



達邁科技股份有限公司
TAIMIDE TECH. INC.

TAIMIDE TECH. INC.

2024 Annual Report

Prepared by TAIMIDE TECH. INC.

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The Company's website: www.taimide.com.tw

Notice to readers

This English 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.

I. Name, title, contact TEL and Email address of spokesperson and acting spokesperson:

Name of spokesperson: Tai-Tsun Chen

Title: Vice President of Finance and Administration Department

TEL: (03) 589-6088

Email: kevin_chen@taimide.com.tw

Name of acting spokesperson: Chen-Ying Huang

Title: President

TEL: (03) 589-6088

Email: janifer_huang@taimide.com.tw

II. Address and TEL of head office, branch office and plant:

Address of head office and plant: No. 127, Section 3, Wende Road, Xinpu Town, Hsinchu County

TEL: (03) 589-6088

Branch Office: No. 6, Tongke 2nd Road, Tongluo Science Park, Miaoli County

TEL: (03) 798-7656

III. Name, address, website and TEL of the stock transfer institution

Name: Stock Affairs Agency Department of Capital Securities Corporation

Address: B2, No. 97, Section 2, Dunhua South Road, Daan District, Taipei City

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

TEL: (02) 2702-3999

IV. Name, CPA firm, address, website and TEL of the attesting CPAs for the most recent annual financial statements

Names of CPAs: Ya-Yun Chang, Su-Li Fang

CPA firm: Deloitte Taiwan

Address: 6th Floor, No. 2, Zhanye 1st Road, Science Industrial Park, Hsinchu City

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

TEL: (03) 578-0899

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

VI. The Company's website: www.taimide.com.tw

VII. A TPEx primary listed company should also publish:

- (1) List of the Board of Directors, where the nationality and major experience of the independent directors who are domiciled in Taiwan should be recorded: Not applicable.
- (2) Name, title, contact TEL and Email address of the designated agent in ROC: Not applicable.

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One. Letter to Shareholders

Dear shareholders:

On behalf of the Company, I would like to welcome all shareholders to our regular shareholders' meeting today.

I. 2024 Business Report

(I) In summary, the Company's operating performance for 2024 is as follows:

In 2024, the global economy demonstrated a strong recovery, overcoming geopolitical tensions and internal uncertainties in major economies. As central banks around the world continued to adjust their monetary policies, inflationary pressures eased significantly, leading to a stabilization of capital flows. The gradual return of global supply chain to normal operations, coupled with the continued growth of international trade, played a significant role in the rebound of business momentums.

For the year, the Company's consolidated operating revenue reached NT\$2,246,579 thousand and net profit after tax was NT\$224,065 thousand, up 41.03% and 245.98%, respectively, from the previous year. Earnings per share amounted to NT\$1.79, Consolidated gross profit margin reached 27.77% and operating profit margin was 9.38%. The significant growth in net profit after tax was mainly contributed by the increase in revenue, demonstrating our solid operating performance and growth momentums.

(II) Consolidated operating revenue and net profit after tax:

Unit: Thousands of NTD

Item \ Year	2024	2023	Increase (Decrease) %
Net operating revenue	2,246,579	1,593,021	41.03
Operating gross profit	623,949	241,361	158.51
Profit or loss after tax	224,065	(153,485)	245.98

(III) Profitability analysis

Units: %; NTD

Item \ Year	2024	2023
Return on assets (%)	5.11	(2.51)
Return on equity (%)	7.69	(5.24)
Operating profit to paid-in capital (%)	15.94	(9.53)
Net profit after tax to paid-in capital (%)	17.22	(10.71)
Net profit margin (%)	9.97	(9.63)
Earnings (Losses) per share (net of tax)	1.79	(1.06)

II. Summary of Business Plan for 2025

(I) Business Guidelines:

1. Establish long-term and stable partnerships with customers by continuing to improve technology, quality and product reliability, and jointly keep abreast of the trend of the market and technology development to build the Company's growth blueprint.
2. Set out and implement new product development through innovative technology and product differentiation strategies to establish the Company's competitive edge in the market.
3. Strengthen talent development, improve management systems, and promote profit-sharing policies with employees to enhance internal cohesion and organizational solidarity.
4. We will pursue sustainable corporate development, consider the rights and interests of all stakeholders, and actively fulfill our corporate social responsibility to contribute value in the economic, environmental, and social dimensions, enhance corporate competitiveness, promote social development, and achieve sustainable operations.

(II) Important production, sales and R&D policies

1. For product sales

- (1) Customize product development based on PI design, manufacturing expertise, and innovative recipes and process technologies through project management and marketing models. Focus on customer needs, provide customized product solutions and establish long-term strategic partnerships with customers to enhance customer service quality and keep up with market dynamics.
- (2) In terms of automotive electronic applications, actively promote and seek opportunities for cooperation with major international companies to obtain relevant product application specifications and technical information, and successfully enter the automotive industry chain through a cross-industry technical cooperation and promotion model.
- (3) Strengthen the linkage with vendors of terminal systems, and establish teams for technical R&D, product sales, customer service, and quality management through industry associations or customer recommendations, and visit and communicate with end-users on a regular basis, so as to promote customer-oriented product development and marketing strategies to ensure that the products are highly compatible with the market demands and to reduce the barriers to sales.

2. For production and manufacturing

- (1) Improve product yield rate, reduce production cost, and strengthen competitiveness
- (2) Continue to optimize processes to improve production efficiency and ensure stable supply.
- (3) Actively expand the system of partner suppliers to enhance cost advantage and quality competitiveness to ensure the stability of the supply chain and optimize production efficiency.

3. For product R&D

(1) PI films for FPC application

- A. Ultra-thin, large and stable PI films: The increasing demand for high-density applications such as portable and wearable devices, AI smart integration, and Mini & Micro LEDs is bound to increase the demand for dimensional stability and thinness of flexible substrates.
- B. PI films for high frequency and high speed: For the advent of the 5G era, we continue to develop PFAS-free PI films that combine the low moisture absorption, low dielectric, and low signal loss with excellent high temperature resistance, dimensional stability, and mechanical and processing characteristics. In addition, we are developing a new generation of PI composite material formulation technology for hybrid LCP to support the digital high speed transmission of the B5G/6G millimeter wave generation and high frequency signal reception antenna application products to meet the advent of the new communication era.
- C. PI films for automotive: It is used in the electric vehicle industry for the key power battery packaging and battery power management systems (BMS) conduction connection with insulation materials and flexible board, mainly as an answer to the requirements for high reliability and lightweight.

(2) PI films for optoelectronic applications

- A. Transparent PI films: We continue to develop the key materials required by foldable screens, mainly used in foldable touch and cover, and the products are foldable mobile phones and other mobile information and communication devices.
- B. Advanced packaging tapes: We develop special tapes based on PI, which are suitable for grinding and thinning for advanced packaging processes of high-density semiconductors, heat resistance and viscosity reduction required for special processes (high temperature, sputtering, etc.), temporary tapes for high-density circuit board substrate processes and Mass Transfer of Micro LEDs, etc., and are designed and imported in a customized way by our customers.

- (3) PI films for functional applications other than FPC: Such as thick PI graphite film sintering with high heat flux, PI films with high thermal conductivity, etc., which are mainly used for heat dissipation of mobile information and communication devices and modules for in-vehicle heating and temperature control.

III. Future development strategy of the Company

The increasing demand for high-speed transmission is driving the evolution of PI film applications toward more advanced and customizable products, necessitating advancements in next-generation application technologies to meet stringent physical property requirements. TAIMIDE's recently developed low dielectric flexible substrate materials with low Df and excellent processing characteristics provide the best solution for high frequency/high speed material market. In addition, with the popularity of automotive electronics and the increasing types and quantities of components used, the application of PI Film in the automotive market is slated to further expand in the future thanks to stable supply chain, rebound of the automotive market, and increase of the penetration rate of electric vehicles.

The Company is actively investing in the development and improvement of a new generation of Colorless Polyimide film, and committed to improving the High Transmittance, Low Haze, High Hardness and Excellent Flexible ability. The product is mainly used in the optoelectronic industry, especially for continuously bendable mobile devices, and can replace glass and traditional highly crystalline transparent plastic materials, overcoming their bending limitations, and bringing more innovative solutions to the market.

IV. Impact of the external competitive environment, regulatory environment and overall business environment

In the face of external competition, the Company continues to pay attention to market demands, industry trends and the movements of its competitors, and actively deal with regulatory requirements brought about by changes in laws and regulations. Meanwhile, the Company carefully evaluates the impact of macroeconomic factors such as changes in interest rates, inflation and exchange rate fluctuations in the general environment on its operations and proactively adjusts its strategies to minimize potential risks.

In order to strengthen our competitiveness in the market, the Company continuously enhances its research and development and innovation capabilities, and optimizes its production processes to provide unique products that meet the needs of our customers. In addition, the Company reduces costs and enhances production efficiency through lean management, and improves raw material procurement planning by keeping abreast of customers' order requirements. The Company also attaches importance to staff training to ensure that its team has the professional ability to respond to changes in the market, and continuously reviews and adjusts its business strategies. At the same time, the Company actively seeks opportunities for strategic alliances to expand its market share and consolidate its competitive advantages, so as to maintain steady growth in the fast-changing market environment.

V. Retrospection and Outlook

Looking ahead, the Company will continue to focus on the development of high-

performance polyimide (PI) film products and accelerate the research and development of forward-looking technologies and innovative applications to meet the growing market demand for high-end materials. With the steady global economy, the increasing supply chain stability, and the rapid development of the new energy industry, semiconductors, and high-frequency and high-speed communications in 2024, the Company will actively seize market opportunities, accumulate technological capabilities, and continue to optimize its product portfolio to further build up its competitive advantages.

In order to enhance operational efficiency and global competitiveness, the Company will promote digital transformation and optimize production efficiency, and improve operational performance through lean management, and proactively explore business opportunities in the global market. In addition, we will prudently address potential operational risks to ensure steady growth and create long-term value for our shareholders.

In terms of sustainable operations, the Company will continue to promote zero wastewater discharge, strengthen the solvent recycling mechanism, and further reduce carbon emissions to meet the global trend of carbon reduction and standards of the green supply chain. In the face of increasingly stringent regulations on sustainable corporate governance in various countries, the Company will continue to optimize its green processes to ensure that its operations meet international standards to pursue co-existence and co-prosperity between business, society and the environment, so as to create stable operational performance for shareholders and reward the support the Company has received for a long period of time.

Chairperson: Sheng-Chang Wu



Two. Corporate Governance Report

I. Information on directors, president, vice president, assistant vice president, officers of departments and branches

(I) Directors

1. Information on directors

May 31, 2025; Unit: Shares; %

Title	Name	Nationality or place of registration	Gender Age	Date elected (taking office)	Term of office	Date first elected	Shareholding when elected (Note 1)		Current shareholding		Current shareholding by spouse and minor children		Shareholding in the name of others		Major education and work experience	Concurrent positions in the Company and other companies	Spouse or relative within the second degree of kinship who is another officer, director or supervisor			Remark (Note 1)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Chairperson of the Board	Sheng-Chang Wu	R.O.C.	Male 61-70 years old	2024/6/25	3	2000/6/22	7,059,232	5.34%	7,059,232	5.16%	92,610	0.07%	-	-	Master in Polymer Science, National Tsing Hua University President of WIREX LTD. President of DER KWEI ENTERPRISE & CO., LTD. Chairperson of POMIRAN TECHNOLOGY, LIMITED President of TAIMIDE TECH. INC.,	Chairperson of TAIMIDE TECH. INC. Director Representative/Chairperson of POMIRAN METALIZATION RESEARCH CO., LTD.		-		-
Director	Chih-Hung Yen	R.O.C.	Male 61-70 years old	2024/6/25	3	2010/6/15	5,566,837	4.21%	5,566,837	4.07%	166,425	0.12%	-	-	Bachelor of Science in Educational Information Science, Tamkang University	President of Bunhong Trade.co Director of TAIMIDE TECH. INC.		-		-
Director	Feng Rong Industrial Co., Ltd.	R.O.C.	Not applicable	2024/6/25	3	2011/6/24	3,399,959	2.57%	3,399,959	2.49%	-	-	-	-	Not applicable	Not applicable	Not applicable			Not applicable
	Representative: Chi-Teng Hsieh	R.O.C.	Male 51-60 years old	2024/6/25	3	2011/6/24	0	-	0	-	5,000	0.00%	-	-	Dual Master in Business and Supply Chain Management, La Verne University Dual Bachelor of Science in Finance and International Business, California State University	Note 2		-		-
Director	Chan Fun Investment Co., Ltd.	R.O.C.	Not applicable	2024/6/25	3	2006/6/9	1,800,000	1.36%	1,800,000	1.32%	-	-	-	-	Not applicable	Not applicable	Not applicable			Not applicable
	Representative: Fang-Chu Hsieh	R.O.C.	Female 61-70 years old	2024/6/25	3	2006/6/9	0	-	0	-	22,050	0.02%	-	-	Bachelor of Science in Printing Engineering and Design, Chinese Cultural University	Director of Chan Fun Investment Co., Ltd. Director of WAN POLO CO., LTD Supervisor of WeatherRisk Explore Inc. Independent Director of KINGSTATE ELECTRONICS CORPORATION Independent Director of PLASTRON PRECISION CO.,		-		-

Title	Name	Nationality or place of registration	Gender Age	Date elected (taking office)	Term of office	Date first elected	Shareholding when elected (Note 1)		Current shareholding		Current shareholding by spouse and minor children		Shareholding in the name of others		Major education and work experience	Concurrent positions in the Company and other companies	Spouse or relative within the second degree of kinship who is another officer, director or supervisor			Remark (Note 1)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
																LTD. Corporate Director Representative of TAIMIDE TECH. INC.				
Director	Hsin Mu Energy Co., Ltd.	R.O.C.	Not applicable	2024/6/25	3	2009/6/19	2,000,380	1.51%	2,000,380	1.46%	-	-	-	-	Not applicable	Not applicable	Not applicable			Not applicable
	Representative: Chao-Chin Li	R.O.C.	Male 51-60 years old	2024/6/25	3	2009/6/19	0	-	0	-	-	-	-	-	Department of Finance and Taxation, National Chung Hsing University Manager of Underwriting Department, Taiwan Securities Co., Ltd. Vice President of GIGASTORAGE CORPORATION Chairperson of Xin Ri Energy Co., Ltd. Chief Financial Officer cum Chief Commercial Officer of SyneuRx International (Taiwan) Corp.	Corporate Director Representative of TAIMIDE TECH. INC. Independent Director of Micro Electricity Co. Ltd. Director of EASTERN UNION INTERACTIVE CORP. Director of Xin Mu Energy Co., Ltd. Director of Giny Technology Inc. Chairperson of Forward Power Co., Ltd. Supervisor of Jing Chuang Energy Co., Ltd. Independent Director of Advanced Lithium Electrochemistry Co., Ltd.	-			-
Director	Mei-Ling Tseng	R.O.C.	Female 61-70 years old	2024/6/25	3	2012/6/21	670,782	0.51%	670,782	0.49%	-	-	-	-	Master in Polymer Science, National Tsing Hua University Executive Vice President of the Manufacturing Department, TAIMIDE TECH. INC. Corporate Director Representative of POMIRAN TECHNOLOGY, LIMITED	Corporate Director Representative of POMIRAN METALIZATION RESEARCH CO., LTD. Director of TAIMIDE TECH. INC.	-			-
Independent director	Shih-Mei Lin	R.O.C.	Female 41-50 years old	2024/6/25	3	2017/6/16	0	-	0	-	-	-	-	-	Master in Laws, University College London, UK Meigui Daoming Law Office Attorney of K&L Gates Taipei Office Co-location Attorney of Island Taiwan Law Office Independent Director of CyberTAN Technology Inc.	Managing Attorney of Dawning Law Office Adjunct Member of Ill-gotten Party Assets Settlement Committee Independent Director of FORTUNE INFORMATION SYSTEMS CORP. Independent Director of TAIMIDE TECH. INC. Director of Shin Kong Financial Holding Co., Ltd. Director of MasterLink Securities Corporation	-			-
Independent director	Chien-Min Wang	R.O.C.	Male Over 70 years old	2024/6/25	3	2010/11/26	0	-	0	-	--	-	-	-	Doctor of Philosophy in Materials Engineering,	Managing Supervisor of the Materials Research Society-Taiwan	-			-

Title	Name	Nationality or place of registration	Gender Age	Date elected (taking office)	Term of office	Date first elected	Shareholding when elected (Note 1)		Current shareholding		Current shareholding by spouse and minor children		Shareholding in the name of others		Major education and work experience	Concurrent positions in the Company and other companies	Spouse or relative within the second degree of kinship who is another officer, director or supervisor			Remark (Note 1)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
															University of Illinois, USA Master of Science in Metallurgical Materials, National Cheng Kung University	Honorary Director of Taiwan Ceramic Society Evaluation member of the Technology Development Program of the Ministry of Economic Affairs Honorary Director of Powders and Powder Metallurgy Association of the Republic of China Independent Director of Unictron Technologies Corporation Member of Curriculum Committee, National Taipei University of Technology Independent Director of TAIMIDE TECH. INC.				
Independent director	Chien-Ju Lin	R.O.C.	Female 51-60 years old	2024/6/25	3	2020/6/23	0	-	0	-	--	-	-	-	M.S., Graduate School of Accounting, National Taiwan University KPMG Taiwan Yuanta Securities Co., Ltd. EPCiS Technology Co., Ltd. Lumitek Co.,LTD. Taiwan High Speed Rail Corporation Supervisor of Chant Sincere Co., Ltd.	Practicing CPA of You Yuan CPAs Manager of Finance Department, EVER POWER IPP CO., LTD. Independent Director of FORTUNE INFORMATION SYSTEMS CORP. Independent Director of TAIMIDE TECH. INC.		-		-

Note 1: If the Chairperson and the President or equivalents (the top managerial officers) of the Company are the same person, each other's spouse or relative within the first degree of kinship, the reason, rationality, necessity, countermeasures (such as increasing the number of independent directors and having a majority of directors who are not concurrently serving as employees or managerial officers, etc.) and related information should be described: No such situation.

Note 2: Chi-Teng Hsieh is also the Assistant Vice President of the General Management Department, WHISBIH Group, Chairperson of WHISBIH INTERNATIONAL ENTERPRISE CO., Chairperson of Lucky Logistics Co., Ltd., Chairperson of Qi Lin Investment Co., Ltd., Chairperson of Sichongxi Gudao Hot Spring Leisure Industries Co., Ltd., Chairperson of SAN YO BIOTECH CO., LTD., Chairperson of COORS COMMUNICATIONS CO., LTD., Director of Taiwan FamilyMart Co., Ltd., Corporate Director Representative of TAIMIDE TECH. INC., Supervisor of Lian Shou Investment Industries Co., Ltd., Supervisor of Polyface International Films Co., Ltd., Supervisor of Sheng Kai Investment Industries Co., Ltd., Supervisor of Lian Fun Investment Industries Co., Ltd., Supervisor of Feng Rong Industrial Co., Ltd., Director of Something Bistro PTY LTD.

2. Major shareholders of corporate shareholders

May 31, 2025

Name of corporate shareholder	Major shareholders of corporate shareholders
Feng Rong Industrial Co., Ltd.	Yu-Lien Chen 8.2%, Lian Shou Investment Industries Co., Ltd. 13.9%, Lian Feng Investment Industries Co., Ltd. 13.9%; Sheng Kai Investment Industries Co., Ltd. 12.1%, Jia Yun Investment Industries Co., Ltd. 12.1%, Ching-Shan Yeh 3.7%, Sheng-Feng Yeh 6.6%, Feng-Rong Yeh 6.6%, Chao-Sheng Yeh 11.4%, Chao-Kai Yeh 11.4%
Hsin Mu Energy Co., Ltd.	Yu-Jung Chen 20%, Chao-Chin Li 20%, Lien-Min Li 20%, Hui-Min LI 20%, Su-Min Li 20%
Chan Fun Investment Co., Ltd.	WAN POLO CO., LTD 100.00%

3. Corporate shareholders whose major shareholders are corporate shareholder representatives

May 31, 2025

Name of corporation	Major shareholders of the corporate shareholder
Lian Shou Investment Industries Co., Ltd.	Sheng Kai Investment Industries Co., Ltd. 44.3%, Yu-Lien Chen 45.3%, Chao-Kai Yeh 10.4%
Lian Feng Investment Industries Co., Ltd.	Yu-Lien Chen 48.4%, Sheng Kai Investment Industries Co., Ltd. 47.8%, Chao-Sheng Yeh 3.8%
Sheng Kai Investment Industries Co., Ltd.	Feng-Rong Yeh 99.8%, Shao-Chen Tung 0.1%
Jia Yun Investment Industries Co., Ltd.	Sheng-Feng Yeh 92%, Ai-Yun Yeh 4%, Chien-Chia Yeh 4%
WAN POLO CO., LTD	Meng-Chao Chen 3%, Fang-Chu Hsieh 15%, Si-Fang Chen 41%, Shi-Yun Chen 41%

4. Disclosure of the professional qualifications of directors and independence of independent directors

May 31, 2025

Name	Criteria	Professional qualifications (Note 1)	Experience (Note 1)	Status of independence (Note 1)	Number of other public companies in which the individual is concurrently serving as an independent director
Chairperson of the Board	Sheng-Chang Wu	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	President of WIREX LTD. President of DER KWEI ENTERPRISE & CO., LTD. Chairperson of POMIRAN TECHNOLOGY, LIMITED Chairperson of TAIMIDE TECH. INC. Director	(4)(6)(8)(9)(10) (11)(12)	-

Name \ Criteria		Professional qualifications (Note 1)	Experience (Note 1)	Status of independence (Note 1)	Number of other public companies in which the individual is concurrently serving as an independent director
			Representative/Chairperson of POMIRAN METALIZATION RESEARCH CO., LTD.		
Director	Chih-Hung Yen	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	President of Bunhong Trade.co Director of TAIMIDE TECH. INC.	(1)(2)(4) (5)(6)(7)(8)(9) (10)(11)(12)	-
Director	Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	(Note 2)	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)	-
Director	Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	Director of Chan Fun Investment Co., Ltd. Director of WAN POLO CO., LTD Supervisor of WeatherRisk Explore Inc. Independent Director of KINGSTATE ELECTRONICS CORPORATION Independent Director of PLASTRON PRECISION CO., LTD. Corporate Director Representative of TAIMIDE TECH. INC.	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)	-
Director	Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	Manager of Underwriting Department, Taiwan Securities Co., Ltd. Vice President of GIGASTORAGE CORPORATION	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)	-
Director	Mei-Ling Tseng	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	Executive Vice President of the Manufacturing Department, TAIMIDE TECH. INC. Corporate Director Representative of POMIRAN METALIZATION RESEARCH CO., LTD. Director of TAIMIDE TECH. INC.	(1)(3)(4)(5)(6)(7)(8) (9)(10)(11)(12)	-
Independent director	Shih-Mei Lin	Judges, prosecutors, lawyers, accountants or other professional and technical personnel who have passed the national examinations and received certificates required for the Company's business With experience in	Meigui Daomíng Law Office Attorney of K&L Gates Taipei Office Co-location Attorney of Island Taiwan Law Office Managing Attorney of Dawning Law Office Adjunct Member of Ill-gotten Party Assets Settlement Committee	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)(12)	1

Name \ Criteria		Professional qualifications (Note 1)	Experience (Note 1)	Status of independence (Note 1)	Number of other public companies in which the individual is concurrently serving as an independent director
		commerce, law, finance, accounting, or related areas required for the Company's business	Independent Director of FORTUNE INFORMATION SYSTEMS CORP. Independent Director of CyberTAN Technology Inc. Independent Director of TAIMIDE TECH. INC. Director of Shin Kong Financial Holding Co., Ltd. Director of MasterLink Securities Corporation		
Independent director	Chien-Min Wang	With experience in commerce, law, finance, accounting, or related areas required for the Company's business	Managing Supervisor of the Materials Research Society-Taiwan Honorary Director of Taiwan Ceramic Society Evaluation member of the Technology Development Program of the Ministry of Economic Affairs Honorary Director of Powders and Powder Metallurgy Association of the Republic of China Independent Director of Unictron Technologies Corporation Member of Curriculum Committee, National Taipei University of Technology Independent Director of TAIMIDE TECH. INC.	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)(12)	1
Independent director	Chien-Ju Lin	Judges, prosecutors, lawyers, accountants or other professional and technical personnel who have passed the national examinations and received certificates required for the Company's business With experience in commerce, law, finance, accounting, or related areas required for the Company's business	KPMG Taiwan Yuanta Securities Co., Ltd. EPCiS Technology Co., Ltd. Lumitek Co., LTD. Taiwan High Speed Rail Corporation Supervisor of Chant Sincere Co., Ltd. Member of Remuneration Committee, FORTUNE INFORMATION SYSTEMS CORP. Practicing CPA of You Yuan CPAs Manager of Finance Department, EVER POWER IPP CO., LTD. Independent Director of FORTUNE INFORMATION SYSTEMS CORP. Independent Director of	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)(12)	1

Name	Criteria	Professional qualifications (Note 1)	Experience (Note 1)	Status of independence (Note 1)	Number of other public companies in which the individual is concurrently serving as an independent director
			TAIMIDE TECH. INC.		

The independence of each director and independent director for the two years prior to and during the term of office is disclosed in the table above:

- (1) Not an employee of the Company or its affiliates
- (2) Not a director or supervisor of the Company or its affiliates. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (3) Not a natural-person shareholder holding more than 1% of the total number of issued shares or among the top 10 natural-person shareholders in the name of itself, its spouse, minor children or others.
- (4) Not a managerial officer under (1) or a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship under (2), (3).
- (5) Not a director, supervisor, or employee of a corporate shareholder directly holding 5% or more of the total number of issued shares of the Company, or among the top 5 in shareholdings, or designating its representative to serve as a director or supervisor of the Company under Article 27, Paragraph 1 or 2 of the Company Act. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (6) Not a director, supervisor, or employee of another company. If a majority of the Company's director seats or shares with voting rights and those of that other company are controlled by the same person: (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (7) Not a director, supervisor, or employee of the other company or institution who is or whose spouse is the chairperson, president or equivalent positions of the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has a financial or business relationship with the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent and when the specific company or institution holds more than 20% of the Company's total issued shares but not more than 50%.)
- (9) Not a professional, sole proprietor, partner, owner of a company or institution, director, supervisor, managerial officer or its spouse that provides the Company or affiliates with audit services or commercial, legal, financial, accounting or related services with a cumulative amount of remuneration in the last two years exceeding NT\$500,000. This restriction does not apply, however, to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.
- (10) Not a person who has a spouse or relatives of second degree of kinship in other directors.
- (11) Not a person with any of the circumstances under Article 30 of the Company Act.
- (12) Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act.

Note 1: Please refer to pages 6 to 8 of this annual report for details of each director's major education and work experience and their concurrent positions with the Company and other companies.

