Application Security	- Conduct source code vulnerability scanning.
Data Protection	- Monitor web access, emails, and USB usage to prevent sensitive data leaks and system compromise. - Establish secure access policies, require periodic password updates, and enforce complexity requirements. - Centralized management of privileged accounts, logging activities on critical servers and equipment.
Education & Training	- Conduct annual cybersecurity training and assessments for all employees to raise awareness. - Perform social engineering email simulations annually to improve phishing detection skills.
Physical Security	- Control access to server rooms and IT facilities with door access systems and CCTV. - Regularly conduct drills for backup systems, UPS, and fire suppression systems.
Information Security Testing	- Perform annual red team exercises.
Compliance	- Review cybersecurity objectives and policies annually, monitor trends and issues, and develop responsive plans to ensure effectiveness and compliance.

4.6.1.4 resources in information security management:

1. Appointed a Chief Information Security Officer and established a dedicated information security unit with four specialized personnel. Updated and published revised security policies and regulations. In 2024, held 12 cybersecurity meetings, one panoramic meeting, and one audit committee meeting.
2. Completed deployment of a Privileged Access Management System (CyberArk) to centralize and monitor high-level account activity.
3. Replaced the core switches of the company and Layer 3 switches at each site.
4. Conducted annual vulnerability scans and patch management on servers and hosts.
5. Implemented general and professional security training programs, with 5,920 participants completing “AEO Quality Enterprise Employee Security Awareness” and “Information Security Training” courses. Personnel hold

valid certifications including EC-Council CTIA (Certified Threat Intelligence Analyst) and ISO/IEC 27701:2019 PIMS Lead Auditor, enhancing expertise and operational efficiency.

6. Implemented third-party digital certificates and enabled DKIM/DMARC for email services to improve email and website security.
7. Participated in red team penetration tests organized by the Head Office and addressed post-test findings.
8. Established a dedicated CCTV network, segmented by firewalls.
9. Conducted biannual social engineering email simulations and provided instant retraining and re-certification for employees who clicked on suspicious emails or links.
10. Required Mobile Device Management (MDM) software installation for employees using mobile devices to access company email.
11. Plans to deploy a cloud-based CDN in Q2 2025 to protect against DDoS attacks and enhance website performance.
12. Since June 2024, the company has been implementing an Information Security Management System (ISMS) compliant with ISO 27001 standards. Third-party certification was successfully obtained in January 2025.

4.6.2 If the possible impact and countermeasures caused by a major information security incident cannot be reasonably estimated, the fact that it cannot be reasonably estimated should be stated:

On February 2, 2025, the company's key subsidiary, Nanya PCB (Kunshan), detected a cyberattack targeting part of its information systems. The IT department immediately activated its response and recovery mechanisms. After assessment, it was determined that the incident did not affect the company's operations.

1. To prevent recurrence and ensure cybersecurity, Nanya PCB (Kunshan) implemented the following measures:
2. Strengthened password rules and increased complexity requirements for external-facing servers.
3. Implemented a Privileged Access Management System to control high-privilege accounts.
4. Established offline backup mechanisms and rapid recovery systems to ensure business continuity.
5. Added two-factor authentication to the VPN system for enhanced account protection.
6. Enhanced firewall defenses, traffic monitoring, and internal network segmentation.
7. Deployed a monitoring system capable of detecting and blocking intrusions in real time.

4.7 Important Contracts

Nature of Contract	Contracting Parties	Contract Start/ End Date	Main Content	Restrictive Provisions
Technical Cooperation Agreement	NGK Spark Plug Co.,Ltd.	2010.1 ~ 2028.12	Technical cooperation on flip chip package substrate products	None
Long-term loans	First Bank Shanghai Branch	2022.06 ~ 2025.06	Nan Ya PCB (Kunshan) Co., Ltd. borrowed long-term loans of RMB 200 million For the expansion of the second phase of ABF substrate. The expiration date of the utilization period (February 22, 2024) passed without any disbursement, rendering it invalid.	None

V. Review of Financial Conditions, Financial Performance, and Risk Management

5.1 Financial Status

In the past two years, the main reasons for the significant changes in assets, liabilities and shareholders' equity (more than 20% compared with the previous period and the change amount reached NT$10 million). If the impact is significant, the future response plan shall be stated:

Unit: NT$ thousands

Year / Item	2024	2023	Difference	
			Amount	%
Current Assets	20,675,154	24,474,187	-3,799,033	-15.52
Fixed Assets	39,990,692	43,106,634	-3,115,942	-7.23
Intangible assets	0	0	0	0
Other Assets	2,272,565	2,856,624	-584,059	-20.45
Total Assets	62,938,411	70,437,445	-7,499,034	-10.65
Current Liabilities	6,664,275	9,100,435	-2,436,160	-26.77
Long-term Liabilities	0	0	0	0
Other Liabilities	10,823,756	13,429,094	-2,605,338	-19.40
Total Liabilities	17,488,031	22,529,529	-5,041,498	-22.38
Capital stock	6,461,655	6,461,655	0	0
Capital surplus	18,125,632	18,125,615	17	0
Retained Earnings	21,187,521	24,433,220	-3,245,699	-13.28
Other equity interest	-324,428	-1,112,574	788,146	-70.84
Total Stockholders' Equity	45,450,380	47,907,916	-2,457,536	-5.13

Explanation:

1. The decrease in other assets was mainly due to the decrease in right-of-use assets and deferred tax assets.
2. The decrease in current liabilities was mainly due to the decrease in accounts payable, other payables and current income tax liabilities.
3. The increase in other equity interest is mainly due to the increase in the exchange differences in the translation of financial statements of foreign operating institutions.

5.2 Analysis of Financial Performance

The main reason for the significant changes in operating revenue, operating profit and net profit before tax in the most recent two years:

5.2.1 Comparison analysis of operating results

Unit: NT$ thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Gross Sales	32,518,460	42,471,511	-9,953,051	-23.43
Less: Sales Returns and Allowances	235,129	218,933	16,196	7.40
Net Sales	32,283,331	42,252,578	-9,969,247	-23.59
Cost of goods sold	31,925,633	34,075,178	-2,149,545	-6.31
Gross Profit	357,698	8,177,400	-7,819,702	-95.63
Operating Expenses	1,624,354	1,847,418	-223,064	-12.07
Operating Income	-1,266,656	6,329,982	-7,596,638	-120.01
Non-operating income and expenses	1,429,722	776,676	653,046	84.08
Income before income tax	163,066	7,106,658	-6,943,592	-97.71
Income tax expense (profit)	-40,661	1,290,069	-1,330,730	-103.15
Net income	203,727	5,816,589	-5,612,862	-96.50

Explanation:

1. The decrease in Gross Sales and Net Sales are due to the decrease in demand for network communication products and consumer electronics products, Computer customers cut inventories resulting in reduced orders.
2. The decrease in gross profit, operating profit, income before income tax and net income are due to the decrease in sales in 2024.
3. The increase in non-operating income and expenses is mainly due to the increase in government grants and foreign currency exchange benefits.
4. The decrease in income tax expenses is mainly due to the decrease in income before income tax.

5.2.2 Expected sales volume and the basis, possible effects on the Company's future financial operations, and response plan:

Please refer to "Business Plan for 2025" of "I. Letters to shareholders."

5.3 Cash Flow

Analysis of changes in cash flow in the most recent year, improvement plans for insufficient liquidity and liquidity analysis for the upcoming fiscal year:

5.3.1 Analysis of cash flow in 2024.

Unit: NT$ thousands

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Outflow (3)	Cash Surplus (shortage) Amount (1)+(2)-(3)	Improvement Plan for Insufficient Liquidity	
				Investment Plans	Financing Plans
12,329,798	2,159,735	6,008,841	8,480,692	-	-

Explanation:

1. Operating activities:
   The net cash inflow from operating activities this year was NT$2,159,735 thousand, mainly due to the increase in Depreciation expense of NT$6,460,023 thousand and the decrease in contract liabilities and accounts payable of NT$3,038,323 thousand.
2. Investing activities:
   The net cash outflow from investment activities in this year was NT$2,601,532 thousand, mainly due to the purchase of property, plant and equipment of NT$2,378,853 thousand.
3. Financing activities:
   The net cash outflow from financing activities this year was NT$3,843,208 thousand mainly due to the distribution of cash dividends of NT$3,553,910 thousand.