Note 2: Chi-Teng Hsieh is also the Assistant Vice President of the General Management Department, WHISBIH Group, Chairperson of WHISBIH INTERNATIONAL ENTERPRISE CO., Chairperson of Lucky Logistics Co., Ltd., Chairperson of Qi Lin Investment Co., Ltd., Chairperson of Sichongxi Gudao Hot Spring Leisure Industries Co., Ltd., Chairperson of SAN YO BIOTECH CO., LTD., Chairperson of COORS COMMUNICATIONS CO., LTD., Director of Taiwan FamilyMart Co., Ltd., Corporate Director Representative of TAIMIDE TECH. INC., Supervisor of Lian Shou Investment Industries Co., Ltd., Supervisor of Polyface International Films Co., Ltd., Supervisor of Sheng Kai Investment Industries Co., Ltd., Supervisor of Lian Fun Investment Industries Co., Ltd., Supervisor of Feng Rong Industrial Co., Ltd., Director of Something Bistro PTY LTD.

5. Diversity and independence of the Board of Directors.

(1) Specific management objectives and achievement of diversity policy

Management objectives	Status of achievement
With two or more independent directors, not less than one-third of the total number of directors	Achieved, currently 3 independent directors.
The Board of Directors shall include at least one female director	Achieved, currently 4 female directors.
No more than half of the directors shall be related to each other as spouses or relatives within the second degree of kinship.	Achieved as the Company has no such situation.

(2) Implementation of the diversity policy on the Board members by individual directors

Diversity core items		Nationality	Gender	Age	Law	Industry knowledge	Professional technique	R&D	International market perspective	Leadership and decision making	Marketing	Accounting and financial analysis ability
Chairperson of the Board	Sheng-Chang Wu	R.O.C.	Male	61-70 years old	-	V	V	V	V	V	-	-
Director	Chih-Hung Yen	R.O.C.	Male	61-70 years old	-	-	-	-	V	V	-	V
Director	Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh	R.O.C.	Male	51-60 years old	-	-	-	-	V	V	V	V
Director	Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh	R.O.C.	Female	61-70 years old	-	-	-	-	-	V	-	V
Director	Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li	R.O.C.	Male	51-60 years old	-	-	-	-	V	V	V	V
Director	Mei-Ling Tseng	R.O.C.	Female	61-70 years old	-	V	V	V	V	V	-	-
Independent director	Shih-Mei Lin	R.O.C.	Female	41-50 years old	V	-	-	-	-	V	-	-
Independent director	Chien-Min Wang	R.O.C.	Male	Over 70 years old	-	V	V	-	-	V	-	-
Independent director	Chien-Ju Lin	R.O.C.	Female	51-60 years old	-	-	-	-	-	V	-	V

(3) Independence of the Board of Directors:

The Company has nine members on the Board of Directors, three of whom are independent directors, accounting for 1/3 of the Board of Directors. For the independence of the Board of Directors, please refer to Three.II.(I). 1. Information on directors and 4. Disclosure of the professional qualifications of directors and independence of independent directors. As indicated in the foregoing information on directors, none of the nine members of the Board of Directors are related to each other as spouses or relatives within the second degree of kinship. Therefore, there are no circumstances under Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act.

(II) Information on the president, vice president, assistant vice president, officers of departments and branches

May 31, 2025

Title	Nationality	Name	Gender	Date elected (taking office)	Shareholding		Shareholding by spouse and minor children		Shareholding in the name of others		Major education and work experience	Concurrent positions in other companies	Managerial officer as the individual's spouse or relative with the second degree of kinship			Remark (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
President	R.O.C.	Chen-Ying Huang	Female	2023/8/10	669,235	0.49%	-	-	-	-	Bachelor of Science, Department of Chemical Engineering, Chung Yuan University Manager of Quality Assurance Department, WIREX LTD. Manager of Quality Assurance Department, Der Kwei Technology & Materials Co., Ltd.	President of KUNSHAN TAIMIDE TECH. INC.	-	-	-	—
Vice President of Finance and Administration Department	R.O.C.	Tai-Tsun Chen	Male	2007/4/1	347,512	0.25%	-	-	-	-	Bachelor of Science, Department of Accounting, Feng Chia University President's Office Special Assistant of GIGASTORAGE CORPORATION	Supervisor of POMIRAN METALIZATION RESEARCH CO., LTD. Supervisor Representative of POMIRAN TECHNOLOGY, LIMITED	-	-	-	—
Vice President of Manufacturing Department	R.O.C.	Pao-Chuen Tong	Male	2023/8/10	2,097	0.00%	8,462	0.01%	-	-	Bachelor of Science, Department of Chemistry, Chung Yuan Christian University Assistant Manager of Manufacturing Department, FU SHENG Assistant Manager of Manufacturing Department, JKT electronics Ltd. Manager of Manufacturing Department, LASER INFINITI COMPANY	-	-	-	-	—
Assistant Vice President of Information Protection Division	R.O.C.	Meng-An Chung	Male	2001/5/21	601	0.00%	-	-	-	-	Master of Science, Department of Chemical Engineering, National Taiwan University of Science and Technology R&D Section Chief of Solar Plus Company	-	-	-	-	—
Assistant Vice President of Planning Office	R.O.C.	Hsin-Cheng Ko	Male	2013/9/17	68,233	0.05%	-	-	-	-	Department of Electrical Engineering, Lunghwa University of Science and Technology Assistant Manager of Hsin Tai Technology Co., Ltd.	-	-	-	-	—
Assistant Vice President of Human Resources Division	R.O.C.	Ching-Yuan Liang	Male	2023/8/10	29,000	0.02%	-	-	-	-	M.S., Graduate School of Management Science, Tamkang University Senior Human Resources Specialist of Philips Taiwan Limited Human Resources Controller, AlliedSignal, Inc.	-	-	-	-	—

Title	Nationality	Name	Gender	Date elected (taking office)	Shareholding		Shareholding by spouse and minor children		Shareholding in the name of others		Major education and work experience	Concurrent positions in other companies	Managerial officer as the individual's spouse or relative with the second degree of kinship			Remark (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
											Manager of Administration Department, Kimberly-Clark Manager of Administration Department, INFO-TEK CORPORATION					
Corporate Governance Officer	R.O.C.	Chia- Hui Chung	Female	2023/5/9	64,948	0.05%	-	-	-	-	Department of Accounting and Statistics, Ming Chuan Commercial College Department of International Trade, Ta Hwa University of Science and Technology M.S. in Accounting, Fu Jen Catholic University (school noncompletion)	-	-	-	-	—

Note 1: If the President or equivalents (the top managerial officers) and the Chairperson of the Company are the same person, each other's spouse or relative within the first degree of kinship, the reason, rationality, necessity, countermeasures (such as increasing the number of independent directors and having a majority of directors who are not concurrently serving as employees or managerial officers, etc.) and related information should be disclosed: No such situation.

II. Remuneration for directors, presidents and vice presidents for the most recent year

(I) Remuneration for regular and independent directors

December 31, 2024; Unit: Thousands of NTD

Title	Name	Remuneration for directors								Total amount of A, B, C and D and such total amount as a percentage of net profit after tax		Remuneration for a concurrent position as an employee								Total of A, B, C, D, E, F and G as a percentage of net profit after tax		Remuneration from investees other than subsidiaries or from the parent company
		Base remuneration (A)		Severance and pension (B)		Profit-sharing remuneration for directors (C)		Business execution expenses (D)				Salary, bonus, allowance (E)		Severance and pension (F)		Profit-sharing remuneration for employees (G)						
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements (Note 7)		The Company	All companies in the financial statements	
																Cash amount	Stock amount	Cash amount	Stock amount			
Chairperson of the Board	Sheng-Chang Wu	—	—	—	—	8,216	8,216	240	240	8,456; 3.58%	8,456; 3.58%	5,165	5,165	763	763	—	—	—	—	14,384; 6.09%	14,384; 6.09%	None
Director	Chih-Hung Yen																					
Director	Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh																					
	Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh																					
Director	Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li																					
	Director																					
Independent director	Shih-Mei Lin	—	—	—	—	—	—	1,650	1,650	1,650; 0.70%	1,650; 0.70%	—	—	—	—	—	—	—	1,650; 0.70%	1,650; 0.70%	None	
Independent director	Chien-Min Wang																					
Independent director	Chien-Ju Lin																					

1. Please describe the policy, system, criteria and structure for the remuneration for independent directors, and the correlation to the amount of remuneration in terms of their responsibilities, risks, time spent and other factors:

In accordance with Article 28 of the Company's Articles of Incorporation, the Remuneration Committee shall consider the extent of each director's participation in the Company's operations and the value of his or her contributions, and make recommendations with reference to the Company's operating performance and the usual standards in the industry, and submit them to the Board of Directors for resolution.

2. In addition to the above disclosures, the remuneration for the directors of the Company for providing services (to the parent company/all companies in the financial statements/investees serving as a non-employee consultant, etc.) in the most recent year: None.

Remuneration range

Remuneration ranges for the directors of the Company	Name of director			
	Total of the first four remunerations (A+B+C+D)		Total of the first seven remunerations (A+B+C+D+E+F+G)	
	The Company	All companies in the financial statements	The Company	All companies in the financial statements
Less than NT\$1,000,000	Shih-Mei Lin, Chien-Min Wang, Chien-Ju Lin	Shih-Mei Lin, Chien-Min Wang, Chien-Ju Lin	Shih-Mei Lin, Chien-Min Wang, Chien-Ju Lin	Shih-Mei Lin, Chien-Min Wang, Chien-Ju Lin
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	Feng Rong Industries Co., Ltd., Hsin Mu Energy Co., Ltd., Chan Fun Investment Co., Ltd., Chih-Hung Yen, Mei-Ling Tseng	Feng Rong Industries Co., Ltd., Hsin Mu Energy Co., Ltd., Chan Fun Investment Co., Ltd., Chih-Hung Yen, Mei-Ling Tseng	Feng Rong Industries Co., Ltd., Hsin Mu Energy Co., Ltd., Chan Fun Investment Co., Ltd., Chih-Hung Yen, Mei-Ling Tseng	Feng Rong Industries Co., Ltd., Hsin Mu Energy Co., Ltd., Chan Fun Investment Co., Ltd., Chih-Hung Yen, Mei-Ling Tseng
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	Sheng-Chang Wu	Sheng-Chang Wu	-	-
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	-	-	-	-
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)	-	-	Sheng-Chang Wu	Sheng-Chang Wu
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)	-	-	-	-
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	-	-	-	-
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)	-	-	-	-
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)	-	-	-	-
More than NT\$100,000,000	-	-	-	-
Total	9 people	9 people	9 people	9 people

(II) Remuneration for presidents and vice presidents

December 31, 2024; Unit: Thousands of NTD

Title	Name	Salary (A)		Severance and pension (B) (Note 1)		Bonus and allowance (C)		Remuneration for employees (D) (Note 1)				Total of A, B, C and D as a percentage of net profit after tax (%)		Remuneration from investees other than subsidiaries or from the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Chen-Ying Huang	7,576	7,576	319	319	2,456	2,456	2,041	-	2,041	-	12,392; 5.24%	12,392; 5.24%	None
Vice President	Jin-Hsing Jin (Note 2)													
Vice President	Tai-Tsun Chen													
Vice President	Pao-Chuen Tong													

Note 1: Severance and pension are the expenses appropriated by the Company for severance and pension.

Note 2: Mr. Jin-Hsing Jin, Vice President of Planning Office, transitioned to Senior Advisory Specialist of Planning Office on March 8, 2024.

Remuneration range

Remuneration ranges for the presidents and vice presidents of the Company	Name of president and vice president	
	The Company	All companies in the financial statements
Less than NT\$1,000,000	Jin-Hsing Jin	Jin-Hsing Jin
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	-	-
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)	Tai-Tsun Chen, Pao-Chuen Tong	Tai-Tsun Chen, Pao-Chuen Tong
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	-	-
NT\$5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)	Chen-Ying Huang	Chen-Ying Huang
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)	-	-
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	-	-
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)	-	-
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)	-	-
More than NT\$100,000,000	-	-
Total	4 people	4 people

(III) Names of managerial officers who receive profit-sharing remuneration for employees and the distribution status

December 31, 2024; Unit: Thousands of NTD

	Title	Name	Stock amount	Cash amount	Total	Total as a percentage of net profit after tax (%)
Managerial officers	President	Chen-Ying Huang	-	3,166	3,166	1.34%
	Vice President	Jin-Hsing Jin				
	Vice President	Tai-Tsun Chen				
	Vice President	Pao-Chuen Tong				
	Assistant Vice President	Meng-An Chung				
	Assistant Vice President	Hsin-Cheng Ko				
	Assistant Vice President	Ching-Yuan Liang				
	Corporate Governance Officer	Chia-Hui Chung				

(IV) Compare and describe the total remuneration paid to directors, presidents, and deputy presidents of the Company for the most recent two years by the Company and all companies in the consolidated financial statements as a percentage of the net profit after tax, and explain the policies, criteria, combination, the procedures for determining remuneration and the correlation to operating performances and future risks.

1. Total amount of remuneration paid to directors, president and vice president of the Company for the most recent two years and the percentage of net profit after tax in the standalone or individual financial statements.

Title	Remuneration and the percentage of net profit after tax			
	2023		2024	
	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements
Director (Note)	(4.58%)	(4.58%)	6.79%	6.79%
President and vice president	(5.71%)	(5.71%)	5.24%	5.24%

Note: Total remuneration for directors as a percentage of net profit after tax includes “remuneration for a concurrent position as an employee” received by directors.

2. The Company’s policy on the payment of remuneration

- (1) With respect to the profit-sharing remuneration by the Company to directors and supervisors, there is no additional variable profit-sharing remuneration, except for the fixed payment for travel allowances and the rest are handled in accordance with the Company’s Articles of Incorporation. The profit-sharing remuneration for directors is determined by the Board of Directors in accordance with the percentage under Article 32 of the Company’s Articles of Incorporation (i.e., not more than 3% of the profit for the current year), and should be resolved by the presence of two-thirds of the Board of Directors, approved by a majority of the directors present, and reported to the shareholders’ meeting.
- (2) The remuneration for independent directors is proposed by the Remuneration Committee with reference to the salary level in the industry market and the Company’s operating conditions, and submitted to the Board of Directors for resolution, provided

that the members of the Remuneration Committee shall not vote on the decisions of their own remuneration, which shall be submitted to the Board of Directors for discussion and decision. Currently, independent directors do not receive any additional variable remuneration other than the basic monthly fixed remuneration and travel allowances for attending meetings.

- (3) The remuneration for the Company's managerial officers is based on the target achievement rate of the management team and the Company's salary management system/promotion and transfer management regulations, with reference to the standards of the industry, in order to improve the quality of manpower and further enhance the operating performance.
- (4) The Company's individual remuneration is carefully evaluated and reviewed and approved by the Remuneration Committee and the Board of Directors, so that the remuneration policy is not subject to significant uncertainty in the future.

III. Operations of Corporate Governance

(I) Operations of the Board of Directors

The Board of Directors met five times in 2024 [A], and the attendance of the directors was as follows:

Title	Name	Number of attendance in person [B]	Number of attendance by proxy	Percentage of attendance in person (%) [B/A]	Remark
Chairperson of the Board	Sheng-Chang Wu	5	0	100.00	Re-elected on 2024/06/25, re-appointed as the Chairperson on 2024/06/25
Director	Chih-Hung Yen	5	0	100.00	Re-elected on 2024/06/25
Director	Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh	5	0	100.00	Re-elected on 2024/06/25
Director	Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh	5	0	100.00	Re-elected on 2024/06/25
Director	Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li	4	1	80.00	Re-elected on 2024/06/25
Director	Mei-Ling Tseng	5	0	100.00	Re-elected on 2024/06/25
Independent director	Shih-Mei Lin	5	0	100.00	Re-elected on 2024/06/25
Independent director	Chien-Min Wang	5	0	100.00	Re-elected on 2024/06/25
Independent director	Chien-Ju Lin	5	0	100.00	Re-elected on 2024/06/25

Other matters to be recorded:

- I. If the operations of the Board of Directors is under any of the following circumstances, the date, session, contents of the motion, all independent directors' opinions and the Company's handling of their opinions should be described:
 - (I) Matters listed in Article 14-3 of the Securities and Exchange Act: The Company has set up an audit committee, and in accordance with Article 14-5 of the Securities and Exchange Act, Article 14-3 of the Securities and Exchange Act is not applicable.
 - (II) In addition to the previous matters, other board meeting resolutions that have been opposed or reserved by independent directors with records or written statements: No such situation.
- II. The recusal of directors from motions that involved conflict of interest. Specify the names of the directors, contents of the motion, and reasons for recusal due to conflict of interest, and participation in voting:
 - (I) The 14th session of the Board of Directors of the 8th term on March 8, 2024
 Contents of the motion. Pension application by the Company's managerial officer
 Reasons for recusal due to conflict of interest and participation in voting: Sheng-Chang Wu, Chairperson, Chen-Ying Huang, President and Tai-Tsun Chen, Vice President, due to conflict of interest and confidentiality concerning salary, recused themselves from participation in the motion in accordance with the law, and the Chairperson designated Shih-Mei Lin, an independent director, as the acting meeting chair, and after the acting meeting chair had consulted with all directors in attendance, the motion was approved as proposed.
 - (II) The 3rd session of the Board of Directors of the 9th term on November 7, 2024
 Motion content: The proposal for the principles for 2024 year-end (Chinese New Year) bonus payment
 Motion content. The salary adjustments of the Company's Chairperson and managerial officers.

Title	Name	Number of attendance in person [B]	Number of attendance by proxy	Percentage of attendance in person (%) [B/A]	Remark
Reasons for recusal due to conflict of interest and participation in voting: Sheng-Chang Wu, Chairperson, Chen-Ying Huang, President and Tai-Tsun Chen, Vice President, due to conflict of interest, recused themselves from participation in the motion in accordance with the law, and the Chairperson designated Shih-Mei Lin, an independent director, as the acting meeting chair, and after the acting meeting chair had consulted with all directors in attendance, the motion was approved as proposed.					
III. Information on the frequency and period, scope, method and content of the self-evaluation (or peer evaluation) by the Board of Directors:					
Evaluation frequency	Evaluation period	Evaluation scope	Evaluation method	Evaluation content	
Once every year	January 1, 2024 to December 31, 2024	1. The entire Board of Directors 2. Individual Board members 3. Functional committees	1. Self-evaluation by the Board of Directors. 2. Self-evaluation by the Board members 3. Self-evaluation by the functional committees	I. Performance evaluation of the Board of Directors. 1. The extent of participation in the Company's operations. 2. Improvement in the quality of the Board's decision-making. 3. Composition and structure of the Board of Directors. 4. Election and continuing education of directors. 5. Internal control. II. Performance evaluation of individual Board members 1. Alignment of the Company's objectives and tasks. 2. Perception of directors' responsibilities. 3. The extent of participation in the Company's operations 4. Internal relationship management and communication 5. Professionalism and continuing education of directors 6. Internal control III. Functional committees (Remuneration Committee/Audit Committee) 1. The extent of participation in the Company's operations. 2. Perception of functional committees' responsibilities 3. Improvement in the quality of the functional committee's decision-making 4. Composition and member appointment of functional committees 5. Internal control.	
Once every 3 years	January 1 2020 to November 30 2022	Performance evaluation of the Board of Directors.	An external professional institution was appointed to conduct the performance evaluation	The Company appointed the "Taiwan Association of Board Governance" to conduct an external Board of Directors performance evaluation for the year 2022, which was conducted by means of questionnaires and on-site visits for the seven major aspects of (1) composition and structure of the Board of Directors (2) election and continuing education of directors (3) the extent of participation in the Company's operations (4) improvement in the quality of the Board's decision-making. (5) internal control (6) environmental, social and governance; and (7) value creation, respectively. The Taiwan Association of Board Governance issued an evaluation report on December 15, 2022 for the performance evaluation of the Board of Directors. This	

Title	Name	Number of attendance in person [B]	Number of attendance by proxy	Percentage of attendance in person (%) [B/A]	Remark
					institution has no business relationship with the Company and is independent. The Company took reference to its improvement recommendations for the continuous enhancement of the Board of Directors' functions, which was reported to the Board of Directors dated March 9, 2023, together with the proposed measures.

IV. The objective for the enhancement of the functions of the Board of Directors and its implementation in the current year and the most recent year:

- (I) In accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies”, the Company has formulated the “Regulations Governing Procedure for Board of Directors Meetings” and has strictly followed the requirements of the Regulations. The attendance of directors at board meetings has been recorded on the Market Observation Post System, and information on important resolutions of the Board of Directors and the election of independent directors has also been disclosed on the Company’s official website in order to demonstrate the importance that the Company attaches to its corporate governance mechanism and to further strengthen its corporate governance functions.
- (II) In order to strengthen the supervisory function of the Board of Directors, the Company has established the Audit Committee, which is responsible for overseeing the quality and integrity of the Company’s accounting, internal audit, financial reporting process, and financial controls, and the operations of the Audit Committee is described on page 24 of this annual report.
- (III) The Company established the “Remuneration Committee” on April 15, 2011 in accordance with the relevant laws and regulations, which is responsible for assisting the Board of Directors in evaluating and determining the remuneration of directors and managerial officers on a regular basis, as well as reviewing the policies, systems, standards and structures for performance evaluation and remuneration of directors and managerial officers periodically. For information on the operations of the Remuneration Committee, please refer to page 44 of this annual report.
- (IV) In order to strengthen the operational effectiveness of the Board of Directors and effectuate corporate governance, the Company has completed the internal and external evaluation of the Board of Directors in accordance with the “Regulations Governing Performance Evaluation of the Board of Directors” for the year 2024. The evaluation results indicated that the Board of Directors operated well as a whole and were presented to the Board of Directors on March 7, 2025. In addition, the Company has also stipulated that an external board evaluation should be conducted by a 3rd-party professional organization or a team of external experts and scholars at least every three years in order to more objectively diagnose the effectiveness of the Board of Directors, to strengthen the efficacy of its operations, and to continuously improve corporate governance. The implementation of the evaluation of the Board of Directors is as described above.
- (V) The financial statements of the Company are periodically audited and attested by the CPA of Deloitte Taiwan and all information required to be disclosed by law is completed in a timely manner. The Company has appointed designated personnel to take charge of the collection and disclosure operations of information and established a spokesperson system to ensure that all major information and disclosures are made in a timely and proper manner. The Company has also set up an investors section its website to disclose financial information and corporate governance in a timely manner for the reference of shareholders and stakeholders to enhance the transparency of the Company’s information.

(II) Operations of the Audit Committee:

The Company established an Audit Committee on July 30, 2021, which consists of three independent directors with the primary responsibility of assisting the Board of Directors in performing its oversight functions, including ensuring the proper presentation of financial statements, the election (or termination) and the attesting CPAs and assuring their independence, the effective implementation of the internal control system, the Company’s compliance with relevant laws and regulations, and the control and management of risks and uncertainties that exist or are potentially existent in the Company.

The main matters taken on by the Audit Committee this year include:

1. Internal control system established or amended in accordance with Article 14-1 of the

Securities and Exchange Act.

2. Evaluating the effectiveness of the internal control system.
3. Matters involving the interests of directors
4. Significant asset or derivative transactions.
5. Significant lending of funds, endorsements or guarantees
6. Raising, issuance or private placement of marketable securities of an equity nature.
7. Appointment, termination, and compensation of the attesting CPAs and evaluation of their independence and competency.
8. Reviewing quarterly financial statements.
9. Business report and proposals for distribution of earnings.
10. Communication with the Company's attesting CPAs.
11. Other significant matters as required by the Company or the competent authorities.

The Audit Committee met five times [A] in 2024, and the attendance of independent directors was as follows:

Title	Name	Number of attendance in person [B]	Number of attendance by proxy	Percentage of attendance in person (%) [B / A]	Remark
Independent director	Shih-Mei Lin	5	0	100%	Re-elected on 2024/06/25
Independent director	Chien-Min Wang	5	0	100%	Re-elected on 2024/06/25
Independent director	Chien-Ju Lin	5	0	100%	Re-elected on 2024/06/25

Other matters to be recorded:

- I. If the operations of the Audit Committee are under any of the following circumstances, the date, session, contents of the motion, contents of the objections, reservations or major recommendations of independent directors, resolution of the Audit Committee and the Company's handling of the Audit Committee's opinions should be described:

(I) Matters listed in Article 14-5 of the Securities and Exchange Act:

Audit Committee Term/Date	Contents of the motion	Objections, reservations or major recommendations of independent directors	Resolution of the Audit Committee	The Company's handling of the Audit Committee members' opinions
1st Audit Committee 13 session 2024.03.08	1. The Company's business report and financial statements for 2023. 2. 2023 earnings distribution proposal. 3. Issuance of the Company's "Statement of Internal Control" for 2023. 4. Proposal for the provision of endorsements and guarantees to the Company's subsidiaries 5. Evaluation of the independence and competency of the Company's attesting CPAs. 6. Implementation status of the Company's first domestic unsecured convertible bonds.	All members of the Audit Committee expressed no objections or reservations.	All members of the Audit Committee agreed to pass.	All directors in attendance agreed to pass.

	7. The Company's plan to participate in the cash capital increase of the subsidiary, POMIRAN METALIZATION RESEARCH CO., LTD.			
1st Audit Committee 14th session 2024.05.10	1. The Company's consolidated financial statements for 1Q2024 2. Cancellation of the issuance of common stocks for cash capital increase through private placement approved at the regular shareholders' meeting on June 21, 2023. 3. The Company's plan to increase capital by cash with issuance of common stock through private placement. 4. Release of non-compete restrictions on new directors.	All members of the Audit Committee expressed no objections or reservations.	All members of the Audit Committee agreed to pass.	All directors in attendance agreed to pass.
2nd Audit Committee 2nd session 2024.08.08	The Company's consolidated financial statements for 2Q2024	All members of the Audit Committee expressed no objections or reservations.	All members of the Audit Committee agreed to pass.	All directors in attendance agreed to pass.
2nd Audit Committee 3rd session 2024.11.07	1. The Company's consolidated financial statements for 3Q2024 2. The Company's annual budget for 2025. 3. The Company's proposal to add production line. 4. Proposal for the provision of endorsements and guarantees to the Company's subsidiaries 5. Establishment of the "Internal Control Over the Management of Sustainable Information" and amendments to certain provisions of the "Internal Control Over the Management of Financial Statement Preparation Process" of the Company. 6. The Company's annual audit plan for 2025.	All members of the Audit Committee expressed no objections or reservations.	All members of the Audit Committee agreed to pass.	All directors in attendance agreed to pass.

(II) Other than the preceding matters, any resolutions not approved by the Audit Committee but approved by two-thirds or more of all directors: No such situation as mentioned above occurred in the Company.

II. The recusal of independent directors from motions that involved conflict of interest. Specify the names of the independent directors, contents of the motion motions, and reasons for recusal due to conflict of interest, and participation in voting: No such situation.

III. Communication between independent directors, internal audit officer and CPAs (major matters, methods and results of communication on the Company's financial and business conditions, etc. should be included):

Date	Attendee	Subject matter for communication	Results of communication	Independent directors' opinions and recommendations
2024.03.08 13th session of the 1st Audit Committee	Independent Director Chien-Ju Lin Independent Director Shih-Mei Lin	1. Explanation on 2023 Standalone and Consolidated Financial Statements.	The subject matter was examined and approved at the session, and subsequently was submitted to and approved by the Board of Directors.	None

		Chien-Min Wang Audit Officer Te-Yung Hsieh CPA Ya-Yun Chang	2. Communication between the CPA and the attendees on the questions raised.	CPA's response to the questions raised by the attendees.	None
			3. Operations of internal audit from November 2023 to February 2024.	The subject matter was reported to the Audit Committee, and subsequently presented to the Board of Directors.	None
			4. Description of the audit quality indicators (AQI) of the CPA firm and evaluation of the independence and competency of the attesting CPAs for the year 2024.	The CPA reported and explained to the Audit Committee.	None
			5. Description of future (upcoming) applicable standards and regulations.	The CPA reported and explained to the Audit Committee.	None
	2024.05.10 14th session of the 1st Audit Committee	Independent Director Chien-Ju Lin Independent Director Shih-Mei Lin Independent Director Chien-Min Wang Audit Officer Te-Yung Hsieh CPA Yu-Feng Huang	1. Description of the Company's consolidated financial statements for 1Q2024.	The subject matter was examined and approved at the session, and subsequently was submitted to and approved by the Board of Directors.	None
			2. Communication between the CPA and the attendees on the questions raised.	CPA's response to the questions raised by the attendees.	None
			3. Operations of internal audit from March to April 2024.	The subject matter was reported to the Audit Committee, and subsequently presented to the Board of Directors.	None
			4. Introduction and description of updates on laws and regulations.	The CPA reported and explained to the Audit Committee.	None
	2024.08.08 2nd session of the 2nd Audit Committee	Independent Director Chien-Ju Lin Independent Director Shih-Mei Lin Independent Director Chien-Min Wang Audit Officer Te-Yung Hsieh CPA Su-Li Fang	1. Description of the Company's consolidated financial statements for 2Q2024.	The subject matter was examined and approved at the session, and subsequently was submitted to and approved by the Board of Directors.	None
			2. Communication between the CPA and the attendees on the questions raised.	CPA's response to the questions raised by the attendees.	None
			3. Operations of internal audit from May to July 2024.	The subject matter was reported to the Audit Committee, and subsequently presented to the Board of Directors.	None
	2024.11.07 3rd session of the 2nd Audit Committee	Independent Director Chien-Ju Lin Independent	1. Description of the Company's consolidated financial statements for 3Q2024.	The subject matter was examined and approved at the session, and	None

	Director Shih-Mei Lin Independent Director Chien-Min Wang Audit Officer Te-Yung Hsieh CPA Ya-Yun Chang		subsequently was submitted to and approved by the Board of Directors.	
		2. Communication between the CPA and the attendees on the questions raised.	CPA's response to the questions raised by the attendees.	None
		3. Operations of internal audit from August to October 2024.	The subject matter was reported to the Audit Committee, and subsequently presented to the Board of Directors.	None
		4. Significant risks and key audit matters	The CPA reported and explained to the Audit Committee.	None
		5. Introduction and description of future (upcoming) applicable standards and regulations.	The CPA reported and explained to the Audit Committee.	None

(III) The state of operations of corporate governance and the differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
I. Has the Company formulated and disclosed its corporate governance practice principles in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	V		On May 11 2022, the Board of Directors resolved to formulate the “ Corporate Governance Best Practice Principles”, which was disclosed on the Company’s website and the Market Observation Post System.	No material difference.
II. Shareholding structure and shareholders’ equity				No material difference.
(I) Has the Company established internal operating procedures to handle shareholder recommendations, doubts, disputes and litigations, and implemented them in accordance with the procedures?	V		(I) The Company’s internal operating procedures for handling shareholders’ suggestions, questions, disputes and litigations: The Company collects relevant questions from shareholders through the contact telephone numbers and email addresses of the Spokesperson and Acting Spokesperson. For general matters such as suggestions or questions, the Spokesperson or the Acting Spokesperson will handle and respond to the matters; disputes or litigations will be handled and responded to by Planning Office. Currently, the Company maintains a good relationship with its shareholders, and no disputes or litigations have occurred to date.	
(II) Does the Company have a list of the major shareholders who actually control the Company and those who ultimately have	V		(II) The Company has a stock affairs unit and appointed the stock affairs agency to handle the related matters such that the Company is able to keep track of the list of major shareholders and ultimate controllers of major shareholders who actually control	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
control over the major shareholders?			the Company, and maintains close contact with major shareholders in order to ensure transparency of information and smooth communication.	
(III) Has the Company established and implemented risk control and firewall mechanisms between affiliated companies?	V		(III) The Company and its affiliates operate independently in production, sales, research and development, personnel and finance, and dealings with affiliates are conducted in accordance with the relevant regulations of the competent authorities; in accordance with the Company's "Operating Procedures for Lending Funds to Others" and "Operating Procedures for Endorsements and Guarantees", the Company and its affiliates are only allowed to provide endorsement and guarantee and lending of funds to investees in which we hold more than 50% of the shares, which shall be regularly supervised by auditors to ensure compliance and risk control of these operations.	
(IV) Has the Company formulated internal regulations to prevent insiders from trading securities using undisclosed information on the market?	V		(IV) The Company has established "Operating Procedures for Handling Material Inside Information," "Code of Ethical Conduct," and "Employee Work Rules" to prohibit insiders from trading marketable securities using non-public information in the market. The Company also regularly educates its personnel on these operating procedures to avoid violation of the relevant regulations.	
III. Composition and responsibilities of the Board of Directors				No material difference.
(I) Has the Board of Directors formulated and implemented a diversity policy on membership?	V		(I) The Company adopts a "candidate nomination system" for the election of directors. Candidates for directors are nominated by the Board of Directors, and after the qualifications are approved, they	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>are submitted to the shareholders' meeting for election. The Company has stipulated in Article 20 of the "Corporate Governance Best Practice Principles" that the composition of the Board of Directors should be diversified and that the number of directors who are also managerial officers of the Company should not exceed one-third of the total number of directors and has developed an appropriate diversity policy with respect to its operations, business model and development needs, including but not limited to the following two major aspects of criteria:</p> <p>I. Basic criteria and values: gender, age, nationality and culture, etc., in which the ratio of female directors should reach one-third of total number of directorships.</p> <p>II. Professional knowledge and skills: professional background (e.g. law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.</p> <p>The members of the Board of Directors should generally have the necessary knowledge, skill, and experience to perform their duties. To achieve the desired goals of corporate governance, the Board of Directors as a whole should have the following competencies:</p> <p>I. The ability to make judgments about operations.</p> <p>II. Accounting and financial analysis ability</p> <p>III. Business management ability</p> <p>IV. Crisis management ability</p> <p>V. Industry knowledge</p>	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
(II) In addition to the Remuneration Committee and the Audit Committee established in accordance with law, has the Company voluntarily set up other functional committees?		V	<p>VI. International market perspective VII. Leadership ability VIII. Decision-making ability The current Board of Directors of the Company consists of nine directors, including three independent directors, four female directors, accounting for 33% and 44% of all directors, respectively, and none of them concurrently hold any position as an employee of the Company. Each director has a professional background that includes legal, industry knowledge, professional techniques, marketing and R&D, international market perspective, accounting and financial analysis skills, etc. Please refer to Note 1 for the specific management objectives and achievement of the diversity policy and the implementation of diversity by the Board of Directors. The implementation of the Company's Board of Directors' diversity policy and the status of implementation are also disclosed on the Company's website.</p> <p>(II) The Company has established the Remuneration Committee and the Audit Committee, and will decide whether to establish other functional committees in accordance with laws and regulations and operational needs.</p>	
(III) Has the Company formulated regulations governing performance evaluation of the	V		<p>(III) On November 7, 2019, the Board of Directors resolved to establish a "Regulations Governing Performance Evaluation of the Board of Directors", and in accordance with the Regulations, the</p>	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
<p>Board of Directors and evaluation methods, conducts performance evaluations annually and regularly, and reports the results of performance evaluations to the Board of Directors, and uses them as a reference for individual directors' remuneration and nomination for reappointment?</p> <p>(IV) Does the Company regularly evaluate the independence of attesting CPAs?</p>	V		<p>Company conducts regular performance evaluations of the Board of Directors annually. Pursuant to Article 3 of the Regulations, the evaluation results shall be reported to the Board of Directors by the end of March of the following year. The internal performance evaluation for 2024 had been completed and was reported to the Board of Directors on March 7, 2025. The evaluation results were in line with the spirit of corporate governance. In addition to being a basis for the self-evaluation and improvement of the Board of Directors, the evaluation result also served as an important reference for the selection or nomination of directors in the future. Contents of the evaluation are detailed on page 23 of this annual report.</p> <p>(IV) The Audit Committee of the Company evaluates the independence and competency of the attesting CPAs annually. In addition to requesting the attesting CPAs to provide a "Statement of Independence" and "Audit Quality Indicators (AQIs)", the Committee also conducts the evaluation in accordance with the criteria set forth in Note 2 and the 13 AQIs. We have confirmed that the attesting CPAs have no other financial interests or business relationships with the Company except for the professional fees for attestation of financial statements and tax returns, and that the members of the CPAs' families do not violate the independence requirements, and by referring to the AQIs, we have confirmed that the audit experience and the hours of training of the attesting CPAs and their accounting firm</p>	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.												
	Yes	No	Summary description													
			are better than the average of their industry. The evaluation results for the most recent year were discussed and approved by the Audit Committee on March 7, 2025 and reported to the Board of Directors on March 7, 2025, which resolved to approve the evaluation of the independence and competency of the CPAs.													
IV. Does the Company as a listed enterprise have suitable and appropriate number of corporate governance personnel and appoint a corporate governance officer to be responsible for corporate governance related matters (including but not limited to providing information necessary for directors and supervisors to perform their business, assisting directors and supervisors to comply with laws and regulations, conducting board meeting and shareholder meeting related matters in accordance with law, handling company registration and alteration registration, and preparing minutes of board meetings and shareholder meetings, etc.)?	V		<p>On May 9, 2023, the Company’s Board of Directors resolved to designate Chia-Hui Chung, Manager of Finance and Administration Department, as the Corporate Governance Officer in order to protect shareholders’ rights and interests and to strengthen the functions of the Board of Directors. Manager Chia-Hui Chung has more than three years of experience as a finance leader in public companies. The main duties of the Corporate Governance Officer include: Handling matters related to the board meetings and shareholders’ meetings in accordance with the law, preparing minutes of the meetings, assisting directors in their appointment and continuing education, providing information necessary for directors to perform their duties, and assisting directors in complying with relevant laws and regulations in order to promote the integrity and effectiveness of the corporate governance system.</p> <p>Continuing education:</p> <table><tr><th>Training date</th><th>Course organizer</th><th>Course name</th><th>Training hour</th></tr><tr><td>2024/06/18</td><td>Taiwan Stock Exchange</td><td>CDP SME Questionnaire Promotion Seminar</td><td>6</td></tr><tr><td>2024/07/30</td><td>Taiwan Corporate Governance Association</td><td>How the Board of Directors (the Sustainability Committee)</td><td>3</td></tr></table>	Training date	Course organizer	Course name	Training hour	2024/06/18	Taiwan Stock Exchange	CDP SME Questionnaire Promotion Seminar	6	2024/07/30	Taiwan Corporate Governance Association	How the Board of Directors (the Sustainability Committee)	3	No material difference.
Training date	Course organizer	Course name	Training hour													
2024/06/18	Taiwan Stock Exchange	CDP SME Questionnaire Promotion Seminar	6													
2024/07/30	Taiwan Corporate Governance Association	How the Board of Directors (the Sustainability Committee)	3													

Evaluation item	State of operations				The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description		
		</			

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
months after the end of the fiscal year, and the financial statements for the first, second and third quarters and the monthly operating status before the prescribed deadline?			and third quarters and the monthly operating status before the prescribed deadline. For related announcements, please refer to the Company's website and Market Observation Post System.	
VIII. Does the Company have other important information that is helpful to understand its implementation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, continuing education of directors and supervisors, Implementation of risk management policies and risk measurement standards, implementation of customer policies, the Company's purchase of liability insurance for directors and supervisors, etc.)?	V		(I) Employee rights and interests and employee care: 1. The Employee Welfare Committee has been set up to organize a wide range of activities such as club activities, staff tours, family days and cultural and recreational events to enhance affection and communication among employees. In addition, annual health checkups are organized to take care of the health of employees and to promote teamwork. 2. To enhance employees' professional skills and assist in their career development, we organize annual on-the-job professional education and training to develop employees' core, professional and management competencies, and provide employees with an autonomous and flexible learning channel through the physical course and online learning websites of TAIMIDE. 3. All employees are covered with group insurance in compliance with the Labor Safety and Health Law. We have clear regulations on equipment maintenance, work, health and safety to protect employees' safety in the workplace. 4. We have established the "Operating Procedures for Emergency Preparedness	No material difference.

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>and Response Management” and have an “Emergency Response Team” and first-aid personnel to clearly divide responsibilities for disaster notification and response guidance. We also provide the necessary safety and health education and disaster prevention training according to employees’ work, and hold regular fire and first-aid safety-related training and drills every year to provide a safe and secure working environment for employees and to ensure the protection measures of the working environment are in place for employees’ personal safety.</p> <p>5. Our “Regulations Governing Scholarships for Employees’ Children” aims to encourage employees to attach importance to their children’s education and reduce the burden of their education expenses while the “Regulations Governing Condolence Matters for Employees and Their Dependents” aims to reduce the burden of their funeral expenses.</p> <p>(II) Investor relations: The Company attaches importance to the rights and interests of investors and, in accordance with relevant regulations, immediately announces relevant information on the website of the Market Observation Post System designated by the competent authorities and also places the relevant information on the Company’s website.</p> <p>(III) Supplier relations: The Company has established a close working relationship with its suppliers. Over the years, the suppliers have performed</p>	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>consistently in terms of quality and delivery schedule, ensuring a smooth supply chain without any shortage or interruption of supply.</p> <p>(IV) Rights of stakeholders: The Company has established the “Operating Procedures for Handling Material Inside Information” to protect the rights and interests of investors, and complies with the rules of openness and transparency of information, and attaches great importance to the protection of stakeholders’ rights and interests. In addition to pursuing profitable performance to protect the rights and interests of creditors, the Company provides a safe working environment for its employees and organizes education and training and various activities from time to time to enhance their professional and technical skills and take care of their physical and mental health to ensure rights and interests of employees.</p> <p>(V) Continuing education of directors: The Company attaches importance to the enhancement of the professional knowledge of directors. In addition to the further studies they plan for themselves based on their individual needs, the Company also arranges for the directors to attend training courses every year in order to strengthen their knowledge and practical application in the areas of corporate governance, compliance with laws and regulations, risk management, and sustainable development. Relevant information on their continuing education has been disclosed on the Market Observation Post System (http://mops.twse.com.tw), and can also be</p>	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>found on page 108 to 109 of this annual report.</p> <p>(VI) Implementation of risk management policy and risk measurement standards: The amendments to the “Internal Control System” and “Enforcement Rules for Internal Audit” are subject to the resolution of the Board of Directors, and audits are carried out in accordance with the annual audit plans.</p> <p>(VII) Implementation of customer policy: The Company maintains good relationships with its customers and provides customer services in accordance with various internal management regulations. The Company has set up a customer service mailbox and contact channels on its website to provide a mechanism for leaving messages and communicating with customers, and has made “customer satisfaction” an important part of its quality policy.</p> <p>(VIII) Purchase of liability insurances for directors: The amount of insurance coverage for 2024 was US\$3 million and the period of coverage was from April 1, 2024 to April 1, 2025, and related information is also available on the Market Observation Post System.</p>	
IX. Please describe the improvements that have been made in response to the results of corporate governance evaluation issued by the Corporate Governance Center of the Taiwan Stock Exchange for the most recent year, and propose priorities and measures for those not yet improved: (Not required for companies not included in the evaluation)				
(I) Improvements that have been made In accordance with the results of corporate governance evaluation published for the most recent year (2024):				
2023 evaluation indicator			Improvement that have been made	
Does the Company explicitly disclose a specific			The Company already amended its	

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			dividend policy in its annual report?	Articles of Incorporation in 2024 and disclosed a specific dividend policy in its 2024 annual report.
			Has the Company established a dedicated (part-time) unit to promote sustainable development, conduct risk assessment on environmental, social or corporate governance issues related to the Company's operations based on the materiality principle, formulate relevant risk management policies or strategies, and have the Board of Directors supervise the promotion of sustainable development and disclose them on the Company's website and in the annual report?	In March 2023, the Company established the "Sustainability Committee" to promote the Company's sustainable development. Based on the materiality principle, the Company conducts risk assessments of environmental, social or corporate governance issues related to the Company's operations, and has formulated relevant risk management policies or strategies; the Company already disclosed the status of supervision by the Board of Directors over sustainable development (such as the formulation and review of management policies, strategies and objectives) on the Company's website or in the annual report in 2024.
			Does the Company invest in environment-friendly and sustainable machinery and equipment related to energy conservation or green energy, or invest in Taiwan's green energy industry (e.g., renewable energy power plants), etc., or has the Company issued or invested in financial instruments for sustainable development whose proceeds are used in green or socially beneficial investment projects with substantial benefits, and does the Company disclose the circumstances of its investments and the specific benefits thereof?	In 2023, the Company had stated that it would invest in environment-friendly and sustainable machinery and equipment related to energy conservation or green energy in the year, but did not disclose the amounts of the investments, and improvement was already made in 2024.
			Does the Company have an intellectual property management program linked to its operational goals, and does it disclose its implementation on the corporate website or in its annual report, and report to the Board of Directors at least once a year?	The Company has formulated an intellectual property management program linked to its operational goals, and does it disclose its implementation on the corporate website or in its annual report, and reported to the Board of Directors on November 7, 2024.
(II) Priorities and measures for improvements that have not been made In response to the results of corporate				

Evaluation item	State of operations			The differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
governance evaluation published for the most recent year (2024):				
2024 evaluation indicator			Priorities and measures	
Does the Company have an English corporate website with financial, business and corporate governance information?			The Company expects to have a complete English website with financial, business, and corporate governance information by the end of 2025 to enhance the transparency of information.	
Does the Company disclose its policy on the correlation between the remuneration of senior manager officers to ESG-related performance evaluations?			In order to carry through the vision of sustainable development and ensure the effective implementation of sustainability goals, the Company expects to incorporate sustainability goals into the overall operating objectives of the Company and link them with the performance appraisal system of all employees starting from 2025, so as to enhance the execution of the organization and promote the effectiveness of sustainability.	
Has the Company established a dedicated (part-time) unit to promote ethical corporate management, responsible for formulating and supervising the implementation of policies and preventive programs for ethical corporate management, and disclosing the operations of the unit and implementation on the Company’s website and annual report, and reporting to the Board of Directors at least once a year?			The name of the unit responsible for promoting ethical corporate management will be disclosed on the Company’s website and in the annual report.	

Note 1: Implementation of the diversity policy on the Board members by individual directors

1. Specific management objectives and achievement of diversity policy

Management objectives	Status of achievement
With two or more independent directors, not less than one-third of the total number of directors	Achieved, currently 3 independent directors.
The Board of Directors shall include at least one female director	Achieved, currently 4 female directors.
No more than half of the directors shall be related to each other as spouses or relatives within the second degree of kinship.	Achieved as the Company has no such situation.

2. Implementation of the diversity policy on the Board members by individual directors

Diversity core items		Nationality	Gender	Age	Law	Industry knowledge	Professional technique	R&D	International market perspective	Leadership and decision making	Marketing	Accounting and financial analysis ability
Name												
Chairperson of the Board	Sheng-Chang Wu	R.O.C.	Male	61-70 years old	-	V	V	V	V	V	-	-
Director	Chih-Hung Yen	R.O.C.	Male	61-70 years old	-	-	-	-	V	V	-	V
Director	Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh	R.O.C.	Male	51-60 years old	-	-	-	-	V	V	V	V
Director	Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh	R.O.C.	Female	61-70 years old	-	-	-	-	-	V	-	V
Director	Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li	R.O.C.	Male	51-60 years old	-	-	-	-	V	V	V	V
Director	Mei-Ling Tseng	R.O.C.	Female	61-70 years old	-	V	V	V	V	V	-	-
Independent director	Shih-Mei Lin	R.O.C.	Female	41-50 years old	V	-	-	-	-	V	-	-
Independent director	Chien-Min Wang	R.O.C.	Male	Over 70 years old	-	V	V	-	-	V	-	-
Independent director	Chien-Ju Lin	R.O.C.	Female	51-60 years old	-	-	-	-	-	V	-	V

Note 2: Criteria for evaluating the independence of CPA

Evaluation item	Evaluation result	Status of independence
If the CPA, his/her spouse and dependent relatives have a direct or material indirect financial interest in the Company?	No	Yes
If the CPA, his/her spouse and dependent relatives have business relationships with directors and managerial officers of the Company that affect independence?	No	Yes
If the CPA, his/her spouse and dependent relatives were directors, managerial officers or held any positions that had direct and significant influence on the audit during the audit period?	No	Yes
If the CPA is related to the Company's directors or managerial officers as a spouse, lineal relative by blood or by marriage or blood relative within second degree of kinship?	No	Yes

- (IV) If the Company has the Remuneration Committee, it should disclose its composition, responsibilities and operations:

The Company established the remuneration committee on April 15, 2011 in accordance with the relevant laws and regulations, which is responsible for recommending to the Board of Directors policies, systems, standards and structures for performance evaluation and remuneration of directors and managerial officers, and setting and regularly evaluating the remuneration of directors and managerial officers. The Remuneration Committee consists of three members, all of whom are independent directors of the Company.

1. Information on the members of the Remuneration Committee

May 31, 2025

<div>Criteria</div> <div>Position</div> <div>Name</div>		Professional qualifications	Experience	Status of independence (Compliant circumstances)	Number of other public companies in which the individual is concurrently serving as a member of the remuneration committee
Independent director	Shih-Mei Lin	Judges, prosecutors, lawyers, accountants or other professional and technical personnel who have passed the national examinations and received certificates required for the Company’s business	Meigui Daoming Law Office Attorney of K&L Gates Taipei Office Co-location Attorney of Island Taiwan Law Office Managing Attorney of Dawning Law Office Adjunct Member of Ill-gotten Party Assets Settlement Committee Independent Director of FORTUNE INFORMATION SYSTEMS CORP. Independent Director of CyberTAN Technology Inc. Independent Director of TAIMIDE TECH. INC. Director of Shin Kong Financial Holding Co., Ltd. Director of MasterLink Securities Corporation	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)(12)	1
Independent director	Chien-Min Wang	With experience in commerce, law, finance, accounting, or related areas required for the Company’s business	Managing Supervisor of the Materials Research Society-Taiwan Honorary Director of Taiwan Ceramic Society Evaluation member of the Technology Development Program of the Ministry of Economic Affairs Honorary Director of Powders and Powder Metallurgy Association of the Republic of China Independent Director of	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)(12)	1

			Unictron Technologies Corporation Member of Curriculum Committee, National Taipei University of Technology Independent Director of TAIMIDE TECH. INC.		
Independent director	Chien-Ju Lin	Judges, prosecutors, lawyers, accountants or other professional and technical personnel who have passed the national examinations and received certificates required for the Company's business	KPMG Taiwan Yuanta Securities Co., Ltd. EPCiS Technology Co., Ltd. Lumitek Co., LTD. Taiwan High Speed Rail Corporation Supervisor of Chant Sincere Co., Ltd. Member of Remuneration Committee, FORTUNE INFORMATION SYSTEMS CORP. Practicing CPA of You Yuan CPAs Manager of Finance Department, EVER POWER IPP CO., LTD. Independent Director of FORTUNE INFORMATION SYSTEMS CORP. Independent Director of TAIMIDE TECH. INC.	(1)(2)(3)(4) (5)(6)(7)(8)(9) (10)(11)(12)	1

Note: Any director who meets each of the following criteria during the two years prior to his or her election and during his or her term of office.

- (1) Not an employee of the Company or its affiliates
- (2) Not a director or supervisor of the Company or its affiliates. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (3) Not a natural-person shareholder holding more than 1% of the total number of issued shares or among the top 10 natural-person shareholders in the name of itself, its spouse, minor children or others.
- (4) Not a managerial officer under (1) or a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship under (2), (3).
- (5) Not a director, supervisor, or employee of a corporate shareholder directly holding 5% or more of the total number of issued shares of the Company, or among the top 5 in shareholdings, or designating its representative to serve as a director or supervisor of the Company under Article 27, Paragraph 1 or 2 of the Company Act. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (6) Not a director, supervisor, or employee of another company. If a majority of the Company's director seats or shares with voting rights and those of that other company are controlled by the same person: (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)
- (7) Not a director, supervisor, or employee of the other company or institution who is or whose spouse is the chairperson, president or equivalent positions of the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent.)

- (8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has a financial or business relationship with the Company. (However, this restriction does not apply to independent directors elected in accordance with the Securities and Exchange Act or the laws and regulations of the local country, who concurrently serve as such at the Company and its parent or subsidiary or a subsidiary of the same parent and when the specific company or institution holds more than 20% of the Company's total issued shares but not more than 50%.)
- (9) Not a professional, sole proprietor, partner, owner of a company or institution, director, supervisor, managerial officer or its spouse that provides the Company or affiliates with audit services or commercial, legal, financial, accounting or related services with cumulative amount of remuneration in the last two years exceeding NT\$500,000. This restriction does not apply, however, to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.
- (10) Not a person who has a spouse or relatives of second degree of kinship in other directors.
- (11) Not a person with any of the circumstances under Article 30 of the Company Act.
- (12) Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act.

2. Information on the operations of the Remuneration Committee

- (1) There are three members of the Remuneration Committee of the Company.
- (2) The term of office of the current members: June 25, 2024 to June 24, 2027. The Remuneration Committee met 3 times during 2024 [A], and the qualification and attendance of the members were as follows:

Title	Name	Number of attendance in person (B)	Number of attendance by proxy	Percentage of attendance in person (%) (B/A)	Remark
Convener	Shih-Mei Lin	3	0	100%	Re-appointed on 2024/06/25
Member	Chien-Min Wang	3	0	100%	Re-appointed on 2024/06/25
Member	Chien-Ju Lin	3	0	100%	Re-appointed on 2024/06/25

Other matters to be recorded:

- I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it should state the date, period, contents of the motion, resolution of the board, and its handling of the committee's opinions (if the remuneration approved by the board is better than the recommendation proposed by the committee, the difference and reasons should be stated): No such situation.
- II. For the motions by the Remuneration Committee. If any members have objections or reservations with records or written statements, the date, period, contents of the motion, the opinions of all members, its handling of the members' opinions should be stated: No such situation.
- III. The motions of the meetings of the Remuneration Committee in the most recent year and the Company's handling of the members' opinions:

Remuneration Committee	Contents of the motion	Resolutions	The Company's handling of the Remuneration Committee members' opinions
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9th session of the 5th term on 2024.02.22	<ol style="list-style-type: none"> 1. Review of the distribution of 2023 profit-sharing remuneration for employees and directors 2. Review of adjustments in the duties of the Company's managerial officers and recommendation on salary. 3. Review of pension application by the Company's managerial officer. 4. Review of the allocation of employee stock options to the Company's managerial officers at the cash capital increase of the subsidiary, POMIRAN METALIZATION RESEARCH CO., LTD. 	All members of the Committee agreed to pass.	Submitted to the Board of Directors and all directors in attendance agreed to pass.
1st session of the 6th term on 2024.06.25	Election of the Convener and Chairperson of the Remuneration Committee.	After discussion, the Committee elected Shih-Mei Lin as the Convener and Meeting Chair of the Committee.	Not applicable
2nd session of the 6th term on 2024.10.24	<ol style="list-style-type: none"> 1. Deliberation of 2024 year-end (Chinese New Year) bonus payment 2. The salary adjustments of the Company's Chairperson and managerial officers. 3. Deliberation of the establishment of the "Measures for the Implementation of Health Checkups for Management Team Members". 	All members of the Committee agreed to pass.	Submitted to the Board of Directors and all directors in attendance agreed to pass.