5.3.2 Improvement plans for insufficient liquidity and liquidity analysis:

1. Remedial measures for cash inadequacy: There is no cash inadequacy for the current year.
2. Liquidity analysis for the past two years is as follows:

Item \ Year	2024	2023	Variance (%)
Cash Flow Ratio (%)	32.41	181.46	-82.14
Cash Flow Adequacy Ratio (%)	100.78	103.91	-3.01
Cash Reinvestment Ratio (%)	-1.34	4.72	-71.61

Explanation for changes:

Cash Flow Ratio and Cash Reinvestment Ratio: The decrease is primarily attributable to lower cash inflows from operating activities in 2024 compared to 2023.

5.3.3 Cash liquidity analysis for the coming year

Unit: NT$ thousands

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Outflow (3)	Cash Surplus (shortage) Amount (1)+(2)-(3)	Improvement plan for insufficient liquidity	
				Investment Plans	Financing Plans
8,480,692	4,429,203	4,199,117	8,710,778	-	-

Explanation:

1. Operating activities:
   The net cash inflow from operating activities in 2025 is estimated at NT$4,429,203 thousand, primarily attributable to depreciation expenses of NT$7,402,472 thousand and a decrease in contract liabilities of NT$2,218,140 thousand.
2. Investing activities:
   The net cash outflow from investing activities in 2025 is projected at NT$3,552,952 thousand, mainly due to the acquisition of property, plant, and equipment.
3. Financing activities:
   The net cash outflow from financing activities in 2025 is projected at NT$646,165 thousand, primarily due to dividend payments.
4. It is expected that there will be no cash deficit in the coming year.

5.4 Major Capital Expenditure Item

5.4.1 Major Capital Expenditure Items and Source of Capital

Unit: NT$hundren million

Project Items	Actual or expected source of funds	Actual or expected completion date	Total expected funds required	The amount disbursed as of December 31,2024	Production volume	Sales value
ABF Substrate Capacity Expansion II (Shulin)	Working Capital and Borrowing from Banks	2024.01	94.0	92.6	158	56.3

Note: The application of funds regarding the schedule of equipment acquisition will be adjusted in time according to the overall economic trend and the needs of new products and technologies.

5.5 Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year: None

5.6 Risk Items

5.6.1 The impact of Interest rate, exchange rate, and inflation rate changes on the Company's revenue, as well as corresponding actions

5.6.1.1 Interest Rate:

In terms of long-term liabilities under floating interest rate basis (corporate bond included), the Company will carefully assess financial market conditions and consider the implementation of interest rate swap when the interest rate is relatively low to avoid interest rate fluctuation risks. The Company strives to make sure the undertaking interest rate is below the estimated cost of capital of investment plans.

5.6.1.2 Exchange Rate Fluctuation:

Insufficient foreign exchange funds in daily operations are addressed by making spot or forward foreign exchange purchases when the exchange rate is favorable. Long-term foreign exchange liabilities are addressed by implementing long-term forward foreign exchange contracts or exchange-for-exchange contracts when the exchange rate is relatively low to minimize the impact of exchange rates on profitability.

5.6.1.3 Inflation:

According to the Directorate-General of Budget, Accounting and Statistics, the annual growth rate of the Consumer Price Index (CPI) for 2024 was 2.18%, exceeding 2% for the third consecutive year, though the pace has moderated compared to the previous year. The core CPI rose by 1.88%. The inflation rate had no material impact on the Company’s financial performance in 2024. Inflation in the coming year will depend on domestic electricity price adjustments and the global political and economic landscape.

5.6.2 Policies to high-risk, high-leveraged investments, lending or endorsement guarantees, and derivative transactions, main causes of gain or loss in the most recent year up to the publication of this annual report, and future response measures:

5.6.2.1 High-risk and highly-leveraged investments:

The Company is a professional circuit board production company, and the industry where it stands is a mature and stable one. Therefore, the Company is mainly focused on the development of this industry, and has not invested in other high-risk industries. Also, the Company has always been operating financially sound without making any high leverage investment.

5.6.2.2 Loaning of funds to other parties:

The counterparty of the Company's loaning of funds shall be among the

Company's affiliated companies whose application of funds are centrally scheduled. The lending limit is prescribed in Article 15 of the Company's "Procedures for Engaging in Loaning of Funds to Other Parties", and is implemented by the resolution of the Board of Directors. Due to the short-term funding schedule, land the counterparty of the loan is the parent company or affiliated companies, there is no impairment loss on doubtful debts.