(V) Implementation status of the promotion of sustainable development, the differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
I. Has the Company established a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to promote sustainable development, which is authorized by the Board of Directors to be handled by senior management, and the supervision situation of the Board of Directors?	V		<p>I. The Company established the “Sustainability Committee” in March 2023 to serve as the highest decision-making unit for sustainability within the Company, dedicated to promoting sustainable development. The Committee is presided by the Chairperson of the Board of Directors, and has elected a Chief Secretary and a Director General, to work with a number of senior officers from different fields to review the Company’s core operational capabilities and to formulate short-, medium-, and long-term sustainable development plans. Under the Committee, the “Sustainable Development Execution Team” is responsible for the promotion and implementation of environmental sustainability, social welfare and corporate governance, and reports regularly to the Board of Directors on the progress of its work.</p> <p>On May 11, 2022, the Company’s Board of Directors approved the planning for the greenhouse gas inventory and verification schedule, and the Board of Directors receives quarterly reports on the implementation status. In addition, at least once a year, the Board of Directors receives reports on the implementation status of ESG sustainable development. On August 8, 2024, the Chief Secretary presented to the Board of Directors the sustainability management approaches, the progress of implementation and the progress of the preparation of the Sustainability Report, and the objectives were adjusted and the strategy was revised in accordance with the recommendations of the Board of Directors in order to ensure the effective implementation of the sustainable development plans.</p>	No material difference.
II. Does the Company, in	V		I. This disclosure covers the Company’s sustainable development performance for	No material

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.						
	Yes	No	Summary description							
accordance with the principle of materiality, conduct risk assessments on environmental, social and corporate governance issues related to the Company’s operations, and formulate relevant risk management policies or strategies ?			<p>the period January 2024 through December 2024 at its principal locations. The scope of the risk assessment is primarily the Company and covers the Xinpu and Tongluo plants.</p> <p>The Company’s Sustainability Committee identifies and evaluates issues that may have a significant impact on the Company, investors and other stakeholders through stakeholder questionnaires and statistical analysis. In accordance with the materiality principle and analysis process of the sustainability report, the Committee identifies material issues in the core areas of “corporate governance,” “environment,” and “society,” and conducts risk assessment and strategic planning for these issues to reduce potential risks and enforce the implementation of sustainability objectives.</p> <p>In addition, in accordance with the materiality principle of the sustainability report, the Sustainability Committee further evaluates material ESG issues by communicating with internal and external stakeholders, referring to domestic and international research reports and professional literature, and integrating evaluation information provided by various departments and subsidiaries. Based on the evaluation results, the Company formulates risk management policies, establishes effective identification, measurement, supervision and control mechanisms, and takes specific action plans to minimize the impact of relevant risks on operations and sustainable development.</p> <p>Based on the assessed risks, the relevant risk management policies or strategies are established as follows:</p> <table><tr><th>Material topics</th><th>Risk assessment item</th><th>Description</th></tr><tr><td>Environment</td><td>Environmental</td><td>1. Refinement of waste solution</td></tr></table>	Material topics	Risk assessment item	Description	Environment	Environmental	1. Refinement of waste solution	difference.
Material topics	Risk assessment item	Description								
Environment	Environmental	1. Refinement of waste solution								

Initiatives for promotion	Implementation status			Summary description			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No					
				impact and management	management: The Company continues to invest in the construction and optimization of the waste solution distillation and treatment system, and is committed to reducing waste discharge through technological upgrades or equipment introduction, with the goal of achieving a total plant recovery rate of 90% or more, and the enforcement of material flow distribution management. 2. Improvement of water resource efficiency: In terms of water resource management, the Company continues to improve the water recovery rate and process water efficiency through technical improvements and equipment investments, to minimize the impact on the environment. 3. Emission reduction and resource recycling: The Company upholds the philosophy of life cycle recycling and actively promotes emission reduction and resource recycling, with specific targets including: (1) reduce emissions at source, (2) minimize wastewater, (3)		

Initiatives for promotion	Implementation status			Summary description			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No					
						<p>pursue zero wastewater discharge, and (4) explore alternative water sources actively.</p> <p>4. Compliance with environmental regulations and management system certification: To ensure that our products comply with environmental regulations, the Company has obtained ISO 14001 environmental management system and ISO 50001 energy management system certification, which are regularly tracked and updated.</p> <p>5. Climate risk and opportunity identification: The Company utilizes the TCFD framework to establish a climate risk identification process. After interdepartmental evaluation, a total of 2 opportunities and 4 risks brought about by climate change were identified to serve as a reference for subsequent strategic planning.</p> <p>6. Product carbon footprint and life cycle assessment: In 2022, the Company completed the life cycle assessment and carbon footprint inventory of products in</p>	

Initiatives for promotion	Implementation status			Summary description			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No					
						<p>all of its plants and obtained ISO 14067 certification, demonstrating the importance the Company places on environmental issues.</p> <p>7. Greenhouse gas emission management and carbon reduction actions: The Company conducts regular inventories of greenhouse gas emissions in accordance with ISO 14064-1 standards to evaluate the impact of climate change on operations. Based on the carbon inventory results, we will continue to implement carbon reduction measures to effectively reduce Scope I direct emissions and Scope II indirect emissions caused by electricity usage.</p> <p>8. Compliance with environmental laws and regulations and internal audits: The Company plans an annual internal audit program to regularly review each plant for compliance with relevant environmental laws and regulations and to audit the compliance of various operational processes to ensure the effective operation of the environmental</p>	

Initiatives for promotion	Implementation status			Summary description	The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No			
				<p>directive to ensure that they do not contain any hazardous substances. In order to enhance the quality of customer service, we have set up a customer service hotline and communication platform, and conduct regular customer satisfaction surveys to facilitate the partnership with our customers.</p> <p>2. Product safety and quality assurance: In order to minimize the health and safety risks that may be caused by our products, we have implemented ISO 9001, IATF 16949 and QC 080000 management system certifications. All products are strictly tested by third-party impartial units (including REACH, RoHS, SVHC, etc.), and we provide relevant hazardous substance test reports with the shipments to ensure that the quality of products meets customers' expectations.</p>	
			Corporate governance	Socio-economic and legal compliance	<p>1. Enhancement of supervisory management and internal control: The Company has established a comprehensive supervisory management</p>

Initiatives for promotion	Implementation status			Summary description	The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No			
					organization and implemented a rigorous internal control mechanism to ensure that all personnel and operations comply with relevant laws and regulations. 2. Intellectual property protection: The Company actively applies for patents for its R&D products to protect the Company's rights and interests and encourages innovation.
				Strengthen the functions of directors	1. Improvement of the functions of directors: The Company plans diversified education programs for its directors every year to provide them with the latest information on legal and regulatory developments, institutional developments, and policies, in order to enhance their professional competencies. 2. Improvement of the protection of directors: The Company has taken out directors' liability insurance for all directors to minimize the risk of litigation or claim for compensation that they may face due to the operation of the Company.
				Stakeholder	1. Enhancement of board functions and

Initiatives for promotion	Implementation status					The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description			
				communication	corporate governance: The Company plans for its directors to pursue continuing education in a wide range of professional skills covering finance, risk management, business, commerce, legal, accounting, corporate social responsibility and internal control systems, with a view to enhancing the overall effectiveness of the Board of Directors, improving the operation of corporate governance and building a high-performance leadership team. 2. Smooth communication channels for stakeholders: The Company attaches importance to interaction with various stakeholders and has set up a special section for stakeholders on the Company’s website to provide multiple communication channels. Through this section, the Company is able to effectively keep abreast of the issues of concern to stakeholders and respond to them in a timely manner, as well as incorporate feedback from various communities as a reference for	

Initiatives for promotion	Implementation status					The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description			
					continuous improvement.	
III. Environmental issues (I) Has the Company set up an appropriate environmental management system based on the characteristics of its industry?	V		(I) All of our plants have implemented and passed ISO 14001, ISO 45001, ISO 9001, QC 080000 and IATF 16949 management system certifications. In order to ensure the quality and safety of our products, 100% of our products are commissioned to third-party impartial units for testing for compliance with REACH, RoHS, SVHC and other international regulations. In terms of environmental protection, the Company regularly conducts annual greenhouse gas inventories in accordance with ISO 14064-1 to track the effectiveness of emission reduction, and the relevant information is publicly disclosed in the sustainability report and on the Company’s website:(http://www.taimide.com.tw/zh/article-721176) In order to implement environmental management, the Company has established comprehensive environmental management policies and systems, which are effectively executed. The operational effectiveness of the environmental management systems are continuously enhanced through annual internal audits conducted by qualified internal auditors, management reviews conducted by management, and external audits commissioned to third-party impartial units. These actions not only satisfy customers’ demands for corporate social responsibility, but also demonstrate the Company’s firm determination to carry through sustainable management.			No material difference.
(II) Is the Company committed to improving the efficiency of resource utilization and using recycled materials with low	V		(II) The Company has the following measures: 1. Waste gas treatment: Based on the consideration of maintaining a sustainable environment, the Company has successively obtained operation permits for stationary			

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
impact on the environment?			<p>sources and operates in accordance with relevant laws and regulations. Each production line, through a closed process and the installation of prevention equipment, condenses organic substances in the waste gas and then distills them for recovery, which increases the efficiency of VOCs removal and not only significantly improves the air quality in the surrounding area, but also enables the back-end distillation system to save energy and increase production value.</p> <p>In addition, the concentrated liquid generated from the VOC captured during manufacturing processes and the waste liquid from the scrubber tower are all transported to Tongluo Plant for treatment in house to recycle the concentrated liquid and the raw materials in the waste liquid from the process and to minimize outsourcing to reduce the hazards to the environment.</p> <p>2. Waste water treatment:</p> <p>The Tongluo Plant has set up a number of water quality treatment facilities, including wastewater homogenization system, pH adjustment system, chemical sedimentation system, UASB treatment system, MBR treatment system, sludge thickening system, etc., to ensure that the treated discharge water quality of each unit can meet the regulatory standards.</p> <p>3. Waste management:</p> <p>Waste management is carried out in accordance with the relevant environmental laws and regulations announced by the government, and is verified and reported monthly. The waste solution is distilled and treated by a distillation system, and the raw materials are recycled in advance to reduce the waste at source; all kinds of wastes are sorted and recycled according</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>to their nature. Those that cannot be recycled is handed over to qualified removal and treatment institutions for subsequent treatment.</p> <p>4. Noise management: Continue to inspect noise quality and install noise abatement equipment to provide quality living quality for community residents.</p> <p>5. Energy management: The Company actively promotes various energy reduction measures, uses equipment with high energy efficiency and energy saving design to reduce corporate and product energy consumption, and expands the use of renewable energy to optimize energy use efficiency.</p> <p>Purchased electricity accounts for the largest portion of the Company's greenhouse gas emissions. The Company has set an electricity saving target at least 1% per year in accordance with the requirements of the Bureau of Energy of the Ministry of Economic Affairs, and has implemented improvement measures for processes and equipment to enhance the efficiency of energy use.</p> <p>The actual energy saving rate of the Company in 2024 was 14.39%, of which the electricity saving of the Xinpu Plant in 2024 was 1,112,276 kWh (approximately 4,004.19 GJ) and the energy saving of natural gas was 94,248 (M3) (approximately 3,553.15 GJ), equivalent to a reduction of 728.66 metric tons of CO₂e; the electricity saving of the Tongluo Plant was 1,441,713 kWh (approximately 5,190.17 GJ) and the energy saving of natural gas was 1,651,972 (M3) (approximately 60,959.73 GJ), equivalent to a reduction of 3,853.05 metric tons of CO₂e, and the overall achievement of the energy saving measures was 2,553,989 (kWh) of electricity and</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>1,746,220 (M3) of natural gas, equivalent to a reduction of 4,581.7 metric tons of CO₂e (about 73,707.24 GJ).</p> <p>The Company only uses raw materials that comply with RoHS, REACH, and Halogen-free regulations of the European Union and has the Environmental Sustainability Working Group to establish a cross-platform resource integration recycling system, including material recycling, renewable energy manufacturing products, and pollution reduction during the manufacturing process, in order to reduce the impact on the environment.</p> <p>In terms of green manufacturing, we reduce unnecessary resource waste, seek waste reduction and reuse technology development; in the upstream and downstream of the value chain, we work together to recycle and share packaging materials; through the recycling of process materials, waste reduction technology development and the design and sale of recycled products, we create circular value.</p>	
(III) Does the Company evaluate the potential risks and opportunities of climate change to the Company now and in the future, and take countermeasures to respond to climate related issues?	V		(III) The Company has established an annual electricity saving target of 1% based on the total electricity consumption in 2015 in accordance with the regulations of the Bureau of Energy, Ministry of Economic Affairs; in accordance with ISO 14064-1 international standards, the Company promotes greenhouse gas emissions baseline inventory and from 2022, conducts annual inventory of greenhouse gas emissions, and has third-party verification units to verify. At present, we completed the greenhouse gas emissions inventory in 2024, compiled an list of greenhouse gas emissions, and established a reduction target benchmark, according to which we will propose energy saving and carbon reduction and greenhouse gas reduction programs and improvement measures.	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.		
	Yes	No	Summary description			
			<p>In March 2023, the Company established the Sustainable Development Committee as the highest organization for climate change management, chaired by Chairperson, to annually review the Company’s climate change strategy and goals, manage climate change risks and opportunities, review implementation status and discuss future plans, and report to the Board of Directors.</p> <p>The Company follows the framework of the TCFD recommendations published by the Financial Stability Board and assesses and built up an assessment of the potential risks and opportunities of climate change on businesses now and in the future, and adopts countermeasures on climate related issues.</p> <table><tr><td>Governance</td><td>The Company established the Sustainable Development Execution Team to analyze climate issues, which consists of members from different departments, where the members involved in risk management from the Environmental Sustainability Task Force and Operations Management Task Force, form the interdepartmental Climate Change Risk Working Group to gather information on sustainability trends, seek advice from external consultants, participate in sustainability related activities, and conduct interdepartmental workshops, etc., and take responsibilities for identifying climate risks and evaluating and responding to climate impacts in their respective areas of duties and authorities, with the top leader of the Group’s Finance and Administration Department acting as the convener, to</td></tr></table>	Governance	The Company established the Sustainable Development Execution Team to analyze climate issues, which consists of members from different departments, where the members involved in risk management from the Environmental Sustainability Task Force and Operations Management Task Force, form the interdepartmental Climate Change Risk Working Group to gather information on sustainability trends, seek advice from external consultants, participate in sustainability related activities, and conduct interdepartmental workshops, etc., and take responsibilities for identifying climate risks and evaluating and responding to climate impacts in their respective areas of duties and authorities, with the top leader of the Group’s Finance and Administration Department acting as the convener, to	
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	Yes	No							
					scenario analysis of climate change. We ranked the significant climate risks and opportunities in terms of likelihood and impact, and assessed the climate risks and opportunities in terms of transition risks (policy and regulation, technology risks, market risks, goodwill risks), physical risks (acute risks, chronic risks) and opportunities (resource utilization efficiency, energy sources, products and services, markets, resilience), and assessed the impacts on our operations and corresponding strategies to respond to the key risks and opportunities.				
				Risk management	We established a list of risks and opportunities based on the interaction between the Company's operations and the environment, and with reference to the TCFD recommendations on climate-related financial disclosure. The Sustainability Team held meetings, with the assistance of outside experts, and through workshop discussions and surveys, to identify climate risks and opportunities and rank them according to the degree of impact and likelihood, analyzing the impacts of policies and regulations, technology, market and reputation, and acute and chronic climate risks on the Company one by one. Based on the results of climate risk identification, the Sustainable Development Team developed a response approach through the Greenhouse Gas Inventory and Reduction Promotion Team, which is included in the routine				

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.																				
	Yes	No	Summary description																					
			Please refer to the Company's website at https://www.taimide.com.tw/zh/article-721176 for more information on the climate impacts, countermeasures and ESG goals.																					
(IV) Does the Company make statistics on greenhouse gas emissions, water consumption and total weight of waste for the past two years, and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction or other waste management?	V		<p>(IV) The Company regularly collects and reviews new or amended regulations on environmental protection and uses the latest laws and regulations as the basis for environmental protection management in order to comply with regulatory requirements. Therefore, in order to respond to the government's greenhouse gas reduction policy and effectively reduce the environmental impact of the greenhouse effect, the Company promotes effective energy saving and carbon-reduction programs through both process improvement and energy demand management, while also moving toward the goal of carbon reduction and fulfilling its environmental protection responsibilities.</p> <p>1. Greenhouse gas emission management: All of our plants completed the ISO 14064-1 scope I and II inventories and third party verification (Xinpu Plant + Tongluo Plant: SGS, expected to be complete in 2025/8) in 2024.</p> <p style="text-align: right;">Unit: Metric tons of CO₂e</p> <table border="1"> <thead> <tr> <th>Year</th><th>Scope I</th><th>Scope II</th><th>Total</th><th>Greenhouse gas emission intensity Metric tons of CO₂e/Metric tons of (production volume)</th></tr> </thead> <tbody> <tr> <td>2022</td><td>15,301.80</td><td>29,250.41</td><td>44,552.21</td><td>36.16</td></tr> <tr> <td>2023</td><td>15,027.47</td><td>26,813.68</td><td>41,841.15</td><td>43.35</td></tr> <tr> <td>2024</td><td>17,559.43</td><td>30,310.56</td><td>47,869.99</td><td>27.01</td></tr> </tbody> </table>	Year	Scope I	Scope II	Total	Greenhouse gas emission intensity Metric tons of CO ₂ e/Metric tons of (production volume)	2022	15,301.80	29,250.41	44,552.21	36.16	2023	15,027.47	26,813.68	41,841.15	43.35	2024	17,559.43	30,310.56	47,869.99	27.01	
Year	Scope I	Scope II	Total	Greenhouse gas emission intensity Metric tons of CO ₂ e/Metric tons of (production volume)																				
2022	15,301.80	29,250.41	44,552.21	36.16																				
2023	15,027.47	26,813.68	41,841.15	43.35																				
2024	17,559.43	30,310.56	47,869.99	27.01																				

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>The total greenhouse gas emissions in Scope I and Scope II in 2024 were mainly from electricity emissions in Scope II, accounting for 63.32% of the aforesaid emissions, followed by fuel emissions from boilers in Scope I, accounting for 36.68%.</p> <p>In order to continue the effort to meet the international trend of reduction, the Company will set and track reduction targets through the Sustainable Development Committee. The Company is currently pursuing carbon reduction through the following plans for power-saving production.</p> <p>In order to continue the effort to meet the international trend of reduction, the Company will set and track reduction targets through the Sustainable Development Committee. The Company is currently pursuing carbon reduction through the following plans for power-saving production.</p> <ol style="list-style-type: none"> 1. The process motor power equipment operates at a reduced frequency. 2. The process electric heating system is set at a lower temperature. 3. The process exhaust fan operates at a reduced frequency. 4. The process static electricity elimination bar operates at a reduced supply pressure. 5. The process exhaust heat is recovered. 6. The process oven operates with enhanced heat preservation. 7. The process electric heating system control is changed from SSR to SCR. 8. The lighting control management is improved. 9. The laboratory instrumentation power is regulated. 10. The adsorption dryer is replaced with energy saving model. 11. The boiler air intake blower operates with variable frequency control 	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.												
	Yes	No	Summary description													
			<p>of exhaust O2 content.</p> <p>12.The ice water pump is replaced with high efficiency model.</p> <p>13.The cooling water tower fan is changed to wet-bulb temperature control.</p> <p>14.The laboratory exhaust system is integrated with one blower shut down.</p> <p>15.The flash vapor from distillation system is recovered.</p> <p>16.The process blower is changed to air floatation.</p> <p>17.The waste alkali is processed by dryer instead.</p> <p>18.The distillation system operation is optimized.</p> <p>19.The lighting fixtures are changed to LED.</p> <p>20.The dehumidification control of the R&D Building is upgraded to 70%.</p> <p>Electricity saving rate for all the plants was maintained at 1%~2% for 2015~2024.</p> <p>2. Water resource management:</p> <p>Water consumption (covering all plants) in the most recent 3 years</p> <table><tr><th>Year</th><th>Water intake (million liters)</th><th>Water intake per unit product (million liters/kg)</th></tr><tr><td>2022</td><td>193.46</td><td>0.157</td></tr><tr><td>2023</td><td>184.20</td><td>0.191</td></tr><tr><td>2024</td><td>214.25</td><td>0.121</td></tr></table> <p>The Company has long been concerned about water conservation and</p>	Year	Water intake (million liters)	Water intake per unit product (million liters/kg)	2022	193.46	0.157	2023	184.20	0.191	2024	214.25	0.121	
Year	Water intake (million liters)	Water intake per unit product (million liters/kg)														
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Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.										
	Yes	No	Summary description											
			<p>environmental protection issues. In terms of water conservation plan, the Company starts from the full implementation of water conservation in daily life to maximize the benefits of available water resources. In 2023, the Company implemented ISO 46001 Water Resource Efficiency Management, and obtained the certificate in December of that year, to explore the situation of water consumption through various aspects.</p> <p>The water consumption for the production of PI film is mainly used in cooling water towers, and the total water intake in 2024 was 214.25 million liters, up 16.3% compared to 2023. The reason for the increase in water consumption was due to the increase in production capacity; while increasing the production capacity, the Company also carried out improvements in water conservation, and through the baseline analysis of water resources, the Company saved a total of 20,428 metric tons of water in 2024, with an overall water conservation rate of 8.9% so water intake per unit product, on the contrary, decreased by 0.07 (million liters/kg).</p> <p>The Tongluo Plant has “zero discharge rate” as 100% of its water resources is recycled for reuse, and in November 2020, it passed the full storage permit, which was a new milestone to start the full wastewater recovery and use by the Plant, and close the discharge port to eliminate any possible impact on the groundwater, so that the Plant can be fully independent for wastewater treatment.</p> <p>3. Waste management</p> <p style="text-align: right;">Unit: Metric tons</p> <table border="1"> <thead> <tr> <th>Year</th><th>General business</th><th>Hazardous business</th><th>Reuse volume</th><th>Reuse rate</th></tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	Year	General business	Hazardous business	Reuse volume	Reuse rate						
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			<table><tr><td></td><td>waste</td><td>waste</td><td></td><td></td></tr><tr><td>2021</td><td>4,267.81</td><td>13.53</td><td>8,631.17</td><td>66.91%</td></tr><tr><td>2022</td><td>1,759.97</td><td>0</td><td>9,574.72</td><td>84.47%</td></tr><tr><td>2023</td><td>995.46</td><td>12.7428</td><td>8,057.182</td><td>88.9%</td></tr><tr><td>2024</td><td>1,253.49</td><td>3.674</td><td>14,676.62</td><td>92.1%</td></tr></table> <p>The Company has been committed to waste reduction and zero wastewater discharge, and insists on the concept of resource recycling. With the successful operation of solvent recovery system and wastewater concentration and drying system, we have finally reduced the amount of waste in the whole plant by more than 96%, and the solvent recovery rate is more than 90%, while creating zero wastewater discharge and solid salts recycling.</p> <p>In 2024, a total of 9,228 metric tons of solvent was recovered, and the carbon reduction was 26,387 metric tons of CO2 (without deducting the carbon emissions from production), which is equivalent to the carbon reduction of 68.27 Daan Forest Park.</p> <p>Unit: Metric tons</p> <table><tr><td>Year</td><td>Monosolvent recovery</td></tr><tr><td>2022</td><td>7,219</td></tr><tr><td>2023</td><td>6,398</td></tr><tr><td>2024</td><td>9,228</td></tr></table>		waste	waste			2021	4,267.81	13.53	8,631.17	66.91%	2022	1,759.97	0	9,574.72	84.47%	2023	995.46	12.7428	8,057.182	88.9%	2024	1,253.49	3.674	14,676.62	92.1%	Year	Monosolvent recovery	2022	7,219	2023	6,398	2024	9,228	
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IV. Social issues (I) Has the company formulated relevant management policies and procedures in accordance	V		(I) The Company is committed to upholding the highest ethical standards by complying with international norms, including the “Universal Declaration of Human Rights”, the “United Nations Guiding Principles on Business and	No material difference.																																	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
with relevant laws and regulations as well as the International Bill of Human Rights?			<p>Human Rights”, and the “International Labor Organization’s Declaration on Fundamental Principles and Rights at Work”, as well as with local laws and regulations. We have formulated the “Sustainable Development Best Practice Principles”, promising to advocate gender equality, rights at work, and non-discrimination. We have also set up relevant preventive mechanisms and regulations in our management rules and operating procedures, such as the “Recruitment and Appointment Management Regulations”, “Sexual Harassment Prevention and Control Measures”, and “Prevention Plan for Unlawful Acts of Violence in the Line of Duty”.</p> <p>(II) The Company complies with all applicable national and international laws, and codes of ethics and generally accepted practices for labor and employee employment, such as: promoting fair competition, providing safety in customer products and services, compliance with labor laws and practices, human rights declarations, international standards and protection of copyright and company assets, intellectual property rights in any form, and a commitment to uphold the highest standards of ethics. The Company has also established the Employee Welfare Committee to handle all welfare matters. We hold regular labor-management meetings to understand the ideas of both parties in order to achieve a win-win situation for both the management and employees.</p> <p>The Company regularly reviews its operations, value chain and other related activities every year by focusing on socially significant issues, data monitoring and questionnaire surveys to identify and evaluate risk groups and potential human rights risks, prepare human rights issue control plans based on potential risks, and continuously monitor and improve the implementation results of the plans.</p>	

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	Yes	No	Summary description											
			<p>In 2024, the Company underwent a total of 5 customer audits, including employee relations, education and training, process control and quality management, etc. The factory inspections resulted in no major violations and all deficiencies have been corrected. In 2024, there were no incidents of discrimination, sexual harassment, aboriginal human rights violations, or social impacts, and there were no incidents of forced or compulsory labor, and we insist on providing equal working environment to our employees. In the future, we will continue to pay attention to human rights protection issues and promote related education and training to raise awareness of human rights protection and reduce the possibility of related risks.</p> <p>In order to raise the awareness among our employees, TAIMIDE organizes various human rights related courses and conducts training on workplace sexual harassment prevention at least once a year to avoid unlawful infringement of employees' rights.</p> <table border="1"> <thead> <tr> <th>Target trainees</th><th>Training program</th><th>Training content</th><th>Number of participants</th><th>Total number of hours (hours)</th></tr> </thead> <tbody> <tr> <td>New employees</td><td>System of Work and Prevention of Sexual Harassment</td><td>Explain work rules, working hours and related systems to new employees, and educate them on the Company's sexual</td><td>54</td><td>54</td></tr> </tbody> </table>	Target trainees	Training program	Training content	Number of participants	Total number of hours (hours)	New employees	System of Work and Prevention of Sexual Harassment	Explain work rules, working hours and related systems to new employees, and educate them on the Company's sexual	54	54	
Target trainees	Training program	Training content	Number of participants	Total number of hours (hours)										
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Initiatives for promotion	Implementation status					The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.		
	Yes	No	Summary description					
					harassment prevention rules and complaint channels.			
			All employees	Relationships in the Workplace	Describe the communication skills and techniques in the workplace to avoid conflicts.	35	35	
				Prevention of Sexual Harassment	Explain the key points of the amendments to the Gender Equality Act and the importance of sexual harassment prevention.	66	33	
				RBA Code of Conduct	Describe the requirements of the latest RBA Code of Conduct as a reference for the Company’s relevant regulations.	52	52	
			Total			207	174	
(II) Whether the Company has formulated and implemented reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflects operating performance or results in	V		(II) The Company actively promotes harmony between employees and management based on the understanding of coexistence and mutual prosperity, and attaches importance to the welfare and health of employees, and provides a quality working environment, comprehensive employee benefits, a comprehensive insurance system and leisure activities to meet the needs of employees. 1. Employee compensation: Salaries and job levels of our employees are determined in accordance with					