5.6.2.3 Endorsements and Guarantees:

In principle, the relationship between the endorser/guarantor and the Company includes the following: parent company and its subsidiaries; affiliated companies with business relationship; joint venture endorsed/guaranteed by shareholders based on their holding ratio. The Company's guarantee is mainly financing guarantee. The Company has been in compliance with its "Endorsement and Guarantee Operating Procedures". The Company has never incurred any loss from guarantee.

5.6.2.4 Derivatives trading:

The Company has never engaged in any derivatives trading. If such trading appears, it shall be held by the Finance Department of the General Management Office. To comply with the principle that personnel engaged in derivatives trading may not serve concurrently in other operations such as confirmation and settlement, the Finanace Department shall set up foreign exchange trading section and risk management section. After the foreign exchange trading section enters into a commodity transaction contract, the risk management section shall make a two-way confirmation of the transaction details with the counterparty financial institution, and subsequently execute related settlement procedures. Once any irregularity regarding the transaction is found, the Company shall immediately write up the countermeasures, report it to the Chief Financial Officer for approval, and continuously keep track of improvement status.

To avoid the default risk resulting from the abnormality of the counterparty's credit, the long-term credit rating shall be used as the indicator. According to the risk and period of the financial product, the different credit range of the counterparty shall be specified, and be reviewed every six months, in order to incur losses due to the risk of default.

The Company has an internal audit department independent of the Finance Department of the General Management Office. It regularly checks the effectiveness and validity of the various hedging transactions of the Finance Department. After the audit report is submitted for approval, it will continue to track the improvement status.

5.6.3 Future R&D plans and R&D expenditure expected to be invested

All of the Company's products are required to meet customers' design; to carry out various research and development; and to go through trial production. After the

certification is passed, the customer will place the order into mass production. At present, all high-end PCBs are continuously under development. The future R&D plans will continue to develop higher layer count, thinner circuits, and the next generation of high-end PCB to meet the customers' needs. In 2025, the estimated investment in R&D plans and R&D expenditure as follows:

Unit: NT$ thousands

Plans	Expected expenditure
ABF products and new technology development	482,522
PPS products and new technology development	73,478
Conventional PCB products and new technology development	32,140
Total	588,140

5.6.4 Risk Impact and Mitigation Efforts Associated with Changes in the Government Policies and Regulatory Environment

The Company closely monitors all domestic and foreign governmental policies and regulations that might impact the Company's business and financial operations and arranges personnel to receive professional training as needed. During the period of 2024 to the publication date of the annual report, the following changes or developments in governmental policies and regulations may influence the Company's business and financial operations:

On August 29, 2024, the Ministry of Environment announced the Carbon Fee Collection Regulations, Voluntary Emission Reduction Plan Management Regulations, and the Designated Greenhouse Gas Reduction Targets for Carbon Fee Collection Entities. Subsequently, on October 21, 2024, the applicable carbon fee rates were announced: a general rate of NT$300 per metric ton of CO_2 equivalent, and preferential rates of NT$50 or NT$100 per metric ton. These regulations took effect on January 1, 2025. In response, the Company will continue to implement energy-saving and carbon reduction measures.

5.6.5 Impact on the Company's financial operations and response measures

In recent years, in order to gain a foothold in the market, electronic products have to be equipped with latest technology in response to changes on the demand side. In response to future developments, the Company continues to invest in a large number of R&D manpower, equipment and budget, coupled with leading technology at home and abroad, as well as support from upstream and downstream suppliers. The Company is sensitive to the changes in PCB-related technology, which is sufficient to deal with technological changes and changes of

the industry.

5.6.6 Impact of the Company's corporate image change on corporate crisis management and response measures

The Company adheres to the business philosophy of “Diligence and Perseverance, Endless Pursuit of the Perfection of Humanities, Sustainable Development, and Contribute to Society”, and has established a positive corporate image. Going forward, it will continue to implement the concept and strive for excellence, making a greater contribution to society.

5.6.7 Expected benefits and possible risks and response measures for mergers and acquisitions

In the most recent year and up to the publication date of this Annual Report, the Company did not have plans to acquire other companies. In the future, if there is a plan for mergers and acquisitions, it will adopt a prudent assessment attitude, and consider the synergies to ensure the best interests of shareholders.

5.6.8 Expected benefits and potential risks of any plant expansion and response measures

For details, please refer to the Item 4 under "VII Review and analysis of financial conditions and operating results and risk issues" – the impact of significant capital expenditures on the financial operations in the most recent year.

5.6.9 Risks associated with any consolidation of sales or purchasing operations, and response measures being or to be taken

1. Purchase: The Company purchased 10% of its purchases from a single factory in 2024. Nan Ya Plastics Co., Ltd. is the parent company of the Company. The Company maintains good relationships with other major suppliers and the risks are within the Company's control.

2. Sales:In tandem with the development of artificial intelligence and the emergence of digital currency mining, as well as the continuous expansion of the cloud computing and big data sectors, our company is actively pursuing the development of new customer segments. In addition to catering to high-end smartphone users and expanding our presence in the automotive electronics market, we anticipate rapid growth in high-performance computing products. Moreover, we are venturing into new-generation networking and memory products to mitigate the risks associated with overly concentrated sales.

5.6.10 Effect upon and risk to the Company in the event that a major quantity of shares belonging to a director or shareholder holding greater than a 10% of shares has been transferred or

has otherwise changed hands, and response measures being or to be taken: None.

5.6.11 Effect upon and risk to the Company associated with any change in governance personnel or top management, and response measures being or to be taken: None.

5.6.12 If there has been any substantial impact upon shareholders' equity or prices for the Company's securities as a result of any litigation, non-litigious proceeding, or administrative dispute involving the Company that was finalized or remained pending, the facts in dispute, amount in dispute, commencement date, main parties involved, and current status of the case up to the publication date of this annual report shall be disclosed.: None.

5.6.13 Other important risks and response measures being or to be taken: None

5.6.14 Risk Management Organizational Structure:

Risk Assessment Items	Risk Management Unit	Risk Review
1. Interest rate, exchange rate fluctuations and inflation	President's Office, Accounting Department, Finance Department, and President's Office of the General Administration Division of Formosa Plastics Corporation	Computer audit and regular self-inspection, joint meeting of financial executives, board of directors
2. High-risk, highly leveraged investments, loaning of funds to other parties, endorsements and guarantees, and derivatives trading	President's Office, Accounting Department, Finance Department, and the General Administration Division of Formosa Plastics Corporation	Computer audit and regular self-inspection, joint meeting of financial executives, board of directors
3. R&D plans	President's Office, Research and Development Division, and the General Administration Division of Formosa Plastics Corporation	Board of Business Performance, Research and Development Projects, Board of Directors, and Patent Promotion Meetings
4. Changes in important domestic and foreign policies and laws	President’s Office, Research and Development Division, President's Office of the General Administration Division of Formosa Plastics Corporation, and Legal Affairs Office	Board of Operating Performance, Board of Directors, and Auditing Office
5. Technological changes	President's Office, Research and Development Division, and the General Administration Division of Formosa Plastics Corporation	Board of Business Performance, Research and Development Projects, and Board of Directors
6. Changes in corporate image	President's Office, the General Administration Division of Formosa Plastics Corporation	Business Performance and CSR Conference Board of Directors
7. Merger and acquisition or re-investment	President's Office, the General Administration Division of Formosa Plastics Corporation	Board of Operating Performance, Board of Directors, and Auditing Office
8. Expansion of plant	President's Office, the General Administration Division of Formosa Plastics Corporation	Board of Operating Performance, Board of Directors, and Auditing Office

Risk Assessment Items	Risk Management Unit	Risk Review
9. Concentration of purchases or sales	President's Office, Procurement Department, President's Office of the General Administration Division of Formosa Plastics Corporation	Production and Sales Meeting and Board of Operating Performance
10. Directors and major shareholders' equity Transfer	President's Office, Legal Affairs Office, and the General Administration Division of Formosa Plastics Corporation	Board of Directors and Auditing Office
11. Change in governance personnel or top management	President's Office, Legal Affairs Office, and the General Administration Division of Formosa Plastics Corporation	Board of Directors and Auditing Office
12. Litigation or non-litigation events	President's Office and Legal Affairs Office	Case Review
13. Information security	President's Office, the General Administration Division of Formosa Plastics Corporation, Information Security Management Committee, Information Security Unit	Board of Directors, and Auditing Office、monthly information security meeting