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
employee remuneration?			<p>the “Salary Management Regulations” according to their educations and experiences, performance and expertise and are not given different consideration on the basis of race, religion, party affiliation, nationality, place of birth, gender, sexual orientation, marriage, physical or mental disability, or union membership. All employees are treated equally and enjoy equal pay for equal work. The salaries of all employees are better than the statutory minimum basic salary, and all employees are treated equally and enjoy the same pay for the same work. In addition to fixed salaries, the Company will pay performance bonuses, leader allowances, profit-sharing remuneration for employees and year-end bonuses according to the operating conditions and individual performance, and will also propose profit-sharing remuneration for employees in accordance with the approval of the shareholders’ meeting according to the Company’s profitability.</p> <p>The Company established an employee stock ownership association in 2014. Employees who meet the qualifications for membership can contribute 5% of their monthly salary as the investment fund, and the Company will reward them by also contributing the same 5% of their monthly salary as an incentive to encourage long-term investment, which not only achieves the purpose of talent retention, but also helps employees accumulate wealth and plan for their future retirement life.</p> <p>2. Retirement systems</p> <p>The Company’s pension systems for its employees consists of a defined benefit plan based on the “Labor Standards Act” of Taiwan and a defined contribution plan based on the “Labor Pension Act” of Taiwan. In addition to the retirement reserve required by law, an external consultant is appointed to</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>conduct an actuarial calculation on the retirement reserve every year to ensure that the reserve is fully funded and to protect the employees' rights to their future pensions. TAIMIDE made full pension contributions for the year 2024. Currently, 23 employees are under the old pension scheme and the rest are under the new scheme, with a total contribution of NT\$13,639 thousand.</p> <p>For employees whose careers are terminated due to retirement or termination of employment, the Company also provides middle-aged and elderly re-employment programs taking into account the employees' skills, abilities, and wishes. In 2024, 2 employees were rehired after retirement and continued to create value for the Company through their senior experience.</p> <p>3. Employee welfare measures:</p> <p>The Company has set up an employee welfare committee, and each year the Company allocates 0.1% of its operating revenue to employees' welfare fund to plan and provide quality benefits for employees, such as: employee travel subsidies, arts and culture course subsidies, birthday gift certificates, wedding allowance, maternity allowance, funeral allowance, etc.</p> <p>In accordance with the Labor Standards Act and Article 12 of the Work Rules for Employees, after six months of employment, employees may apply for leave without pay for childcare until the child reaches the age of three, but not more than two years. If an employee is raising two or more children at the same time, the period of leave without pay for childcare shall be combined, with the longest period limited to two years for the youngest child. In the event of a major injury or illness, or a major change in circumstances that require a longer period of leave, employees may also apply for leave without pay to take care of their personal and family needs.</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>The Company provides a wide range of favorable welfare measures, with group insurance including term life insurance, accidental injury, accidental injury medical limit, hospitalization and medical treatment, cancer medical and occupational accident insurance and cancer insurance, to provide employees and their dependents with economical relief in event of accidents.</p> <p>4. Workplace diversity and equality:</p> <p>In order to maintain the stability of human resources, the Company has adopted a fair, open, just and efficient selection system to recruit the best qualified personnel and to strengthen the management system and to address diversity and equality of opportunity and does not discriminate in hiring on the basis of race, color, age, sexual orientation, race, disability, pregnancy, faith, political affiliation, membership in a club or marital status. In our daily operations, we control our workforce, analyze and improve the flow of employees, and strive for a balanced distribution of our workforce.</p> <p>In 2024, the average percentage of female employees was 14.4% and the average percentage of female leaders was 16.7%. The large gap between male and female workers is mainly due to the fact that the work content of the Company requires mobility and carrying heavy loads.</p> <p>The Company values employee rights and benefits, shares profits with employees, and maintains a good working environment, including comprehensive physical, mental, and spiritual care for all ethnic groups:(1) the employment of physically challenged employees has reached 100% of the target, and work duties and environmental facilities are tailored to fit the needs of the employees (2) there are special programs for Filipino employees in the areas of selection, employment, education, retention, cultural integration, and</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>health and safety (3) the implementation of workplace-friendly women's empowerment, so that employees of all genders can work with peace of mind.</p> <p>5. Business performance is reflected in employee compensation: Article 32 of the Company's Articles of Incorporation: If the Company makes a profit in a year, the Company shall set aside 6% to 15% of the profit as profit-sharing remuneration for employees, in stock or cash as resolved by the Board of Directors in the form of stock or cash, including employees of the Company's subsidiaries who meet certain criteria; the Company may set aside not more than 3% of the above profit as profit-sharing remuneration to directors as resolved by the Board of Directors. Proposal for profit-sharing remuneration for employees and profit-sharing remuneration for directors should be reported to the shareholders' meeting. However, if the Company still has accumulated losses, the amount of loss make-up shall be reserved first, and then the profit-sharing remuneration for employees and directors can be appropriated in accordance with the aforementioned percentages.</p> <p>The target recipients of the profit-sharing remuneration for employees include employees of subordinate companies who meet certain criteria.</p> <p>6. Correlation between employee remuneration and sustainability performance In order to carry through sustainable development and encourage the participation of all employees, TAIMIDE will link the Company's objectives, which include both financial and non-financial performance, to the variable remuneration of all employees in 2025:</p>	

Initiatives for promotion	Implementation status			Summary description	The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.								
	Yes	No											
			<table><tr><th>Item</th><th>Correlative indicators</th></tr><tr><td>Financial performance</td><td>Sales and EPS targets</td></tr><tr><td>Non-financial performance</td><td>Electricity and carbon reduction targets</td></tr><tr><td colspan="2">40% of performance appraisal weight</td></tr></table>	Item		Correlative indicators	Financial performance	Sales and EPS targets	Non-financial performance	Electricity and carbon reduction targets	40% of performance appraisal weight		
Item	Correlative indicators												
Financial performance	Sales and EPS targets												
Non-financial performance	Electricity and carbon reduction targets												
40% of performance appraisal weight													
			<p>7. Health promotion</p> <p>The Company conducted an analysis on the results of the health checkups of the employees and found that BMI of 67.5% of all employees were higher than the normal value in 2024, and 18.2% of the employees were severely obese, which may cause high blood pressure, high cholesterol, and high blood sugar, chronic diseases and other health problems in the future. Therefore, the Company started to plan a series of health promotion programs for the employees in 2024, with “healthy learning”, “healthy eating”, and “healthy movement” as the main themes to help employees to enhance awareness of health, plan for healthy diets, and establish exercise habits to address the problem of obesity.</p>										
			<table><tr><td colspan="3">Lower BMI of employees, keep away from the problem of high blood pressure, high cholesterol, and high blood sugar as well as obesity.</td></tr><tr><td>Healthy learning</td><td>Healthy eating</td><td>Healthy movement</td></tr><tr><td>“Enhance awareness of health”</td><td>“Plan for healthy diets” Less oil, less salt, less</td><td>“Establish exercise habits”</td></tr></table>	Lower BMI of employees, keep away from the problem of high blood pressure, high cholesterol, and high blood sugar as well as obesity.			Healthy learning	Healthy eating	Healthy movement	“Enhance awareness of health”	“Plan for healthy diets” Less oil, less salt, less	“Establish exercise habits”	
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	Yes	No	Summary description				
			<table><tr><td>Health checkup Health consultation Health promotion</td><td>sugar</td><td>Sports contests Sports club</td></tr></table> <p>Results of health promotion programs Departmental health credits contest and BMI reduction contest began in May 2024 and was finalized by the end of March 2025, and the following are the results of the contests:</p> <ul style="list-style-type: none">• The participation rate in health seminars reached 18%.• Sports events had a total of 665 participants, with an average participation rate of 18%.• Compared with the situation before the contents, the proportion of employees with abnormal BMI at TAIMIDE decreased by 1.06%. <p>The Company will continue to track employee health and optimize health promotion programs to create a healthy workplace environment. The relevant information is publicly disclosed in the Sustainability Report and on the Company’s website (http://www.taimide.com.tw/zh/article-721176).</p>	Health checkup Health consultation Health promotion	sugar	Sports contests Sports club	
Health checkup Health consultation Health promotion	sugar	Sports contests Sports club					
(III) Does the Company provide employees with a safe and healthy working environment, and related education?	V		(III) In order to prevent occupational safety accidents, provide a friendly working environment, protect the safety of employees of the Company and contractors, and introduce an occupational safety and health management system, the Company has implemented the ISO 45001 Occupational Safety and Health Management System, which covers the Xinpu Plant and the Tongluo Plant (including all employees and non-employee workers), to minimize the risk of occupational safety and health and to enhance operational efficiency. At the same time, the Company performs hazard risk assessment and identification every year, and utilizes the PDCA method to continuously improve the				

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>occupational safety and health management system.</p> <p>The Company has passed the ISO45001 occupational health and safety management system, and annually commissions a testing organization to conduct an inspection of the indoor working environment in order to comply with the regulations and requirements. The current validity period is from September 10, 2022 to September 10, 2025.</p> <p>1. Occupational safety and health policy:</p> <p>The Company follows the local regulations and is committed to the protection of employees, customers and the surrounding environment in all processes. In addition, in order to effectively evaluate the performance of implementation, the Company conducts internal and external audits “once a year” and corrects management methods and implementation strategies based on the audit results, so as to achieve the goal of continuous improvement of environmental safety and health management performance. The Company has been aiming at “zero disaster”, and the mechanism for dealing with occupational accidents and traffic accidents is listed and managed to complete the investigation of the cause of the disaster and implement improvements, and at the same time review in the Safety and Health Committee to avoid the recurrence of the same hazards.</p> <p>In 2024, the frequency of incapacitating injuries was 6.79; there were 3 occupational accidents with 3 persons.</p> <p>2. Workplace environment monitoring:</p> <p>In order to protect workers from the hazards of harmful substances in the workplace and to provide a healthy and comfortable working environment for workers, we perform two times a year to monitor the operating environment and</p>	

Initiatives for promotion	Implementation status					The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.			
	Yes	No	Summary description						
			gradually understand the actual state of exposure of workers.						
			Workplace safety incidents in the most recent three years and education and promotion						
			Year	Occupational disease cases	Major occupational fatal incidents	Occupational injuries		Number of education and training	Number of education and training participants
			2021	0	0	0		9	215
			2022	0	0	0		8	190
			2023	0	0	0		13	328
			2024	0	0	3		34	300
			Describe the number of fire incidents, the number of deaths and injuries, the ratio of deaths and injuries to the total number of employees, and the improvement measures in response to the fires in the current year; No such situation in 2024.						
(IV) Has the Company established an effective career development training program for employees?	V		(IV) The Company has established appropriate training programs for different levels, such as: new employee training, supervisory and management training, and various professional courses. In addition, the Company has introduced TMS digital learning website system, employees can go to the system at any time to inquire and enroll in relevant courses, without being restricted by the time of physical courses.						
			The Company has planned a complete functional training for all levels of						

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
			<p>leaders and employees, including new employee training, professional advancement training, and leader training, etc., to assist employees in continuous learning and growth through a variety of learning methods and to cultivate their key competencies. In 2024, the total number of training hours for employees reached 10,724.1, with an average of 28.07 hours per employee.</p> <p>During regular annual performance interviews, leaders and employees discuss and set up individual annual competency development plans to assist employees in creating customized development plans through regular reviews and feedback.</p> <p>We have established a sound employee management and training system, emphasize on talent appointment and retention, and build an employer brand with the following action plans in 2024:</p> <p>(1) January - April: Established the key talent succession and development system</p> <p>(2) May - August: Analyzed data through the key talent succession and development system and the performance management system to identify potential talents.</p> <p>(3) September - December: Discussed with department heads to identify potential talents and create a talent succession map.</p>	
(V) Does the Company comply with relevant laws and regulations and international standards regarding customer health and safety, customer privacy, marketing and	V		(V) In order to avoid the risk of health and safety impacts on our products, the Company have introduced ISO14001, ISO45001, QC080000 and IATF16949 management certifications, and 100% of the products are tested by third-party impartial units (including REACH, ROHS, SVHC, and other requirements). We provide customers with information about hazardous substance testing when the products are shipped to ensure the quality meets customers' expectations and to	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.					
	Yes	No	Summary description						
labeling of products and services, and establish relevant customer rights protection policies and complaint procedures?			fulfill our corporate social responsibility for sustainable management. We attach great importance to the rights of our stakeholders and the satisfaction of our services, so we have set up a stakeholders section on our website to provide a channel for customer complaints and to keep track of feedback from our stakeholders and handle them with care.						
(VI) Has the Company formulated supplier management policies that require suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and monitor their implementation?	V		(VI) The Company has established “Operating Procedures for Supplier Management” and “Operating Procedures for Supplier HSF Management” to establish screening criteria for suppliers to protect the environment, human rights, safety, health and sustainable development, as well as requirements and expectations for suppliers in the areas of environmental safety and health risks, prohibition of child labor, labor management, non-hazardous basic labor rights, ethical standards and ethical corporate management. The Company implements the requirements of sustainability in the daily management of the supply chain based on cooperation through the management mechanism of supplier selection, appraisal and evaluation. The Company’s suppliers met the following conditions in 2024. <table><tr><td rowspan="4">Supplier evaluation</td><td>All suppliers must pass the supplier evaluation and comply with the code of conduct for suppliers.</td></tr><tr><td>Suppliers of raw materials related to the manufacturing process must obtain ISO 9001 quality management system certification.</td></tr><tr><td>Suppliers for factory affairs and related operations need to have ISO 45001 Occupational Safety and Health Management System certification.</td></tr><tr><td>Suppliers shall have a valid government-issued factory registration certificate and ISO 14001 environmental</td></tr></table>	Supplier evaluation	All suppliers must pass the supplier evaluation and comply with the code of conduct for suppliers.	Suppliers of raw materials related to the manufacturing process must obtain ISO 9001 quality management system certification.	Suppliers for factory affairs and related operations need to have ISO 45001 Occupational Safety and Health Management System certification.	Suppliers shall have a valid government-issued factory registration certificate and ISO 14001 environmental	
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Initiatives for promotion	Implementation status			Summary description		The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No				
				management certification according to business category.		
			Supplier audit	The Company has set up an audit team and a counseling team to track the improvement progress of raw material suppliers, to jointly improve quality and technology, to enhance environmental protection, safety and health performance, and to introduce automation to improve production capacity.		
			Supplier training	The Company will communicate with suppliers from time to time in different forms to effectively improve environmental protection and safety and health performance and to comply with international standards, including workplace hygiene, employee health, fire prevention and maintenance, carbon inventory, climate change, regulatory risks and business ethics.		
V. Does the Company make reference to international reporting standards or guidelines to prepare corporate social responsibility or other reports that disclose non-financial information about the Company? Has the confirmation or assurance opinion from third-party certifying institutions been obtained for the reports of the	V		<p>V. The Company's Sustainability Report has been prepared in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI) in 2021. At the same time, the contents also echoed the "TaskForce on Climate-related Financial Disclosures (TCFD)," the "United Nations Sustainable Development Goals (SDGs)," the "Sustainability Accounting Standards Board (SASB)," and the "Sustainability Accounting Standards Board (SASB)," as well as the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies".</p> <p>The Company has prepared seven corporate social responsibility reports (i.e., sustainability reports) since 2018 through 2024. Among them, the annual reports for the years 2022 and 2023 were verified by BSI Taiwan in accordance with AA1000AS V3 / Type I / The Moderate Assurance Standards. In addition,</p>			No material difference.

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.					
	Yes	No	Summary description						
preceding paragraph?			the 2024 report is also expected to be verified by BSI to ensure the transparency and reliability of the report. TAIMIDE TECH. Sustainability Report can be downloaded from the Stakeholders Section (https://www.taimide.com.tw/zh/article-721176)						
<p>VI. If the Company has related practice principles of its own in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please state the differences between the two and the state of implementation: No material difference. Please refer to the Corporate Social Responsibility Report prepared by the Company for details of its operations.</p> <p>The Company’s Board of Directors approved the establishment of the Company’s “Sustainable Development Best Practice Principles” in March 2011, and approved the amendments to the Principles in March 2023 to strengthen the enforcement of corporate social responsibility. The Principles were formulated and prepared in accordance with the GRI Standards 2021) established by the Global Sustainability Standards Board (GSSB), and the Company has also adopted the sustainability indicators of the Sustainability Accounting Standards Board’s (SASB) and the TCFD recommendations.</p>									
<p>VII. Other important information that is helpful to understand the implementation of corporate social responsibility: For other information on the Company’s CSR operations, please refer to the CSR section of the Company’s corporate website (http://www.taimide.com.tw/zh/article-833145).</p> <p>▲ The specific benefits of investing in energy saving or green energy related eco-friendly and sustainable machinery and equipment and investing in Taiwan’s green energy peripheral industries in 2024 are described below:</p> <p>In order to further visualize the energy data and plan for energy reduction, TAIMIDE TECH monitors the energy consumption, flow rate, temperature and pressure of equipment in real time, analyzes the energy saving efficiency of equipment, and keeps track of the results of the implementation of energy saving and carbon reduction measures. In 2024, TAIMIDE invested a total of NT\$22,435 thousand to implement the following energy saving measures, and it is estimated that the two plants can reduce 74,995.69 GJ in one year, equivalent to approximately 5,024.76 tons of greenhouse gas emissions.</p> <p>Energy saving and carbon reduction measures for 2024</p> <table> <tr> <th>Category</th><th>Description</th><th>Improvement achievements</th><th>GJ/year</th><th>tCO₂e/year</th></tr> </table>					Category	Description	Improvement achievements	GJ/year	tCO ₂ e/year
Category	Description	Improvement achievements	GJ/year	tCO ₂ e/year					

Initiatives for promotion	Implementation status			Summary description			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No					
Replacement for earning saving				<ul style="list-style-type: none"> The dryer, pump, and air float blower are replaced for earning saving. 	Reduce 408,223 kWh of electricity/year and 79,306 kWh of natural gas/year.	4,458.21	366.75
Improvement of natural gas and steam usage				<ul style="list-style-type: none"> The boiler air intake blower operates with variable frequency control to monitor the oxygen content in the exhaust gas of the boiler The flash vapor recovery system is established. The distillation system operation is optimized. 	Reduce 71,036 kWh of electricity/year and 1,572,666 kWh of natural gas/year.	59,515.72	3,469.39
Optimization of power equipment				<ul style="list-style-type: none"> The frequency/running time of equipment such as mixer and VOC windmill is reduced. The motor, pump, etc, are installed with variable frequency control. 	Reduce 731,779 kWh of electricity/year.	2,634.88	346.86
Improvement of thermal efficiency				<ul style="list-style-type: none"> The hot air electric heater, infrared heater are set at a lower temperature. The infrared heater is changed from an on/off switch to component that allows continuously adjustment of the power The VOC emitted heat is recovered. The tenter oven operates with enhanced heat preservation. 	Reduce 711,544 kWh of electricity/year and 94,248 kWh of natural gas/year.	6,113.40	542.46
Optimization of compressed air and gas supply				<ul style="list-style-type: none"> The air supply pressure of static electricity elimination bars for slitting and rewinding machines is reduced. 	Reduce 30,256 kWh of electricity/year.	108.94	14.34
Energy saving in process air volume and water system.				<ul style="list-style-type: none"> Inlet and outlet air volume is adjusted. The temperature control mode of cooling tower fan is adjusted. 	Reduce 528,828 kWh of electricity/year.	1,904.12	250.66

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
	<ul style="list-style-type: none"> The laboratory exhaust cabinet and fan are consolidated. 			
Management for electricity consumption of lighting and small equipment	<ul style="list-style-type: none"> The lighting circuit switches are added. The instrument's standby power is managed. The halogen lamps are with LED lamps. Dehumidifier's humidity control is adjusted. 			Reduce 72,325 kWh of electricity/year.
Total				260.42
				34.28
				74,995.69
				5,024.74
<p>Note 1: The data was calculated by using the 2024 Electricity Carbon Emission Factor standard =0.474kgCO₂e from the Energy Administration of the Ministry of Economic Affairs; the Ministry of the Environment's GHG Emission Factor Management Table Version 6.0.4 was referenced for the natural gas emission factor for Xinpu Plant, while the Tongluo Plant uses the factor defined by itself.</p> <p>Note 2: The above data is the estimated amount of energy saving for the year. Electricity saving can reduce Scope II emissions and natural gas reduction can reduce Scope I emissions.</p>				
VIII. Implementation status of climate-related information				
Item	Implementation status			
1. Describe the supervision and governance for climate related risks and opportunities by the Board of Directors and management.	<p>1. In order to strengthen the sustainability governance structure and the effectiveness of climate change response, the Company has established the "Sustainability Committee" as the highest decision-making unit for sustainability within the Company, responsible for coordinating and promoting the overall sustainable development policies and climate-related strategies. The Committee is presided by the Chairperson of the Board of Directors, and has elected a Chief Secretary and a Director General, served by the Vice President and the Corporate Governance Officer, respectively. The Committee, to work with senior officers from different fields to review the Company's core operations and external sustainability trends, and to formulate short-, medium-, and long-term sustainable development plans., including greenhouse gas inventories, carbon emission reduction</p>			

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
2. Describe how the identified climate risks and opportunities will affect the business, strategy and			<p>actions, and other initiatives, to specifically implement the management and adaptation of climate change risks. In order to implement the resolutions of the Committee and strengthen its execution capability, the Committee has established the “Sustainable Development Execution Team”, which consists of representatives from various departments, and is tasked with promoting three major aspects of sustainability, including environmental sustainability, social welfare, and corporate governance, to continue to promote the Company’s low-carbon transformation and sustainable operation through institutionalized management mechanisms and action plans. The Company regularly reports the results of its sustainability initiatives to the Board of Directors to ensure that the senior management pays attention to and monitors sustainability issues. The Sustainability Committee reports quarterly to the Board of Directors on the progress of greenhouse gas inventories and third-party verifications, and at least once a year, it summarizes the effectiveness of the promotion in various aspects of ESG, and then revises the objectives and adjusts the strategies in accordance with the recommendations and guidelines put forward by the Board of Directors in order to continually strengthen the mechanism of sustainable governance and ensure that the direction of actions is consistent with the Company’s overall operating strategy. In order to enhance the professional competence of directors in climate change and net-zero, we arranged for directors to take a total of 24 hours of related courses in 2024; at the same time, we arranged for the Corporate Governance Officer to take external courses for a total of 15 hours in 2024, and in 2025, we also invited external professional lecturers to explain the contents of TCFD and internal carbon pricing to the members of the Sustainability Committee, with a total of 36 attendees and 108 hours of training, leading the way in TAIMIDE TECH’s low-carbon transformation to mitigate the impacts of climate change.</p> <p>2. In order to disclose the impact of climate change on the Company’s operations, the Company has adopted the TCFD framework proposed by the International Financial Stability Board (IFSB), to analyze the risks and opportunities in the face of climate issues in terms of the four core elements of governance, strategy, risk management, and metrics and targets, and formulate relevant corresponding strategies to respond to them. The Company is more aware of the challenges of climate change and is able to capitalize on the opportunities that</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
<p>finances (short, medium and long term) of the Company.</p> <p>3. Describe the financial impact of extreme climate events and transition actions.</p> <p>4. Describe how the climate risk identification, assessment and</p>			<p>may arise during the transition process.</p> <p>TAIMIDE TECH. measured the likelihood and impact of climate issues after gathering information on actual business conditions. Likelihood was measured by considering changes in regulations and policies and the frequency of events, while impact was assessed based on the degree of impact on the TAIMIDE TECH. if an event were to occur.</p> <p>We ranked the significant climate risks and opportunities in terms of likelihood and impact, identified 36 climate risks and 22 climate opportunities in terms of transition risks (policy and regulation, technology risks, market risks, goodwill risks), physical risks (acute risks, chronic risks) and opportunities (resource utilization efficiency, energy sources, products and services, markets, resilience), among which there are 4 key climate risks and 2 key climate opportunities, and assessed the impacts on our operations and corresponding strategies to respond to the key risks and opportunities.</p> <p>3. In order to more effectively identify and manage risks and opportunities related to climate change, the Company followed TCFD's recommendation to conduct a climate scenario analysis and simulate the potential impacts of climate change on operations and finance under different warming scenarios. The results of the scenario analysis assisted the Company in evaluating the uncertainties in future development and were incorporated into the basis for medium and long-term strategic planning. The potential negative impacts due to extreme weather events on the Company are as follows:</p> <p>(1) Unstable delivery of raw materials due to extreme weather conditions, resulting in disruption of the supply chain or increase in the cost of raw materials.</p> <p>(2) Higher carbon fee for greenhouse gas emissions, more stringent reporting regulations and air pollution control, more manpower and equipment to cope with the situation; furthermore, the need to invest a lot of money in technology due to low-carbon requirements, and possible risk of transition failure.</p> <p>4. Based on the TCFD framework, TAIMIDE TECH assesses the potential impacts and opportunities of climate change in the categories of transition risks (policies and regulations, technical risks, market risks, and goodwill</p>	

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
management process is integrated into the overall risk management system.			risks), physical risks (acute risks, chronic risks), and opportunities (resource efficiency, energy sources, products and services, markets, and resilience), and evaluates the potential effects on business models, operating costs, regulatory compliance, and supply chain stability by the degree of impact and the likelihood of occurrence, and establishes a risk and opportunity matrix to identify key impacts and formulate corresponding strategies. The Company has established a systematic “Climate Risk and Opportunity Management Process” based on the TCFD framework to ensure that climate change issues are effectively integrated into the corporate governance and decision-making processes. The process consists of five main steps: Firstly, by referring to the TCFD framework, a “Climate Risks and Opportunities List” is created to take stock of climate issues that may have a positive or negative impact on the Company’s operations. In the second step, the Sustainable Development Execution Team assesses the degree of impact and likelihood of occurrence of each climate risk and opportunity, and further defines their potential impact ranges. In the third step, for material climate issues with both high impact and high likelihood, a scenario analysis is conducted to assess the potential impacts on operations under different future climate scenarios. Next, the fourth step focuses on the development of corresponding strategies, taking stock of the Company’s existing policies and corresponding mechanisms, and developing specific countermeasures and adaptations to the material climate issues. Finally, the Sustainable Development Execution Team will continue to track the progress and effectiveness of each strategy to ensure the long-term enforcement and optimization of the management system.	
5. If scenario analysis is used to assess the resilience to climate change risks, the scenario, parameters, assumptions, analysis factors, and major financial impacts should be described.			5. In order to evaluate the potential impact of future changes in climate policies and carbon emission costs on our operations, we use the climate scenarios published by the Central Bank and the NGFS (Network for Greening the Financial System) to evaluate the carbon emission costs for the Company under three policy scenarios, namely Net Zero 2050, Below 2°C, and Nationally Determined Contributions (NDCs),	
	Scenario	Net Zero 2050	Below 2°C	Nationally Determined Contributions(NDCs)

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
6. If there is a transition plan to manage climate related risks, describe the contents of the plan, and the metrics and targets used to identify and manage physical and transition risks.	Description	This scenario assumes that the world will achieve net zero GHG emissions by 2050, reflecting the most positive policy direction of the international community on climate change.	This scenario simulates the effective implementation of global climate policies to achieve the Paris Agreement target of “well below 2°C”.	The scenario assumes that countries implement their Nationally Determined Contributions (NDCs) for 2030 under the Paris Agreement, but do not consistently strengthen their policies.
	Predicted warming (end of the century)	≈ 1.4°C	≈ 1.8°C	≈ 2.3°C
	Estimated carbon emission costs	2030: NT\$198 million /year 2040: NT\$642 million/year	2030: NT\$126 million/year 2040: NT\$361 million/year	2030: NT\$18 million/year 2040: NT\$85 million/year
	Impact on revenue	2030 : 8.80% 2040 : 28.56%	2030 : 5.59% 2040 : 16.07%	2030 : 0.79% 2040 : 3.76%
	Note 1: The estimated carbon emission charge is calculated based on the full payment of carbon charge/carbon tax, and no deduction of the exemption of carbon charge/carbon tax is applicable.			
	6. Transition plan for managing climate-related risks. In the matrix analysis of the degree of impact and likelihood of occurrence, the first item is the increase in the cost of greenhouse gas emissions. As a result of the government’s cap requirements or NGO pressure, enterprises need to offset their emissions by purchasing carbon credits through carbon market transactions. The price per ton of carbon emissions may increase year by year, and enterprises are required to report or publicly disclose information such as the amount of greenhouse gases and are required to undergo third-party verification. Failure to disclose truthfully or on time may result in suspension of production or fines, imposing cost pressures on the organization.			