5.7 Other important items: None.

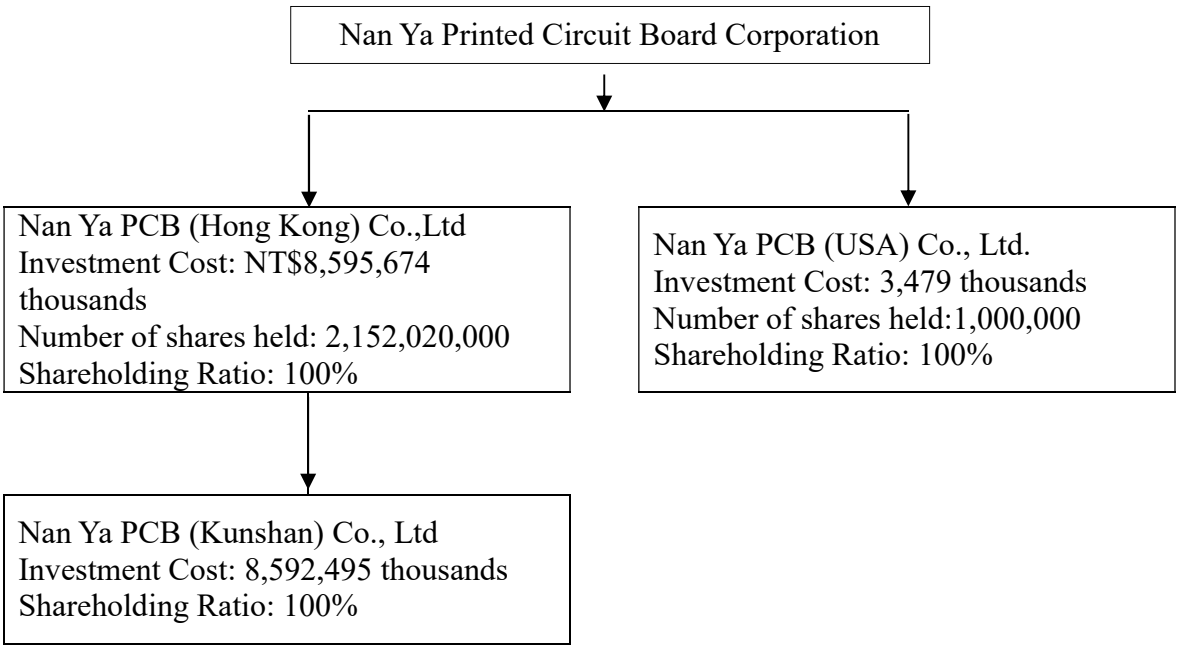
VI. Other Special Notes

6.1 Summary of Nan Ya PCB' s Subsidiary

6.1.1 Consolidated Business Report of Affiliates

6.1.1.1 Overview of the affiliates

1. Organizational chart of the affiliates:



Note 1: The Company is the controlling company of the above companies (shareholding and shareholding percentage of each subsidiary as of December 31, 2024).
Note 2: The amount of investment shall refer to the initial investment cost and the unit is the NT$ thousands.

2. The name, incorporation date, address, paid-in capital, and main business items of each affiliate.

Unit: thousands

Subsidiaries	Date of Incorporation	Address	Capital Stock (Note)	Main Business
Nan Ya PCB (Hong Kong) Co.,Ltd	1999.08.04	Room 707, Citicorp Centre 7/F,18 Whitfield Road, Causeway Bay, Hong Kong	HK$ 2,152,020	Selling and investing in electronic products
Nan Ya PCB (Kunshan) Co., Ltd.	2000.08.07	No.201.Chang Jiang South Road, Kunshan Economic And Technical Development Zone, Jiangsu, China	US$ 275,800	Producing and selling PCB
Nan Ya PCB (USA) Co., Ltd.	2002.06.13	1761 E. McNair Drive, Suite 101 Tempe, AZ 85283, USA	US$ 100	Selling and other services

Note: The above-mentioned paid-in capital belongs to the affiliated companies established in mainland China as of December 31, 2024, whose capital amount is the registered capital.

3. For companies presumed to have a relationship of control and subordination under Article 369-3 of the Law, the following particulars shall be disclosed.

   A. Where the shareholders in common are juristic persons, the reason that affiliation is presumed, and the juristic persons' names, shareholding details, dates of incorporation, addresses, paid-in capital, and main business items：None.
   B. Where the shareholders in common are natural persons, the reason that affiliation is presumed, and the natural persons' names and shareholding status：None.

4. The industries covered by the business operated by the affiliates overall.
   The subsidiary overall is engaged in manufacturing and sale of PCB products. Nan Ya PCB (Kunshan) Co., Ltd. is producing and selling PCB. Nan Ya PCB (USA) Co., Ltd. is engaged in selling and other services. Nan Ya PCB (Hong Kong) Co., Ltd. is engaged in selling and investing in electronic products.

5. The names of the directors, supervisors, and general manager of each affiliate and the details of their shareholding or capital contribution in such affiliate.

2024.12.31

Name of Subsidiary	Title (Note1)	Name or Representative	Shareholding (Note2)(Note3)	
			Shares	%
Nan Ya PCB (Hong Kong) Co.,Ltd.	Chairman	Nan Ya PCB Co.,Ltd Ann-De Tang	2,152,020,000	100
	Director	Nan Ya PCB Co.,Ltd Lien-Jui Lu		
Nan Ya PCB (Kunshan) Co., Ltd.	Chairman	Nan Ya PCB (Hong Kong) Co.,Ltd Chia-Chau Wu	Investment Cost US$275,800 thousands	100
	Director & President	Nan Ya PCB (Hong Kong) Co.,Ltd Ann-De Tang		
	Director	Nan Ya PCB (Hong Kong) Co.,Ltd Kuo-Chun Chiang		
	Director &Vice President	Nan Ya PCB (Hong Kong) Co.,Ltd Yung-Chi Lin		
	Director	Nan Ya PCB (Hong Kong) Co.,Ltd Hung-Chung Chen		
	Supervisor	Nan Ya PCB (Hong Kong) Co.,Ltd Lien-Jui Lu		
Nan Ya PCB (USA) Co., Ltd.	Chairman	Nan Ya PCB Co.,Ltd Ann-De Tang	1,000,000	100
	Director	Nan Ya PCB Co.,Ltd Lien-Jui Lu		

Note1: If the affiliated companies are foreign companies, equivalent position shall be listed.
Note2: If the invested company is a limited company, please fill in the number of shares and shareholding percentage, and indicate the amount of the capital contribution and the proportion of capital contribution. Shareholding and shareholding ratio recorded were as of December 31, 2024.
Note3: When Directors and Supervisors are judicial persons, relevant information of the representatives shall be disclosed.

6.1.12. Overview of the business operations of the affiliates:

Unit: NT$ thousands

Name of business	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit	Profit or loss for the current period (After tax)	Earnings per share (NT$) (After tax)
Nan Ya PCB (Hong Kong) Co.,Ltd	8,595,674	22,782,377	76	22,782,301	0	-99	-294,659	-0.14
Nan Ya PCB (Kunshan) Co., Ltd.	8,592,495	24,214,968	1,448,616	22,766,352	14,507,387	-956,243	-295,303	-
Nan Ya PCB (USA) Co., Ltd.	3,479	22,349	0	22,349	30,562	2,203	1,373	1.37

Note 1: If the affiliate company is a foreign company, the relevant figures are translated into NTD at the exchange rate at the reporting date.
(1) Exchange rate of HKD to NTD: 1：4.2027 for Balance Sheet Accounts and 1：4.1183 for Profit and Loss Accounts.
(2) Exchange rate of RMB to NTD: 1：4.5604 for Balance Sheet Accounts and 1：4.5108 for Profit and Loss Accounts.
(3) Exchange rate of USD to NTD: 1：32.784 for Balance Sheet Accounts and 1：32.122 for Profit and Loss Accounts.
Note 2: In the above-mentioned affiliated companies, Nan Ya PCB (Kunshan) Co., Ltd. was invested by Nan Ya PCB (Hong Kong) Co., Ltd. Hence, the profit and loss information of Nan Ya PCB (Hong Kong) Co., Ltd. included that of the Nan Ya PCB (Kunshan) Co., Ltd.

6.1.2 Consolidated financial statements of affiliated companies

Please refer to the Market Observation Post System (MOPS) >Electronic Books.

6.1.3 Affiliation Report

6.1.3.1 Representation Letter

Representation Letter

The entities that are required to be included in the annual relationship report of Nan Ya Printed Circuit Board Corporation as of and for the year ended December 31, 2024 under the " Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises ". The information disclosed in the relationship report of Nan Ya Printed Circuit Board Corporation is not significantly inconsistent with the relevant information disclosed in the financial report notes during the aforementioned period.