Initiatives for promotion	Implementation status							The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description					
	Risk type	Material risk	Degree of impact	Likelihood of occurrence	Point in time	Scope of impact	Potential financial impact	Countermeasures
	Transition risks - policies and regulations	Cap and trade program	High	Very likely	Short term	The Company’s direct operations	In accordance with the “Climate Change Response Act”, Taiwan has started to impose a carbon fee on manufacturing enterprises that emit more than 25,000 metric tons of CO ₂ e of greenhouse gases per year, which will result in an additional carbon fee expenditure.	Study the carbon fee mechanism and formulate short-, medium and long-term carbon reduction targets and plans to reduce carbon fee expenditure and emissions. In 2024, invested a total of NT\$22.43 million in energy saving and carbon reduction programs.
		Carbon tax	Medium-high	Very likely	Short term	The Company’s direct operations		

Initiatives for promotion	Implementation status								The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description						
			Fuel/energy tax	Medium-high	Very likely	Medium-term	The Company’s direct operations	The Ministry of Economic Affairs has set energy saving targets for enterprises with large electricity consumption, which will increase energy saving expenditure.	Set annual energy saving targets and plan for various energy saving measures. In 2024, the electricity saving rate was 3.9%, which met the electricity saving target.
			Mandatory reporting	Medium-high	Very likely	Short term	The Company’s direct operations	Increase in costs for inventories and verifications in response to the disclosure requirements by customers or regulations.	· Prepare annual sustainability reports and maintain management system certifications such as ISO 14064-1 and ISO 50001. In 2024, a total of NT\$2.04 million

Initiatives for promotion	Implementation status								The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description						
									was incurred for auditing and counseling fees to strengthen environmental management and avoid penalties. · Arrange ISO standard management training for personnel to develop environmental management talents and reduce external counseling fees.
	Type of opportunity	Material opportunity	Scope of impact	Degree of impact	Likelihood of occurrence	Point in time	Potential financial impact	Corresponding strategy	
	Resource efficiency	Recycled material	The Company’s direct	Medium-high	Very likely	Short term	· Promote internal circular economy,	· Continue to invest capitals, talents and	

Initiatives for promotion	Implementation status								The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description						
				operations, upstream and supply chain				reduce waste disposal fees, and lower operating costs. · Increase recycling rate, reduce carbon emissions and raw material costs, and lower operating costs.	technologies in product research and development for sustainable product design. · Recycle VOCs waste liquid from the manufacturing process, achieve a recovery rate of more than 90% for the whole plant through technical improvement of the distillation system and investment in equipment,

Initiatives for promotion	Implementation status							The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description					
								and reuse recycled solvents in the manufacturing process, which can contribute an annual saving of NT\$110-180 million. · Recycle VOCs waste liquid from the manufacturing process to produce acetic acid and solid sodium salt, which can create an economic benefit of NT\$5.6~7.4 million.

Initiatives for promotion	Implementation status							The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description					
	Energy source	Low-carbon energy	The Company's direct operations	High	Likely	Medium-term	Use low carbon energy to reduce carbon fees and enhance the competitiveness of the Company's products.	Reduce carbon emissions by replacing the primary energy source with waste heat recovery and increasing the use of renewable energy. In 2024, invested NT\$1.69 million in heat recovery from VOC emissions, which can reduce natural gas consumption by 94,248 kWh per year, equivalent to

Initiatives for promotion	Implementation status							The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description					
								177.27tCO ₂ e of carbon emissions.
7.If internal carbon pricing is used as a planning tool, the basis for setting the price should be described.	7. The Company does not use internal carbon pricing as a planning tool.							
8.If climate related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning schedule, the annual progress of achievement, etc. should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits to be offset or the quantity of renewable energy certificates (RECs) should be described.	8. Refer to the descriptions in the following 1-1 and 1-2.							

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
9.Greenhouse gas inventory, assurance status and reduction targets, strategies, and specific action plans (fill in 1-1 and 1-2 separately).	9. Refer to the descriptions in the following 1-1.			

1-1 The Company’s greenhouse gas inventory and assurance for the most recent two years.
■ Greenhouse gas emissions in the most recent 2 years 2 for all plants

Metrix	2022	2023	2024
Scope I. Direct emissions (metric tons CO2e)	15,301.80	15,027.47	17,559.43
Scope II. Indirect emissions (metric tons CO2e)	29,250.41	26,813.68	30,310.56
Total emissions (metric tons CO2e)	44,552.21	41,841.15	47,869.99
Information on greenhouse gas assurance	Tongluo Plant : Verification by SGS Taiwan	Tongluo Plant : Verification by SGS Taiwan	Verification by SGS Taiwan, expected to be completed in 2025/8

Note 1: The operational control approach was used for TAIMIDE TECH.’s greenhouse gas emissions in 2023.
Note 2: TAIMIDE TECH only completed the verification of Tongluo Plant in FY2022, and only carried out the verification of Tongluo Plant in 2023, and the scope of GHG verification in 2024 includes TAIMIDE TECH’s Xinpu Plant and Tongluo Plant.
Note 3: The types of greenhouse gases covered by the inventory include: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), and sulfur hexafluoride (SF6).
Note 4: The Greenhouse Gas Emission Factor Management Table Version 6.0.4 (updated in 2020) of Environmental Protection Administration, Executive

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
Yuan, was referenced for the source of emission factor.				
Note 5: With respect to the Global Warming Potential (GWP), Xinpu Plant adopted the information of IPCC 6th Assessment Report. In 2022, Tongluo Plant adopted the IPCC 2007 4th Assessment Report and In 2023, Tongluo Plant adopted the IPCC 2013 5th Assessment Report.				
Note 6: The electricity emission factor for greenhouse gases is based on the latest value available in the year. The electricity emission factor for 2021: 0.509kg CO2e/kWh, and for 2022: 0.495kg CO2e/kWh, and for 2023: 0.494kg CO2e/kWh.				
■ Percentage of green electricity				
Year	Electricity consumption (kWh)	Green electricity consumption (kWh)	Percentage	
2022	59,442,746	351,000	0.59%	
2023	55,133,520	822,000	1.49%	
2024	64,752,327	806,000	1.25%	

1-2 Greenhouse gas reduction goals, strategies, and specific action plans

In response to the global net-zero trend and the challenges of climate change, the Company has set short-, medium-, and long-term carbon reduction targets, with 2023 as the base year, planned a carbon reduction program through 2030, and set the long-term goal of achieving net-zero carbon emissions by 2050. Through phased promotion and interdepartmental cooperation, the Company is committed to achieving sustainable manufacturing and lowering the impact of the Company’s operations on the external environment.

Short-term goal (2025)	Medium-term goal (2027-2029)	Medium-term goal (2030)	Long-term goal (2050)
➤ Reduce carbon emissions from Scopes I and II combined by 10%	➤ Reduce carbon emissions from Scopes I and II by 20% ➤ Make renewable energy account for more than 2% of electricity consumption	➤ Reduce carbon emissions from Scopes I and II by 35% ➤ Establish supply chain carbon management mechanism	➤ Net zero carbon emissions from Scopes I-II ➤ Fully adopt green electricity

Initiatives for promotion	Implementation status			The differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary description	
				➤ Achieve supply chain carbon neutrality
Planning measures: · Introduce process energy-saving technologies. · Optimize equipment efficiency · Institutionalize internal carbon inventory · Improve boiler and air-conditioning systems to reduce natural gas consumption		Planning measures: · Expand renewable energy procurement (including T-RECs) · Implement carbon neutral plan · Calculate product carbon footprints	Planning measures: · Evaluate the progress of carbon neutrality · Carry out Scope III Inventory and supply chain carbon management · Adopt green electricity gradually for all electricity consumption	Planning measures: · Offset from emission sources (e.g. natural carbon sinks) · Achieve net zero carbon emissions
<u>Base year for greenhouse gas reduction and data, reduction targets, strategies, specific action plans and achievement of reduction targets</u> The Company's energy and water resource policies are as follows: As a world-class enterprise specializing in the research, development and manufacture of polyimide films, TAIMIDE TECH. INC. implements an energy and water efficiency management system, and expects each employee to take responsibility for the management of energy and water resources, and to be integrated into the entire environmental protection system. We comply with national and local energy and resource related laws and regulations, and we are committed to meeting the requirements of ISO50001&46001 standards in all our processes. We are committed to: A. Energy and water conservation: Implement the management measures to achieve the energy resource management goals. B. Improvement in efficiency: Increase the efficiency of energy resources to maximize and reduce the cost of use. C. Green procurement: Review the procurement process and prioritize the procurement of energy and water saving facilities and equipment. D. Compliance with laws and regulations: Comply with energy and resource related laws and regulations to build a sustainable green business. E. Continuous Improvement: Examine the use of significant energy resources and continue to improve the performance of energy resources. F. Total engagement: Improve the mechanism of education and training, and enhance employee awareness of management.				

(VI) Implementation status of ethical corporate management and the differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary description	
<p>I. Formulation of ethical corporate management policy and plan</p> <p>(I) Has the Company formulated an ethical corporate management policy approved by the Board of Directors, and are the policy and practice of ethical corporate management stated in the Company's regulations and external documents, as well as the commitment of the Board of Directors and the senior management to actively implement the policy?</p> <p>(II) Whether the Company has established a mechanism for evaluating the risk of unethical conduct, regularly analyzes and</p>	<p>V</p> <p>V</p>		<p>(I) The Company has established the "Ethical Corporate Management Best Practice Principles" and announced them to all of the Company's employee, and the Board of Directors and management are committed to actively enforce them.. The directors of the Company shall exercise a high degree of self-discipline with respect to the Board of Directors' proposals that are harmful to their own interests or those of the legal entities they represent, and shall not participate in discussions or vote on such proposals, and shall recuse themselves from such discussions and votes, nor exercise their voting rights on behalf of other directors. The Board of Directors is also very self-disciplined and does not provide improper support to each other.</p> <p>(II) In accordance with the Company's "Operating Procedures for Ethical Management and Guidelines for Conduct", bribery and accepting bribes, offering or accepting improper benefits, offering or promising to pay for facilitation, making illegal political contributions, engaging in unfair competitive practices, improper charitable donations or sponsorships, disclosing</p>	No material difference.

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary description	
evaluates the activities in the scope of business with a higher risk of unethical conduct, and on the basis of this, has formulated a plan to prevent unethical conduct, which covers at least the preventive measures for the conduct set out in Paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”?			business secrets, and harming the rights of related parties are expressly prohibited. The Company has taken precautionary measures to prevent unethical conduct through the internal auditing unit’s checking mechanism. The Company also implements ethical corporate management policies through education and awareness-raising from time to time.	
(III) Whether the Company has specified operating procedures, conduct guidelines, and disciplinary and complaint systems for violations in the plan to prevent unethical conduct and implemented the plan as well as regularly reviews and amends it?	V		(III) The Company has established the “Ethical Corporate Management Best Practice Principles” and has promoted them to all employees, and has established operating procedures, guidelines for conduct, disciplinary and complaint systems to prevent dishonest behavior, and has implemented them, and regularly reviews and revises the foregoing programs.	

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary description	
II. Implementation of ethical corporate management (I) Does the Company evaluate the ethical records of its counterparties and specify the ethical conduct clauses in the contracts signed with the counterparties?	V		(I) The Company has established an evaluation mechanism for customers and suppliers, and when signing contracts, the rights and obligations of both parties are clearly defined, and a non-disclosure clause is signed. In order to avoid engaging in business transactions with suppliers, customers, or other business counterparts involved in unethical behavior, once a business counterparty or cooperative partner is found to have unethical behavior, the Company shall immediately cease business dealings with them and list them as rejected accounts to enforce the Company's ethical corporate management policy.	No material difference.
(II) Does the Company have a dedicated unit under the Board of Directors to promote ethical corporate management and report regularly (at least once a year) to the Board of Directors on its ethical management policy and plan to prevent unethical conduct and monitor their implementation?	V		(II) The Company has established the "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles" and "Operating Procedures for Ethical Management and Guidelines for Conduct", which expressly prohibit bribery, accepting bribes, providing unlawful political contributions, improper charitable donations or sponsorships, and improper exchanges of benefits, and at the same time, safeguard intellectual property rights and prevent unfair competition, and require that all of the Company's employees comply with the relevant ethical standards and codes of conduct to promote the sound development of the Company. The Company attaches importance to the principles of fairness, honesty, trustworthiness, and transparency to guide its business activities, takes "integrity and cleanliness" as its core business value, and establishes good corporate governance policies and risk management mechanisms to achieve its long-term development goals. For the purpose, we regularly review the possible risks of unethical conducts and perform annual audits through	

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary description	
			<p>internal audit unit, which includes two operating sites Xinpu Plant and Tongluo Plant), and 100% of the operating sites of TAIMIDE have completed the corruption risk assessment. The Company organizes training and promotional education regularly and the Human Resources Division is responsible for the formulation of ethical corporate management policies and preventive programs and for overseeing the implementation of ethical corporate management in order to carry through the operations of ethical corporate management. The implementation status of the Company's ethical corporate management is reported to the Board of Directors three to four times a year. Reports were made to the Board of Directors four times in 2024.</p> <p>Please refer to the Company's website for the implementation and education and training in 2024. (http://www.taimide.com.tw/zh/article-836907)</p>	
(III) Does the Company have a policy to prevent conflict of interest, provide appropriate channels for explanation, and implement it?	V		(III) In the event of a conflict of interest in business, employees of the Company may report to their immediate manager or to the President. The Company has rules on the recusal of the directors from the discussion and voting on the Board of Directors' proposals if a director or the legal entity it represents has a interest in the proposal. Directors, managerial officers, etc. shall not use their position or influence in the Company to improperly benefit themselves, their spouses, parents, children or any other person.	
(IV) Whether the Company has established an effective accounting system and internal control system for the implementation	V		(IV) The Company has established relevant accounting systems and internal control systems as required by law and regulations, and has internal auditors to perform audits and qualified CPAs to perform audits on a regular basis.	

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:												
	Yes	No	Summary description													
of ethical corporate management, and the internal audit unit draws up relevant audit plans based on the evaluation results of risk of unethical conduct, and audits the compliance of the plan to prevent unethical conduct or entrusts a CPA to perform the audit?																
(V) Does the Company regularly organize internal and external education and training on ethical corporate management?	V		(V) From time to time, the Company conducts education and training for employees to understand the Company’s commitment to ethical corporate management and the consequences of breaches of integrity. <table><tr><td>Name of training on ethical corporate management</td><td>Participation level (senior management/entry level employees, etc.)</td><td>Number of participants</td><td>Total number of hours of participation</td></tr><tr><td>New Employees - Ethical Corporate Management and Insider Trading Prevention</td><td>Entry level employees</td><td>68 people</td><td>34 hours</td></tr><tr><td>Introduction to Insider Trading, Integrity and Ethical Corporate Management Best Practice Principles</td><td>Senior management and entry level employees</td><td>112 people</td><td>56 hours</td></tr></table>		Name of training on ethical corporate management	Participation level (senior management/entry level employees, etc.)	Number of participants	Total number of hours of participation	New Employees - Ethical Corporate Management and Insider Trading Prevention	Entry level employees	68 people	34 hours	Introduction to Insider Trading, Integrity and Ethical Corporate Management Best Practice Principles	Senior management and entry level employees	112 people	56 hours
Name of training on ethical corporate management	Participation level (senior management/entry level employees, etc.)	Number of participants	Total number of hours of participation													
New Employees - Ethical Corporate Management and Insider Trading Prevention	Entry level employees	68 people	34 hours													
Introduction to Insider Trading, Integrity and Ethical Corporate Management Best Practice Principles	Senior management and entry level employees	112 people	56 hours													
III. The operations of the Company’s whistleblower reporting system																
				No material difference.												

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary description	
(I) Has the Company set up a specific whistleblower reporting and reward system and a convenient reporting channel, and designated appropriate personnel to deal with the reported matters?	V		(I) The Company follows the “Ethical Corporate Management Best Practice Principles” for its whistleblower reporting and reward system. The whistleblower reporting system and related operations are performed in conjunction with audit operations. The Company accept anonymous complaints and keep confidential the identity of the whistleblower, and does not impose penalties for such reporting. An independent complaint mechanism and hotline have been established on the Company’s official website and intranet site to provide multiple channels for stakeholders to file complaints and reports. Planning Office will handle compliance-related issues raised through the complaint channels and, if necessary, establishes a special case to coordinate and assist various departments.	
(II) Has the Company formulated standard operating procedures for the investigation of the reported matters, follow-up measures to be taken after the completion of the investigation, and the relevant confidentiality mechanisms?	V		(II) If an investigation reveals a material violation or a risk of material damage to the Company, the Company’s whistleblower reporting handling unit shall immediately make a report and notify the independent directors in writing, and take follow-up countermeasures.	
(III) Whether the Company takes measures to protect whistleblowers from being improperly	V		(III) The Company takes protective measures for whistleblowers so that they are not subjected to improper treatment as a result of their reporting.	

Evaluation item	State of operations			The differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary description	
handled due to reporting?				
IV. Enhancement of Information Disclosure Does the Company disclose the content and effectiveness of its Ethical Corporate Management Principles on its website and the Market Observation Post System?	V		The Company's corporate website and the Market Observation Post System have the contents of the Ethical Corporate Management Best Practice Principles, ethical corporate management situations, and the effectiveness of the implementation.	No material difference.
V. If the Company has related practice principles of its own in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies", please state the differences between the two and the state of implementation: In order to implement the ethical corporate management policies and to actively prevent unethical conduct, the Company has established these Principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" to specifically regulate the matters that our personnel should pay attention to when performing business. The actual operations are not different from the Company's Best Practice Principles.				
VI. Other important information that is helpful to understand the implementation of ethical corporate management: In June 2015, the Company adopted the Ethical Corporate Management Best Practice Principles to comply with the spirit of the latest Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies. The Company fulfills the ethical corporate management in its business dealings with its vendors, and is committed to promoting ethical corporate management to its customers.				

- (VII) If the Company has formulated the Corporate Governance Practice Principles and related rules, it shall disclose the inquiry methods:

The Company has established “Corporate Governance Best Practice Principles”, “Rules of Procedure for Shareholders’ Meetings”, “Rules of Procedure for the Board of Directors’ Meetings”, “Regulations Governing Performance Evaluation of the Board of Directors”, “Procedures for the Election of Directors”, “Rules Governing the Scope of Powers of Independent Directors”, “Audit Committee Charter”, “Remuneration Committee Charter”, “Operating Procedures for Acquisition or Disposal of Assets”, “Procedures for Lending of Funds to Others”, “Procedures for Endorsement and Guarantee”, “Sustainable Development Best Practice Principles”, “Ethical Corporate Management Best Practice Principles”, “Operating Procedures for Ethical Management and Guidelines for Conduct”, “Code of Ethical Conduct”, and other rules and regulations, as well as a complete internal control system and internal audit system to enforce and promote the Company’s legal principles, For more information on the Company’s legal principles and related regulations, please refer to the Company’s website (www.taimide.com.tw).

- (VIII) Other important information for understanding of the operations of corporate governance may be disclosed:

1. In addition to the Corporate Governance section of the Market Observation Post System, the Company also discloses significant corporate governance-related operations to investors in a timely manner in the form of material information.
2. The Company holds regular earnings calls and the information of these calls is published on the Company’s website and the Market Observation Post System.
3. The continuing education of the directors of the Company in 2024 was as follows:

Title	Name	Training date	Organizer	Course name	Training hour
Director	Sheng-Chang Wu	2024/11/22	Securities and Futures Institute	2024 Legal Compliance Briefing on Insider Equity Transactions	3
		2024/08/08	Taiwan Corporate Governance Association	Trends in Digital Technology, Artificial Intelligence and Risk Management	3
Director	Chih-Hung Yen	2024/11/22	Securities and Futures Institute	2024 Legal Compliance Briefing on Insider Equity Transactions	3
		2024/08/08	Taiwan Corporate Governance Association	Trends in Digital Technology, Artificial Intelligence and Risk Management	3
Director	Mei-Ling Tseng	2024/08/08	Taiwan Corporate Governance Association	Trends in Digital Technology, Artificial Intelligence and Risk Management	3
		2024/08/06	Taiwan Stock Exchange	Sustainable Knowledge Empowerment Promotion - Electronics Industry	6
Representative of corporate director	Fang-Chu Hsieh	2024/12/24	Securities and Futures Institute	Carbon Credit Trading Mechanism and Carbon Management Application	3
		2024/11/05	Securities and Futures Institute	Response to Climate Change and Financial Impacts on Enterprises	3
		2024/07/19	Taiwan Corporate Governance Association	Best Practices in the Exercise of Authorities of Audit Committees ~ with Extended Discussion on the Function and Role of Conveners.	3
		2024/07/04	Securities and Futures Institute	Legal and Transactional Practices of Mergers and Acquisitions	3
Representative of corporate director	Chih-Teng Hsieh	2024/05/15	Taiwan Corporate Governance Association	Decision Making by Directors to Avoid Breach of Trust and Non-arm’s Length Transactions	3
		2024/05/09	Taiwan Institute of Directors	Legal Liability of Directors and Supervisors of Public Companies	3

Title	Name	Training date	Organizer	Course name	Training hour
Representative of corporate director	Chao-Chin Li	2024/08/20	Taiwan Corporate Governance Association	How Should Enterprises Navigate in the Coming Era Where “Carbon Emissions Come with a Price”?	3
		2024/08/08	Taiwan Corporate Governance Association	Trends in Digital Technology, Artificial Intelligence and Risk Management	3
		2024/07/16	Taiwan Corporate Governance Association	Planning for Zero-Carbon Footprint, ESG Ideas and Energy Practices for Enterprises	3
		2024/05/29	Corporate Operating and Sustainable Development Association	ESG Sustainable Development and Carbon Emission Challenges	3
Independent director	Shih-Mei Lin	2024/08/08	Taiwan Corporate Governance Association	Trends in Digital Technology, Artificial Intelligence and Risk Management	3
		2024/03/22	Taiwan Business Council for Sustainable Development	CDP Taiwan Launch to Create a New Carbon Era through Sustainable Knowledge	3
		2024/03/18	Taipei Bar Association	A New Blue Ocean for Family Offices? Sharing of Real Cases on Wealth Succession	3
Independent director	Chien-Min Wang	2024/08/08	Taiwan Corporate Governance Association	Trends in Digital Technology, Artificial Intelligence and Risk Management	3
		2024/07/03	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6
		2024/03/22	Taiwan Business Council for Sustainable Development	CDP Taiwan Launch to Create a New Carbon Era through Sustainable Knowledge	3
Independent director	Chien-Ju Lin	2024/09/10	National Federation of CPA Associations of ROC	Aspects of Sustainable Internal Control	3
		2024/09/05	National Federation of CPA Associations of ROC	How to Establish an Effective System of Anti-Money Laundering and Countering the Financing of Terrorism?	3

- (IX) Regarding the implementation of the internal control system, the following matters should be disclosed:

1. Statement of Internal Control

TAIMIDE TECH. INC.
Statement of Internal Control System

Date: March 7, 2025

The Company states the following for its internal control system for 2024, based on the results of self-evaluation:

- I. The Company knows that establishing, implementing and maintaining an internal control system is the responsibility of the Company's Board of Directors and management, and the Company has established this system. Its purpose is to provide reasonable assurance of the achievement of objectives such as the effectiveness and efficiency of operations (including profitability, performance and asset security, etc.), the reliability, timeliness, and transparency of reporting, as well as compliance with relevant rulings, laws and regulations, etc.
- II. The internal control system has its inherent limitations. No matter how perfect the design is, an effective internal control system can only provide a reasonable assurance of the achievement of the above three objectives; moreover, due to changes in the environment and circumstances, the effectiveness of the internal control system may change accordingly. However, the Company's internal control system has a self-monitoring mechanism. Once a defect is identified, the Company will take corrective actions.
- III. The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the criteria of the effectiveness of the internal control system stipulated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The internal control system criteria adopted in the "Regulations" are based on the process of managerial control and divide the internal control system into five components: 1. control environment 2. risk evaluation 3. control operations 4. information and communication 5. monitoring operations. Each component consists of a number of items. Please refer to the "Regulations" for these items.
- IV. The Company has adopted the aforementioned criteria of internal control system to evaluate the effectiveness of the design and implementation of its internal control system.
- V. Based on the evaluation results of the preceding paragraph, the Company believed that the design and implementation of its internal control system was effective as of December 31, 2024 (including the supervision and management of subsidiaries), with an understanding of the extent to which the objectives of effectiveness and efficiency of operations were achieved, whether the reporting was reliable, timely, transparent, and if the compliance with relevant rulings, laws and regulations is met, and a reasonable assurance of the achievement of these objectives.
- VI. This Statement will become the main content of the Company's annual report and

prospectus, and will be made public. If the above-mentioned disclosures have falsehood or concealment, legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act will be incurred.

- VII. This Statement was approved by the Company's Board of Directors on March 7, 2025. Of the 9 directors present, 0 had objections, and the rest all agreed with the content of this Statement and declare here.