Company name: Nan Ya Printed Circuit Board Corporation
Chairman: Wu, Chia-Chau
Date: February 27, 2025

6.1.3.2 Opinions issued by CPAs for financial reporting CPAs:

CPA's Review Opinion on the Affiliation Report

To: Nan Ya Printed Circuit Board Corporation

In accordance with the " Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises " (hereinafter referred to as the " Criteria Governing Preparation "), the annual relationship report for the year 2024 of Nan Ya Printed Circuit Board Corporation was prepared. The financial information therein has been reviewed by our auditors based on the relevant information disclosed in the financial report notes during the aforementioned period, and our review opinion has been issued in accordance with the provisions of the Criteria Governing Preparation.

Based on the opinion of the CPAs, the information disclosed in the relationship report of Nan Ya Printed Circuit Board Corporation for the year 2024 is not significantly inconsistent with the relevant information disclosed in the financial report notes during the aforementioned period. Furthermore, no violations of the Criteria Governing Preparation have been identified.

KPMG

Certified Public Accountants: Kuo, Hsin-Yi

February 27, 2025

6.1.3.3 The relationship between the controlling company and its subsidiaries:

As of December 31, 2024, Unit: Shares; %

Name of the controlling company	Reason for Control	Shareholding and Pledge of the Controlling Company			Personnel designated by the controlling company to serve as a director or manager	
		Number of Shares Held	Shareholding Ratio	Number of Shares Pledged	Position	Name
Nan Ya Plastics Corporation	Holding control	432,744,977	66.97%	—	Chairman Director Director	Chia-Chau Wu Wen-Yuan Wong Ming-Jen Tzou

6.1.3.4 Transaction status:

1. Purchase and sales transactions:

Unit: NT$ thousands; %

Transaction status with the controlling company				Transaction terms with the controlling company		General Terms of Transaction		Reason for difference	Accounts receivable (payable)		Overdue accounts receivable			Note
Purchase (sales)	Amount	As a percentage of total purchases (sales)	Gross sales margin	Unit Price (NT$)	Credit period	Unit Price (NT$)	Credit period		Balance	As a percentage of total accounts receivable (payable) and bills	Amount	Processing Method	Allowance amount for doubtful debts	
Purchases	1,660,092	12.54	—	—	Open Account (O/A) 30、60days	—	—	Not significant difference from general transaction conditions	(145,372)	(9.58)	—	—	—	—

2. Property transaction: None.
3. Capital financing status: None.
4. Asset leasing status:

Unit: NT$ thousands

Transaction type (Rent or Lease)	Leased asset		Lease term	Nature of the lease	Indicators that determined rent level	Collection (payment) method	Rent compared with general levels	Total rent for the current period	Current payment/collection status	Other agreed items
	Name	Location								
Lessee	Office and Dormitory	Songshan District, Taipei City and Luzhu District, Taoyuan City	2024.01.01 ~ 2024.12.31	Operating leases	Refer to local general rent levels	Payment is paid on a monthly basis	No significant difference	30,712	Paid	N.A.
Lessee	Land and Plant	Luzhu District, Taoyuan City and Shulin District, New Taipei City	2024.01.01 ~ 2024.12.31	Right-of-use asset	Refer to local general rent levels	Payment is paid on a monthly basis	No significant difference	269,200	Paid	N.A.
Rent	Plant	Shulin District, New Taipei City	2024.01.01 ~ 2024.12.31	Operating leases	Refer to local general rent levels	Payment is received on a monthly basis	No significant difference	12,564	Received	N.A.

6.1.3.5 Other information on significant transactions: None.
6.1.3.6 Endorsement and Guarantee: None.
6.1.3.7 Other significant impact on finance and business: None.

6.2 Private Placement Securities in 2024 and as of the Date of this Annual Report: None.

6.3 Other Necessary Supplement: None.

6.4 Any Events in 2024 and as of the Date of this Annual Report that Had Significant Impacts on Shareholders' Right or Share Prices as Stated in Item 3 Paragraph 2 of Article36 of Securities and Exchange Law of Taiwan: None.

Nan Ya Printed Circuit Board Corporation

Chairman: Chia-Chau Wu