TAIMIDE TECH. INC.

Chairperson: Sheng-Chang Wu with signature

President: Chen-Ying Huang with signature

2. Where a CPA was appointed to review the internal control system, the review report should be disclosed: None.

(X) Important resolutions of the shareholders' meetings and Board meetings during the most recent year or during the current year up to the date of publication of the Annual Report:

1. Summary of the important resolutions of the shareholders' meetings and Board meetings is as follows:

Date	Resolved by	Important resolution
2024.06.25	Shareholders' meeting	1. Adoption of the business report and financial statements for 2023.
		2. Adoption of the Company's earnings distribution proposal for 2023.
		3. Approval of the amendments to the Company's "Articles of Incorporation".
		4. Approval of the Company's plan to increase capital by cash with issuance of common stock through private placement.
		5. Approval of the re-election of the 9th Board of Directors.
		6. Approval of the release of non-compete restrictions on new directors.
2024.03.08	Board of Directors	1. Approval of the Company's business report and financial statements for 2023.
		2. Approval of the distribution of profit-sharing remuneration for employees, directors for the year 2023 deliberated by the Remuneration Committee of the Company.
		3. Approval of the adjustments in the duties of the Company's managerial officers and recommendation on salary.
		4. Approval of the pension application by the Company's managerial officer.
		5. Approval of the Company's plan to participate in the cash capital increase of the subsidiary, POMIRAN METALIZATION RESEARCH CO., LTD.
		6. Approval of the participation in the employee stock options program by the Company's managerial officers at the cash capital increase of the subsidiary, POMIRAN METALIZATION RESEARCH CO., LTD.
		7. Approval of the earnings distribution proposal for 2023.
		8. Approval of issuance of the Company's "Statement of Internal Control" for 2023.
		9. Approval of the proposal to apply for a financing facility from a bank in response to operational needs.
		10. Approval of the proposal for the provision of endorsements and guarantees to the Company's subsidiaries.
		11. Approval of the evaluation of the independence and competency of the Company's attesting CPAs.
		12. Approval of the CPAs' professional fees for 2024.
		13. Approval of the amendments to the Company's "Articles of Incorporation".
		14. Approval of the amendments to certain provisions of the Company's "Corporate Governance Best Practice Principles".
		15. Approval of the implementation status of the Company's first domestic unsecured convertible bonds.
		16. Approval of the re-election of the 9th Board of Directors.
		17. Approval of the release of non-compete restrictions on new directors.
		18. Approval of the acceptance of proposals from shareholders with more than 1% ownership.
		19. Approval of the acceptance of nominations of candidates for directors (including independent directors) from shareholders with more than 1% ownership.
		20. Approval of the holding of the 2024 regular shareholders' meeting.
2024.05.10	Board of Directors	1. Approval of the Company's consolidated financial statements for 1Q2024.
		2. Approval of cancellation of the issuance of common stocks for cash capital increase through private placement approved at the regular shareholders' meeting on June 21, 2023.
		3. Approval of the Company's plan to increase capital by cash with issuance of common stock through private placement.
		4. Approval of the nomination of a list of candidates for directors (including independent directors) for 2024.

Date	Resolved by	Important resolution
		5. Approval of the proposal to review the list of nominated candidates for directors (including independent directors).
		6. Approval of the release of non-compete restrictions on new directors.
		7. Approval of the holding of the 2024 regular shareholders' meeting.
2024.06.25	Board of Directors	1. Approval of the appointment of the Chairperson of the Company.
		2. Approval of the appointment of the members of the 6th Remuneration Committee.
2024.08.08	Board of Directors	1. Approval of the Company's consolidated financial statements for 2Q2024.
		2. Approval of the proposal to apply for a financing facility from a bank in response to operational needs.
		3. Approval of the Company's 2023 Sustainability Report.
2024.11.07	Board of Directors	1. Approval of the Company's consolidated financial statements for 3Q2024.
		2. Approval of the Company's annual budget for 2025.
		3. Approval of the Company's proposal to add production line.
		4. Approval of the proposal for the provision of endorsements and guarantees to the Company's subsidiaries.
		5. Approval of the proposal to apply for a financing facility from a bank in response to operational needs.
		6. Approval of the establishment of the "Operating Procedures for Preparation and Verification of Sustainability Reports" and the amendments to certain provisions of the "Measures for the Preparation Processes of Financial Statements" of the Company.
		7. Approval of the establishment of the "Internal Control Over the Management of Sustainable Information" and amendments to certain provisions of the "Internal Control Over the Management of Financial Statement Preparation Process" of the Company.
		8. Approval of the Company's annual audit plan for 2025.
		9. Approval of the amendments to certain provisions of the Company's "Corporate Governance Best Practice Principles" and "Audit Committee Charter".
		10. Approval of the amendments to certain provisions of the Company's "Rules of Procedure for the Board of Directors' Meetings."
		11. Approval of the proposal for the principles for 2024 year-end (Chinese New Year) bonus payment.
		12. Approval of the salary adjustments of the Company's Chairperson and managerial officers.
		13. Approval of the establishment of the "Measures for the Implementation of Health Checkups for Management Team Members".
		14. Approval of the "Measures for the Succession of Board Members and Key Management Personnel" of the Company.
2025.03.07	Board of Directors	1. Approval of the Company's business report and financial statements for 2024.
		2. Approval of the distribution of profit-sharing remuneration for employees, directors for the year 2024 deliberated by the Remuneration Committee of the Company.
		3. Approval of the earnings distribution proposal for 2024.
		4. Approval of issuance of the Company's "Statement of Internal Control" for 2024.
		5. Approval of the proposal to apply for a financing facility from a bank in response to operational needs.
		6. Approval of the proposal for the provision of endorsements and guarantees to the Company's subsidiaries.
		7. Approval of the evaluation of the independence and competency of the Company's attesting CPAs.
		8. Approval of the CPAs' professional fees for 2025.
		9. Approval of the establishment of the Company's "Measures for Pre-Approval of Non-Assurance Services Provided by Attesting CPAs".

Date	Resolved by	Important resolution
		10. Approval of the scope and definition of the “entry level employees” of the Company.
		11. Approval of the amendments to the Company’s “Articles of Incorporation”.
		12. Approval of the Company’s donation to the Xintu Township Public Toilet Adoption Program in order to promote community development and neighborliness.
		13. Approval of the acceptance of proposals from shareholders with more than 1% ownership.
		14. Approval of the holding of the 2025 regular shareholders’ meeting.
2025.05.09	Board of Directors	1. Approval of the Company’s consolidated financial statements for 1Q2025.
		2. Approval of cancellation of the issuance of common stocks for cash capital increase through private placement approved at the regular shareholders’ meeting on June 25, 2024.
		3. Approval of the Company’s plan to participate in the cash capital increase of the subsidiary, POMIRAN METALIZATION RESEARCH CO., LTD.
		4. Approval of the participation in the employee stock options program by the Company’s managerial officers at the cash capital increase of the subsidiary, POMIRAN METALIZATION RESEARCH CO., LTD.
		5. Approval of the proposal to apply for a financing facility from a bank in response to operational needs.
		6. Approval of the application for the project financing facility under the “Accelerated Investment Action Program for Enterprises Remaining in Taiwan”.
		7. Approval of the amendments to certain provisions of the Company’s electronic operation cycle system.
		8. Approval of the retrospective handling of public offering in connection with the Company’s 2010 private placement of common stock and the application for listing on TWSE.
		9. Approval of the base date for capital increase through issuance of new shares in connection with the Company’s first domestic unsecured convertible bonds converted into common stock.
		10. Approval of the holding of the 2025 regular shareholders’ meeting.

2. Implementation status of the resolutions at the 2024 regular shareholders’ meeting:

(1) Adoption of the Company’s business report and financial statements for 2023

Implementation status: Approved at the 2024 regular shareholders’ meeting, and the relevant reports have been filed with the competent authorities for announcement and declaration in accordance with the Company Act and other relevant regulations.

(2) Adoption of the Company’s earnings distribution proposal for 2023.

Implementation status: Approved at the 2024 regular shareholders’ meeting to set July 30, 2024 as the ex-dividend date for cash dividends and to complete the cash dividend payment on August 20, 2024. (Cash dividends per share of NT\$0.30)

(3) Amendments to the Company’s “Articles of Incorporation”

Implementation status: Approved at the 2024 regular shareholders’ meeting, and the change registration was completed on August 29, 2024, and the Company has been operating in accordance with the amended “Articles of Incorporation”.

(4) The Company’s plan to increase capital by cash with issuance of common stock through private placement.

Implementation status: After the resolution of the 2024 regular shareholders’ meeting, the Company had not yet conducted the private placement of common stock, and the unissued number of shares was cancelled as resolved by the Board of

Directors of the Company on May 9, 2025.

- (5) Election of the directors of the 9th term (including independent directors).

List of directors elected: Sheng-Chang Wu, Representative of Feng Rong Industrial Co., Ltd.: Chi-Teng Hsieh, Representative of Hsin Mu Energy Co., Ltd.: Chao-Chin Li, Representative of Chan Fun Investment Co., Ltd.: Fang-Chu Hsieh, Chih-Hung Yen, Mei-Ling Tseng

List of independent directors elected: Shih-Mei Lin, Chien-Min Wang, Chien-Ju Lin

Implementation status: Approved for registration by the Ministry of Economic Affairs on August 29, 2024 and announced on the Company's website.

- (6) Approval of the release of non-compete restrictions on new directors.

Implementation status: Approved at the 2024 regular shareholders' meeting and the announcement of material information was completed on the date of the shareholders' meeting.

- (XI) During the most recent year or during the current year up to the date of publication of the Annual Report, if directors had different opinions on important resolutions approved by the Board of Directors with records or written statements, the main content of the opinions: None.

- (XII) The Company's personnel involved in the transparency of financial information obtain the relevant licenses specified by the competent authorities:

Title	Name	Training date	Organizer	Course	Course name and hour
Audit Officer	Te-Yung Hsieh	2024/07/17 2024/11/28	The Institute of Internal Auditors	"Explanation of Sustainable Information Disclosure Policy and Key Matters for Internal Control and Internal Audit Seminar New Challenges for Internal Auditors - Explanation of Sustainable Information Disclosure and Management Policies and Related Key Audit Matters	12
Audit Duty Acting Person	Yung-Ting Lo	2024/10/21 2024/11/20	The Institute of Internal Auditors	How to adjust the internal control system to meet the new ESG regulations New Challenges for Internal Auditors - Explanation of Sustainable Information Disclosure and Management Policies and Related Key Audit Matters	12

IV. Information on CPA professional fees

Unit: Thousands of NTD

Name of CPA firm	Name of CPA	CPA audit period	Audit fees	Non-audit fees	Total	Remark
Deloitte Taiwan	Ya-Yun Chang	2024.01.01 ~ 2024.12.31	2,760	280	3,040	Non-audit fees were NT\$250 thousand for tax compliance audit and NT\$30 thousand for the Checklist of Information on Salaries of Full-Time Employees in Non-Management Positions signed or sealed by a CPA.
	Su-Li Fang					

- (I) If the non-audit fees paid to the attesting CPA, the CPA firm and its affiliates account for at least one-fourth of the audit fees, the amount of audit and non-audit fees and contents of non-audit services shall be disclosed: For non-audit services and professional fees, please refer to the remark of the above table.
- (II) The audit fees paid in the year of the replacement of CPA firm is less than the audit fees in the year before the change, The audit fees before and after the replacement should be disclosed and the reasons therefor: None
- (III) Where the audit fees decreased by 10% or more from the previous year, the amount, percentage and reasons therefor should be disclosed: None.

V. Information on Replacement of CPAs: None

- VI. If the chairperson, president, or managerial officers involved in financial or accounting affairs was employed by the CPA firm or any of its affiliates within the most recent year; disclose their names, titles, and the periods during which they were employed by the CPA firm or any of its affiliates: None.

VII. Transfers and changes in pledge of shares by directors, managerial officers and shareholders with more than 10% ownership in the most recent year and the current year up to the date of publication of this Annual Report

(I) Changes in shareholdings

Units: Shares

Title	Name	2024		The current year up to May 31	
		Increase (Decrease) in the number of shares held	Increase (Decrease) in the number of shares Pledged	Increase (Decrease) in the number of shares held	Increase (Decrease) in the number of shares Pledged
Chairperson of the Board	Sheng-Chang Wu	-	-	-	-
Director	Feng Rong Industrial Co., Ltd.	-	-	-	-
Director	Hsin Mu Energy Co., Ltd.	-	-	-	-
Director	Chan Fun Investment Co., Ltd.	-	-	-	-
Director	Chih-Hung Yen	-	-	-	-
Director	Mei-Ling Tseng	-	-	-	-
Independent director	Shih-Mei Lin	-	-	-	-
Independent director	Chien-Min Wang	-	-	-	-
Independent director	Chien-Ju Lin	-	-	-	-
President	Chen-Ying Huang	-	-	-	-
Vice President	Tai-Tsun Chen	-	-	-	-
Vice President	Pao-Chuen Tong	-	-	-	-
Assistant Vice President	Meng-An Chung	(234,000)	-	(61,000)	-
Assistant Vice President	Hsin-Cheng Ko	(13,000)	-	-	-
Assistant Vice President	Ching-Yuan Liang	-	-	-	-
Corporate Governance Officer	Chia-Hui Chung	-	-	-	-

(II) Information on the related party who is the counterparty of equity transfer: None.

(III) Information on pledge of shares:

May 31, 2025; Unit: Shares; %; Thousands of NTD

Name	Reason for the changes in pledge.	Date of change	Counterparty of the transaction	Relationship between the counterparty of the transaction and the Company's directors, supervisors, managerial officers and shareholders with more than 10 ownership	Number of shares	Shareholding percentage	Pledge percentage	Pledge (redemption) amount
Feng Rong Industrial Co., Ltd.	Pledge	2021/08/16 2021/09/14 2022/07/25	Special account for pledge with CTBC Bank East Kaohsiung Branch	None	3,360,000	2.49%	2.46%	100,000
Feng Rong Industrial Co., Ltd.	Redemption	2024/04/09	Special account for pledge with CTBC Bank East Kaohsiung Branch	None	1,700,000	2.49%	1.24%	(50,600)
Feng Rong Industrial Co., Ltd.	Pledge	2024/07/03	Special account for pledge with CTBC Bank East Kaohsiung Branch	None	1,700,000	2.49%	1.24%	50,600
Sheng-Chang Wu	Pledge	2020/04/14	First Commercial Bank Hsinchu Science Park Branch	None	990,000	5.16%	0.72%	15,000

VIII. Information on the top ten shareholders who are related to each other or as spouses or relatives within second degree of kinship

April 28, 2025; Unit: Shares; %

Name	Shareholding by the individual		Shareholding by spouse and minor children		Total shareholding in the name of others		The name and relationship among the top 10 shareholders if anyone is a related party, a spouse or a relative within second degree of kinship of another		Remark
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Title (or name)	Relationship	
Sheng-Chang Wu	7,059,232	5.16%	92,610	0.07%	-	-	-	-	-
Chih-Hung Yen	5,566,837	4.07%	166,425	0.12%	-	-	-	-	-
Arakawa Chemical Industries, Ltd. Person in Charge: Nobuyuki Takagi	3,969,001	2.90%	-	-	-	-	-	-	-
Dedicated account for investments by Mitsubishi UFJ Securities Co., Ltd. - Self-operated Platform of the Securities Trading Unit under the custody of HSBC Bank (Taiwan)	3,805,000	2.78%	-	-	-	-	-	-	-
Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh	3,399,959	2.49%	5,000	0.00%	-	-	-	-	-
Dedicated account for investments by Core Pacific - Yamaichi International (HK) Ltd. under the custody of HSBC Bank (Taiwan)	2,479,944	1.81%	-	-	-	-	-	-	-
Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li	2,000,380	1.46%	-	-	-	-	-	-	-

Dedicated account for investments by UBS Europe SE under the custody of Citibank (Taiwan)	1,996,379	1.46%	-	-	-	-	-	-	-
Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh	1,800,000	1.32%	22,050	0.02%	-	-	-	-	-
Chih-Chiang Yen	1,773,520	1.30%	-	-	-	-	-	-	-

IX. The total number of shares and the total ownership percentage held in any single investee by the Company, its directors, managerial officers, or any companies controlled either directly or indirectly by the Company

March 31, 2025; Unit: Thousands of Shares; %

Investee	Investment by the Company		Investment by the directors, managerial officers and businesses under direct or indirect control of the Company		Total investments	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
POMIRAN METALIZATION RESEARCH CO., LTD.	15,427	92.91	179	1.08	15,606	93.99
POMIRAN TECHNOLOGY, LIMITED	110	10.00	-	-	110	10.00
TAIMIDE INTERNATIONAL INC.	200	100.00	-	-	200	100.00
KUNSHAN TAIMIDE TECH. INC.	-	100.00	-	-	-	100.00

Three. Capital Raising

I. Capital and shares

(I) Source of stock capital

1. Formation of stock capital

May 31, 2025; Unit: NTD; Shares

Year and month	Issue price	Authorized capital		Paid-in capital		Remark		
		Number of shares	Amount	Number of shares	Amount	Source of stock capital	Using property other than cash as payment for shares	Others
June 2000 (upon establishment)	10	52,000,000	520,000,000	13,596,945	135,969,450	Established by the initiators with NT\$135,969,450	-	2000.6.22 Jing-(2000)-Shang No. 121229
November 2000	10	52,000,000	520,000,000	46,000,000	460,000,000	Increased capital by cash of NT\$324,030,550	-	2000.11.30 Jing-(2000)-Shang No. 144462
July 2003	10	52,000,000	520,000,000	52,000,000	520,000,000	Increased capital by cash of NT\$60,000,000	-	2003.7.22 Jing-Shou-Shang-Zi No. 09201228450
April 2004	16	100,000,000	1,000,000,000	72,000,000	720,000,000	Increased capital by cash of NT\$200,000,000	-	2004.4.19 Jing-Shou-Shang-Zi No. 09301064540
December 2004	25	100,000,000	1,000,000,000	82,000,000	820,000,000	Increased capital by cash of NT\$100,000,000	-	2004.12.20 Jing-Shou-Shang-Zi No. 09301237870
February 2007	10	100,000,000	1,000,000,000	88,000,000	880,000,000	Increased capital by cash of NT\$60,000,000	-	2007.3.3 Jing-Shou-Shang-Zi No. 09601040240
May 2008	12.5	100,000,000	1,000,000,000	90,400,000	904,000,000	Increased capital by cash of NT\$24,000,000	-	2008.6.19 Jing-Shou-Shang-Zi No. 09701142990
August 2010	35	150,000,000	1,500,000,000	93,828,572	938,285,720	Increased capital by private placement of NT\$34,285,570	-	2010.8.30 Jing-Shou-Shang-Zi No. 09901192730
September 2010	12.5	150,000,000	1,500,000,000	97,068,572	970,685,720	Employee stock options exercised for NT\$32,400,000	-	2010.9.10 Jing-Shou-Shang-Zi No. 09901206590
February 2011	12.5	150,000,000	1,500,000,000	99,537,572	995,375,720	Employee stock options exercised for NT\$24,690,000	-	2011.2.14 Jing-Shou-Shang-Zi No. 10001025090
August 2011	10	150,000,000	1,500,000,000	105,288,203	1,052,882,030	Increased capital from employee bonus of NT\$7,737,520	-	2011.8.23 Jing-Shou-Shang-Zi No. 10001193350
						Increased capital from capital surplus of NT\$49,768,720	-	
October 2011	35	150,000,000	1,500,000,000	117,388,203	1,173,882,030	Increased capital by cash of NT\$121,000,000	-	2011.10.14 Jing-Shou-Shang-Zi No. 10001237530
September 2016	10	150,000,000	1,500,000,000	123,257,613	1,232,576,130	Increased capital from earnings of NT\$58,694,100	-	2016.09.05 Jing-Shou-Shang-Zi No. 10501212780
August 2019	10	200,000,000	2,000,000,000	129,420,494	1,294,204,940	Increased capital from earnings of NT\$61,628,810	-	2019.08.16 Jing-Shou-Shang-Zi No. 10801109860
December 2019	39.3	200,000,000	2,000,000,000	129,678,194	1,296,781,940	Employee stock options exercised for NT\$2,577,000	-	2019.12.02

								Jing-Shou-Shang-Zi No. 10801168120
March 2020	39.3	200,000,000	2,000,000,000	129,784,894	1,297,848,940	Employee stock options exercised for NT\$1,067,000	-	2020.03.24 Jing-Shou-Shang-Zi No. 10901049120
December 2020	39.3	200,000,000	2,000,000,000	130,681,194	1,306,811,940	Employee stock options exercised for NT\$8,963,000	-	2020.12.03 Jing-Shou-Shang-Zi No. 10901222260
March 2021	39.3	200,000,000	2,000,000,000	130,703,694	1,307,036,940	Employee stock options exercised for NT\$225,000	-	2021.03.30 Jing-Shou-Shang-Zi No. 11001051230
May 2021	39.3	200,000,000	2,000,000,000	130,759,894	1,307,598,940	Employee stock options exercised for NT\$562,000	-	2021.05.25 Jing-Shou-Shang-Zi No. 11001092520
December 2021	38.2	200,000,000	2,000,000,000	130,892,894	1,308,928,940	Employee stock options exercised for NT\$1,330,000	-	2021.12.01 Jing-Shou-Shang-Zi No. 11001219510
April 2022	38.2	200,000,000	2,000,000,000	131,045,694	1,310,456,940	Employee stock options exercised for NT\$1,528,000	-	2022.04.19 Jing-Shou-Shang-Zi No. 11101063830
May 2022	38.2	200,000,000	2,000,000,000	131,798,994	1,317,989,940	Employee stock options exercised for NT\$7,533,000	-	2022.05.31 Jing-Shou-Shang-Zi No. 11101090020
December 2023	37.1	200,000,000	2,000,000,000	132,205,294	1,322,052,940	Employee stock options exercised for NT\$4,063,000	-	2023.12.15 Jing-Shou-Shang-Zi No. 11230225780

Note: As of May 31, 2025, there were 4,548,913 shares of common stock converted from domestic unsecured convertible bonds, the change registration of which had not yet been completed with the competent authorities.

2. Type of issued shares

May 31, 2025; Unit: Shares

Type of shares	Authorized capital			Remark
	Shares outstanding (Note 1)	Unissued shares	Total (Note 2)	
Registered common shares	136,754,207	63,245,793	200,000,000	-

Note 1: Shares of listed companies.

Note 2: The authorized capital was changed from 150,000,000 shares to 200,000,000 shares on August 16, 2019, as approved by the Ministry of Economic Affairs with the Letter Jing-Shou-Shang-Zi No. 10801109860.

3. Information related to shelf registration system: Not applicable.

(II) List of major shareholders: Name, amount and percentage of shareholding of the top ten shareholders or shareholders holding 5% or more of the shares.

April 28, 2025

Name of major shareholder	Shares	Number of shares held	Shareholding percentage
Sheng-Chang Wu		7,059,232	5.16%
Chih-Hung Yen		5,566,837	4.07%
Arakawa Chemical Industries, Ltd. Person in Charge: Nobuyuki Takagi		3,969,001	2.90%
Dedicated account for investments by Mitsubishi UFJ Securities Co., Ltd. - Self-operated Platform of the Securities Trading Unit under the custody of HSBC Bank (Taiwan)		3,805,000	2.78%
Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh		3,399,959	2.49%
Dedicated account for investments by Core Pacific - Yamaichi International (HK) Ltd. under the custody of HSBC Bank (Taiwan)		2,479,944	1.81%
Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li		2,000,380	1.46%
Dedicated account for investments by UBS Europe SE under the custody of Citibank (Taiwan)		1,996,379	1.46%
Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh		1,800,000	1.32%
Chih-Chiang Yen		1,773,520	1.30%

(III) Dividend policy and implementation status

1. The dividend policy as set forth in the Company's Articles of Incorporation is as follows:

Article 32 If the Company makes a profit in a year, the Company shall set aside 6% to 15% of the profit as remuneration to employees, in stock or cash as resolved by the Board of Directors in the form of stock or cash; the Company may set aside not more than 3% of the above profit as remuneration to directors as resolved by the Board of Directors. Proposal for profit-sharing remuneration for employees and profit-sharing remuneration for directors should be reported to the shareholders' meeting.

However, if the Company still has accumulated losses, the amount of loss make-up shall be reserved first, and then the profit-sharing remuneration for employees and directors can be appropriated in accordance with the aforementioned percentages.

The Company's employee stock options, employee profit-sharing remuneration, and employee stock subscriptions may be granted to employees of the holding or subordinate companies who meet certain criteria.

Article 33 If there is any surplus earnings as indicated by the Company's final accounts, 10% of the annual earnings shall be set aside as legal reserve after paying taxes and making up for accumulated losses in accordance with the law. But if the legal reserve has reached the Company's paid-in capital, no further provision shall be made, and the remainder shall be set aside as or reversed from special reserve as provided by law. If there are still remaining earnings, the Board of Directors shall prepare a proposal to appropriate at least 40% of the remaining earnings for distribution as dividends/bonuses to shareholder, and submit it to the shareholders' meeting for resolution on the distribution.

The accumulated undistributed earnings of prior years may also be included in the distribution of earnings in the preceding paragraph

The Company's dividend policy is to cater to the current and future development plans with consideration of the investment environment, capital requirements and domestic and international competition, and the interests of shareholders; dividends to shareholders may be distributed in cash or in stocks, with cash dividends not less than 10% of the total dividends.

2. Status of the dividend distribution to be proposed at this shareholders' meeting:

(Approved by the Board of Directors, not yet approved by the shareholders' meeting)

The 2024 earnings distribution proposal approved by the Board of Directors on March 7, 2025 was as follows:

Cash dividend to shareholders: NT\$163,410,796 was appropriated from 2024 earnings as cash dividend, with NT\$1.20 per share. After the resolution of the shareholders' meeting, the chairperson of the Board of Directors is authorized to set the base date for dividend distribution.

3. When it is expected that there will be major changes in the dividend policy, an explanation should be provided: There is no major change in the dividend policy of the Company.

(IV) The effect of the proposed stock dividend by the shareholders' meeting on the Company's business results and earnings per share: There is no stock dividend for the year, so it is not applicable.

(V) Profit-sharing remuneration for employees and directors

1. The percentage or range of profit-sharing remuneration for employees, directors as set out in the Articles of Incorporation:

Article 28 Regarding the compensation for directors, the Remuneration Committee shall evaluate the extent of their participation in the Company's operations and the value of their contributions, and the Board of Directors is authorized to determine the compensation of directors based on the Remuneration Committee's recommendation and taking into account the usual standards of the industry.

Article 32 If the Company makes a profit in a year, the Company shall set aside 6% to 15% of the profit as remuneration to employees, in stock or cash as resolved by the Board of Directors in the form of stock or cash; the Company may set aside not more than 3% of the above profit as remuneration to directors as resolved by the Board of Directors. Proposal for profit-sharing remuneration for employees and profit-sharing remuneration for directors should be reported to the shareholders' meeting.

However, if the Company still has accumulated losses, the amount of loss make-up shall be reserved first, and then the profit-sharing remuneration for employees and directors can be appropriated in accordance with the aforementioned percentages.

The Company's employee stock options, employee profit-sharing remuneration, and employee stock subscriptions may be granted to employees of the holding or subordinate companies who meet certain criteria.

2. The basis for estimating the amount of profit-sharing remuneration for employees, directors for the current period, the basis for calculating the number of shares distributed as employee remuneration, and the accounting treatment if the actual amount of distribution differs from the estimated amount.
 - (1) For the estimated amount of profit-sharing remuneration for employees and directors, please refer to (V) 1. for description of the provisions of percentage as set out in the Articles of Incorporation.
 - (2) The basis for calculating the number of shares for profit-sharing remuneration for employees: The Company did not distribute shares as profit-sharing remuneration for employees for the current period, so it is not applicable.
 - (3) The accounting treatment if the actual amount of distribution differs from the estimated amount: The amount of distribution resolved by the Board of Directors was recognized as expense in 2024, but if the actual amount of distribution approved by the shareholders' meeting differs from the estimated amount, it will be recognized as profit or loss in 2025.

3. The distribution of remuneration as approved by the Board of Directors:

- (1) Amount of profit-sharing remuneration for employees and directors distributed in cash or stock:

Unit: NTD

Item	Amount in the accounting book	Amount resolved by the Board of Directors (2025.03.07)	Difference (Note)
Profit-sharing remuneration for directors (Cash)	8,216,475	8,216,475	None
Profit-sharing remuneration for employees (Cash)	27,388,251	27,388,251	None

- (2) The percentage of the amount of employee remuneration distributed in stock to net profit after tax and total employee remuneration in the standalone or individual financial statements for the period: Not applicable.

4. If there was a difference between the actual amount of profit-sharing remuneration paid to employees and directors and the amount recognized for the previous year, the difference, the reasons and the treatment therefor should be described: For 2023, the Company was in the red so it did not distribute any profit-sharing remuneration to employees or directors.

(VI) Repurchase of the Company's shares: None.

II. Issuance of corporate bonds

(I) Issuance of corporate bonds

Type of corporate bonds	The 1st domestic unsecured convertible bonds
Issue (processing) date	June 21, 2022
Denomination	NT\$100,000
Issue and trading location	Taipei Exchange
Issue price	Issued at 108.67% of denomination
Total amount	The total denomination of the issuance is NT\$600 million.
Interest rate	Coupon rate 0% per annum
Maturity	3 years, maturity date: June 21, 2025
Guarantee institution	Not applicable
Trustee	Taipei Fubon Bank
Underwriting institution	Yuanta Securities Co., Ltd.
Certifying attorney	Attorney Ya-Wen Chiu of FAR EAST LAW OFFICE
Certifying CPA	Deloitte Taiwan CPAs Yu-Feng Huang and Ming-Hui Chen
Repayment method	The Company shall repay the bonds held by the bondholders in cash within seven business days from the day after the maturity of the bonds, unless the bondholders convert the bonds into common shares of the Company in accordance with Article 10 of the Measures for the Issuance and Conversion of the 1st Domestic Unsecured Convertible Bonds of the Company or exercise the right of sale in accordance with Article 18 of the Measures, or the Company redeems the bonds in advance in accordance with Article 17 of the Measures, or the Company purchases and retires the bonds from the securities dealer. If the aforementioned date falls on a day when the Taipei Stock Exchange is closed, it will be postponed to the next business day.
Outstanding principal	0 (listing on TPEX terminated on April 21, 2025)
Terms and conditions of redemption or early settlement	For details, please refer to Attachment 1 (2022 Measures for the Issuance and Conversion of the 1st Domestic Unsecured Convertible Bonds)
Restriction clauses	None
Name of credit rating agency, rating date, corporate bond rating results	Not applicable

With other rights	Amount of common stock, global depository receipts or other marketable securities converted (exchanged or subscribed) as of the date of publication of the Annual Report	The common stock converted was in the amount of NT\$45,489,130 as of the date of publication of the Annual Report
	Measures for the issuance and conversion (exchange or subscription)	For details, please refer to Attachment 1 (2022 Measures for the Issuance and Conversion of the 1st Domestic Unsecured Convertible Bonds)
Effect of terms of issuance on preferred shareholders' equity, possible dilution of equity and effect on existing shareholders' equity		The equity was diluted by approximately 3.44%, which had no significant impact on the existing shareholders' equity
Name of the custodian institution entrusted with the exchange target		Not applicable

(II) Information on convertible bonds

Type of corporate bonds		The 1st unsecured convertible bonds	
Item	Year	2024	The current year up to April 21, 2025 upon delisting from TPEX
Market price of convertible bonds	Highest	113.50	156.00
	Lowest	98.15	99.70
	Average	102.08	125.32
Conversion price		NT\$54.1	
Issue (processing) date and conversion price at issuance		Issued on June 21, 2022, with a conversion price of NT\$57.0 at issuance	
Method of fulfilling the conversion obligation		Issue of new shares	Issue of new shares

(III) Self registration of issuance of corporate bonds: No such situation

III. Issuance of preferred shares: None

IV. Issuance of overseas depository receipts: None

V. Employee stock options: None

VI. Employee restricted stocks: None.

VII. Issuance of new shares in connection with merger and acquisition of shares of other companies: None

VIII. Implementation status of capital utilization plan

The Company's 1st domestic unsecured convertible bonds, with total capital raised of NT\$652,006 thousand, were approved on record by the FSC in Letter Jin-Guan-Zheng-Fa-Zi No. 1110341251 dated May 12, 2022, all of which was used to repay bank loans as of June 30, 2022. The capital utilization plan had been implemented.

Four. Operations Overview

I. Business contents

(I) Business scope

1. Main contents of businesses

A.CC01080	Manufacture of Electronic Parts and Components
B.F119010	Wholesale of Electronic Materials
C.F219010	Retail Sale of Electronic Materials
D.F401010	International Trade
E.C801100	Synthetic Resin & Plastic Manufacturing
F.C805990	Manufacture of Other Plastic Products
G.C801010	Basic Industrial Chemical Manufacturing
H.ZZ99999	All business items that are not prohibited or restricted by law, except those that are subject to special approval.

2. Sales percentage of major products

Unit: Thousands of NTD; %

Output value of products Service item	2023		2024	
	Sales	Sales percentage (%)	Sales	Sales percentage (%)
Polyimide films	1,549,174	97.25	2,236,651	99.56
Others	43,847	2.75	9,928	0.44
Total	1,593,021	100.00	2,246,579	100.00

3. Current products (services) of the Company

Production and sales of polyimide films.

4. New products (services) planned to be developed

The Company plans to develop new products with high modulus, low CTE, low Dk (Dielectric Constant), low Df (Dissipation Factor), and thinner polyimide film, which is mainly used in the fine pitch, high frequency and high speed flexible printed circuit board and high safety specification insulation markets.

In addition to the original focus on the FPC and insulation tape market, TAIMIDE has followed the mainstream of the display panel industry and shifted from LCD panels to OLED panels in recent years, because OLED panels have high color saturation, bendability and self-luminous characteristics. In particular, flexible AMOLED panels are lighter, thinner, more energy-efficient, and less likely to break. In the future, innovative products with wearable and VR devices, and bendable mobile devices will come to the market one after another. TAIMIDE has in recent years invested a lot of resources in the development of a new generation of Colorless Polyimide film, which mainly focuses on High Transmittance, Low Haze, High Hardness and Excellent Flexible ability. The main application market is the continuous bendable mobile devices for the optoelectronics industry, replacing glass and other transparent plastic materials with high crystallinity (e.g. PET, COP, etc.) that are not easily bendable. International display manufacturers not only focus on improving AMOLED process yields and expanding AMOLED production

lines, but also plan to produce flexible AMOLED products for applications and expand production capacity, and actively develop a new generation of innovative foldable mobile phones and laptops to gain a favorable position in the market.

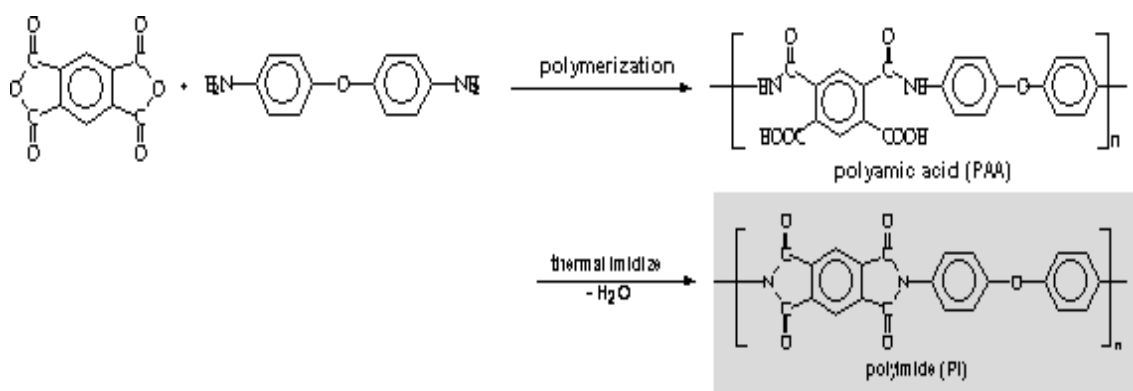
In addition, in respond to the demand for light weight, thinness, and high speed computing and transmission in the design of end-user mobile wearable devices and smartphones, the operating speed of CPU chips continues to increase from dual-core, quad-core, and octa-core, etc. When the operating speed of CPU chips increases, more heat will be accumulated around the chip, so the thermal management of related internal components and materials is becoming more and more important. There are many types of thermal dissipation materials. Traditional PCs and NBs use fans or metal materials such as aluminum and copper laminates for thermal dissipation because they do not have restrictions on weight and volume. However, as mobile wearable devices and smartphones need to be of light weight and thinness, almost all subsequent heat dissipation technologies use artificial graphite sheet because of its ultra-high thermal conductivity, light weight, thinness (<0.1mm) and bending resistance.. The main raw material of artificial graphite sheet is polyimide film (PI film), which is produced through two high temperature processes, firstly, PI film is carbonized at over 800°C and then graphitized at over 2500°C. Customers can combine the graphitized artificial graphite sheet with the object to be cooled, which can achieve faster heat transfer and effectively prevent local overheating during the use of the product.. As the market of thermal dissipation application grows in these years, it is expected that the market share of our polyimide films will gradually increase its share in the application of artificial graphite sheets.

(II) Industry Overview

1. Current status and development of the industry

(1) Product description

Polyimide (PI) is an organic polymer containing imide groups. It is produced by polymerization of diamines and dianhydrides to form polyamic acid (PAA), and then by imidization at high temperature to form polyimide polymers. Due to its excellent thermal stability and good mechanical, electrical and chemical properties, PI has been the first choice for high-performance polymer materials, especially in the electronic IC industry with strict material requirements, where PI has always been a key material for high-temperature tapes, flexible circuit boards, IC passivation films, LCD alignment films, and insulating materials such as wire enamels.



(2) Current status and development of the industry

Our main product, polyimide film, is one of the two most important upstream materials used in electronics and electrical engineering, and is widely used in the electronics industry, mainly in the flexible circuit board (FPC), semiconductor packaging, liquid crystal display and communication industries. Electrical applications are mainly in insulation for aerospace, electrical, mechanical and automotive industries. The following is a description of the current status and development of each major industry:

A. FPC Industry

FPC is generally made by laminating copper foil with PI film material to form flexible copper clad laminate (FCCL), coverlay, reinforcement board and anti-static layer. The thickness of PI films can be 0.5mil, 1mil, 2mil, 3mil and thicker (even 10mil or more). Advanced or high-end flexible boards need PI films of thinner thickness (0.2mil), and higher dimensional stability. General overlay mainly uses PI films of 0.5 mil thick, while thicker PI films are mainly used for reinforcement boards and other applications.

FPC is currently the largest electronic application market for polyimide films. The increasing demand for FPC applications in smartphones, tablet PCs, LCD displays and LED backlight modules drives the growth in the demand for PI films. At present, a high-end Taiwan or US cell phone uses an average of 20~30 pieces of FPCs, which is 20~30% more than that of the middle and low-end models. The world's top five smartphone brands, where the top two are Samsung and Apple, and the rest are almost all Mainland brands, such as Xiaomi, OPPO, VIVO and HONOR, will collaborate with the world's top upstream supply chain to launch higher specifications, more new features, and larger size of middle and high-end products to quickly and timely meet consumer demand. Although the growth of the global cell phone volume is slowing down, the proportion of the middle and high-end cell phones is still increasing year by year, and the number of pieces of FPCs used per cell phone is also increasing, and the area of PI films used for a single FPC is also increasing after the size of cell phones becomes larger. Therefore, we are optimistic that PI films will continue to have considerable volume growth in the coming years.

B. Insulation Industry

The main application of polyimide films in insulating application is the high temperature pressure sensitive tape coated with silicone. PI pressure sensitive tapes are widely used in various industrial applications, such as heat masking tapes for various types of coils and solder masking tapes for PCBs, etc. Polyimide films are also used in other high-end transportation and aerospace industries, for example, insulation of wires and cables with high safety requirements and high temperature insulation materials for military and aerospace applications. For this type of

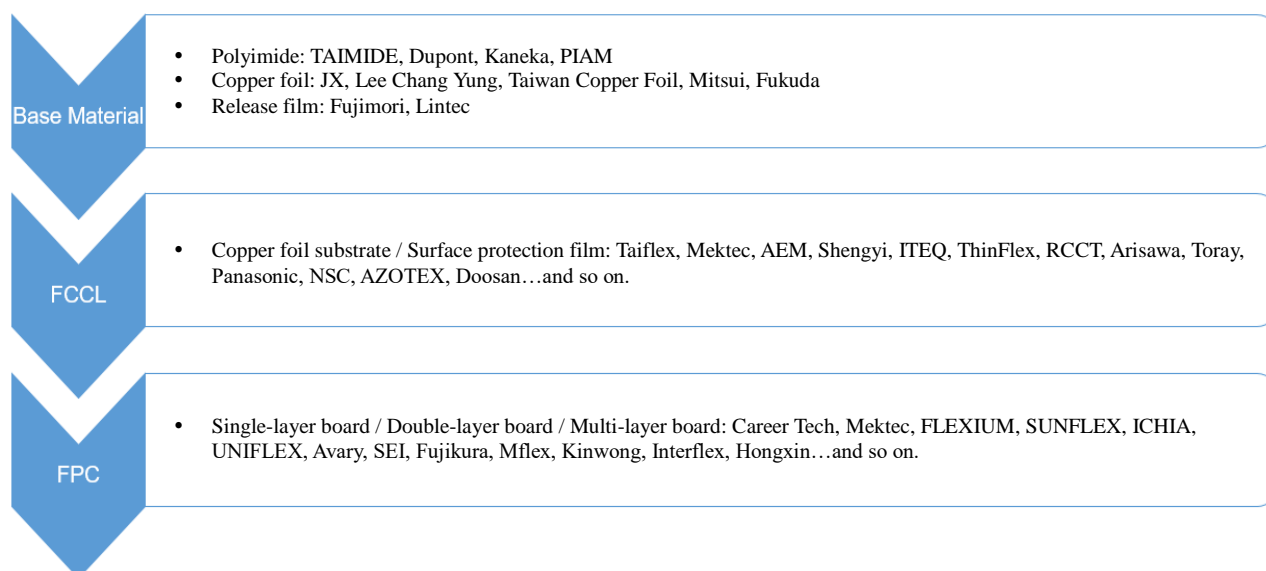
application, most polyimide films are coated with fluorinated polymers on one or both sides to increase their adhesion, chemical resistance and water resistance. In the wire magnetic tape masking application, polyimide films can complement the polyimide wire enamels and have excellent heat resistance, replacing the heavier insulating materials normally used to reduce the size and achieve the same output power.

2. Correlations among the upstream, midstream and downstream industries.

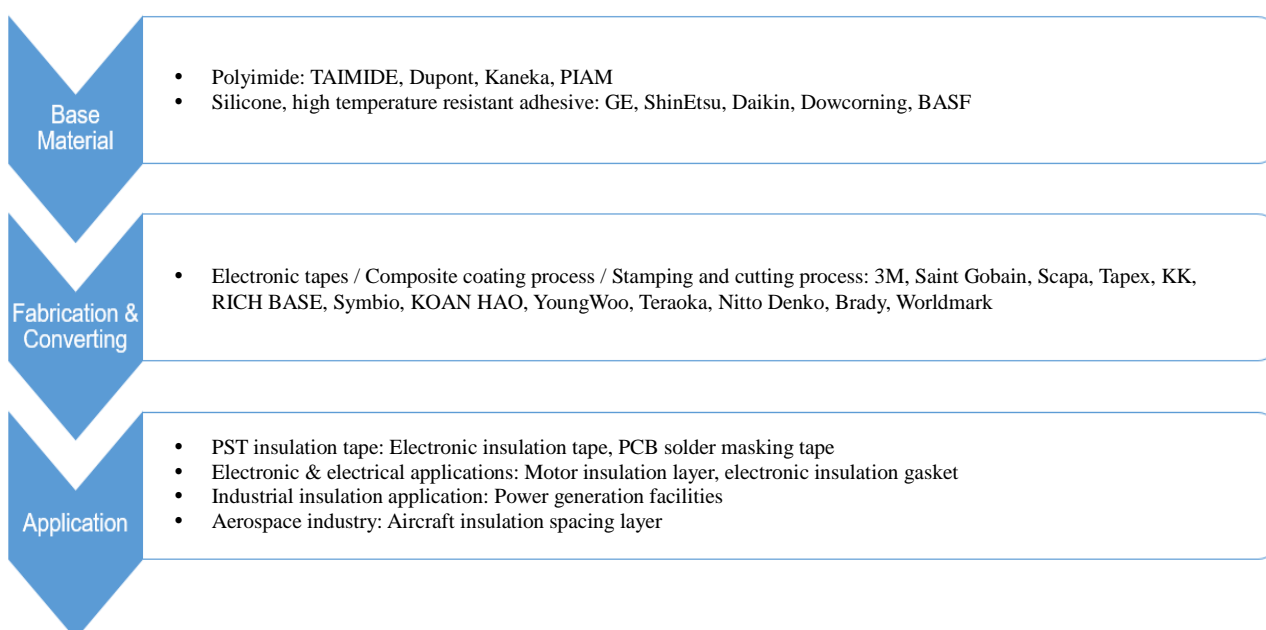
Polyimide has excellent heat resistance, chemical resistance, mechanical properties and electrical properties, so it is widely used in various industries such as aerospace, electrical, mechanical, automotive and electronic industries. In recent years, domestic semiconductor, electronic and communication industries are booming, and the demand for chemicals and materials for electronic applications is increasing. Polyimide is playing an increasingly important role in electronic materials.

Our polyimide films are one of the two main raw materials (copper foil and PI) of FCCL for the flexible board industry, and we are the utmost upstream supplier of the flexible board industry chain. They are also used as the base materials for various industrial insulation applications, and are coated with silicone or fluorine polymers to make high temperature electronic tapes or insulation materials and we are the utmost upstream supplier of the industrial insulation industry chain. The following diagrams illustrate the correlation among the FPC industry and the upstream, midstream and downstream insulating industries

Schematic diagram for FPC industry chain



Schematic diagram for insulation industry chain



3. Development trends and competitions of products

Based on years of experience in polyimide film formulation, manufacturing process and application technology, the Company plans to develop nine categories of new polyimide film products with high technology threshold and high added value, covering applications in electronic circuits, optoelectronic displays, wearable devices, new energy and advanced packaging:

(1) High Modulus & Low CTE polyimide film for high density FPC.

In order to enhance the stability of FPC circuits, we have developed films with high modulus and low CTE, which can effectively inhibit the deformation caused by temperature differences, and are suitable for high-speed transmission applications such as high-end servers and data centers.

(2) Black polyimide film: Thin (5 μ m), low gloss (5GU).

Designed for branded cell phone FPCs, it covers both masking effect and requirement for thinness to enhance the overall aesthetics and space utilization efficiency of cell phones.

(3) White polyimide film with high thermal conductivity:

Addressing the heat dissipation needs of LED light bars and backlight modules, it enhances the heat conduction efficiency and increases the life and stability of lighting modules.

(4) Ultra-thin (5 μ m) polyimide film with high bending resistance and low reactive force: Specially developed for foldable cell phones, it has excellent flexibility and chemical resistance to meet the reliability requirements of ultra-thin FPC.

(5) Electroplatable polyimide film (Semi-Additive Process, SAP):

It conforms to the trend of green process, and in conjunction with SAP technology for high precision circuit production, supports fine line width and pitch, and conforms to the carbon neutral and sustainability policy.

(6) Colorless transparent polyimide film:

Used in flexible OLED display panels, it has excellent optical transparency and thermal stability, and is one of the key materials for flexible displays.

(7) Low Dk/Df polyimide film:

Suitable for wearable devices and high-speed transmission modules, it can effectively reduce signal loss and support high-frequency 5G and future 6G applications.

(8) Polyimide film for advanced wafer packaging:

In line with the trend of advanced packaging such as Fan-Out, 3D IC, etc., it provides high heat resistance and low warpage characteristics to enhance packaging reliability.

(9) Polyimide film with high voltage resistance for new energy applications:

For charging piles, storage cabinets, and battery management systems (BMS), it provides long-term stable high-voltage insulation and safety protection.

(III) Technology and R&D Overview

1. Technical level and R&D

Since its establishment in June 2000, TAIMIDE has been dedicated to the development of polyimide films with excellent heat resistance, electrical properties, mechanical and chemical resistance with the main core technologies including polyimide formulation design, polyimide synthesis technology, precision film manufacturing process design and simulation, surface treatment process and equipment.

In 2020, through the “Millimeter Wave High Frequency Substrate Material Development Project” applied for the R&D Guben program of the Ministry of Economic Affairs, we cooperated with the Industrial Technology Research Institute (ITRI) to develop QSPR technology and at the same time the National Synchrotron Radiation Research Center (NSRRC) to analyze the microstructure of high frequency substrate films to develop high frequency high PI materials with high-energy X-ray light sources and instruments and also introduced molecular simulation and high-performance molecular structure analysis technologies to accelerate the development of PI materials for the implementation of 5G industry-related applications.

In 2021, we focused on the markets and materials required for applications such as high frequency and high speed mobile devices, electronic in-vehicle devices, and folding of flexible displays, and actively conducted further research and study on PI film materials for these high-end applications through cooperation and development with our customers to expand the functionality of PI film materials and meet the demand for new application products.

In 2022, in view of the increasing demand for high-density applications and the emergence of ultra-thin, high dimensional stability and heat dissipation applications, the Company began to build up PI films for direct conductor plating and high thermal conductivity. Meanwhile, we continue to invest in research and development resources to conduct pilot production research and development of low dielectric and high modulus transparent PI for 5G high frequency and high speed and folding screens.

In 2023, we received a subsidy from the Industrial Development Bureau to develop LCP/PI composite films of low-carbon processes under the “Taiwan Industrial Innovation Platform Program (TIIP)”, introducing the LCP formulation technology from a corporate research institution to improve the electrical properties and reliability of the original PI films. At the same time, we selected outstanding domestic substrate and circuit board manufacturers for cooperation and verification in the material development process, and through the selection of application carriers (high frequency and high speed products), we ultimately obtained the latest information on the design and material requirements of end-application products to accelerate the efficiency and implementation of the development of this technology. In addition, we are committed to the development of low-carbon polyimide membrane processes, including (1) the optimization of the process

solvent recovery system, in the hope that the full recovery of solvents used can be achieved in the future; (2) the optimization of polyimide recycling technology, for example, to improve the reaction speed, which can effectively improve the speed of film production with high performance. By way of the low-carbon emission method, we can produce PI films with good electrical, mechanical, and thermal properties. The low dielectric films of low-carbon process can be used as a substrate for high frequency and high speed circuits, and applied to downstream millimeter wave information and communication products.

In 2024, we invested in the development of polyimides for automotive batteries to provide more efficient and reliable solutions for battery modules. Polyimide materials are widely used in negative electrode materials and enameled wires for automotive batteries, providing excellent high temperature resistance, insulation and mechanical strength, and effectively improving battery safety and conductivity. As one of the negative electrode materials, polyimide can improve the cycle life and fast charging efficiency of batteries. In the application of enameled wire insulation, polyimide ensures electric motors and battery systems to operate smoothly, reduces energy consumption, and enhances durability.

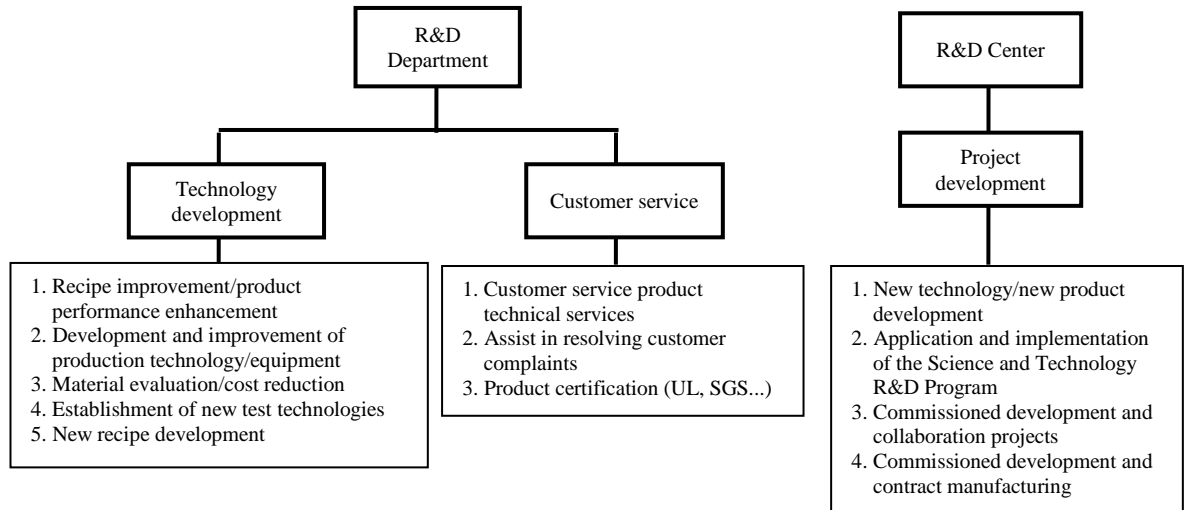
In the past five years, we focused on the following three R&D areas:

- (1) PI films for FPC applications:
 - A. Ultra-thin, large and stable PI films: The increasing demand for high-density applications such as portable and wearable devices, AI smart integration, and Mini & Micro LEDs is bound to increase the demand for dimensional stability and thinness of flexible substrates.
 - B.PI films for high frequency and high speed: For the advent of the 5G era, we continue to develop PFAS-free PI films that combine the low moisture absorption, low dielectric, and low signal loss with excellent high temperature resistance, dimensional stability, and mechanical and processing characteristics. In addition, we are developing a new generation of PI composite material formulation technology for hybrid LCP to support the digital high speed transmission of the B5G/6G millimeter wave generation and high frequency signal reception antenna application products to meet the advent of the new communication era.
 - C. PI films for automotive: It is used in the electric vehicle industry for the key power battery packaging and battery power management systems (BMS) conduction connection with insulation materials and flexible board, mainly as an answer to the requirements for high reliability and lightweight.
- (2) PI films for optoelectronic applications
 - A. Transparent PI films: We continue to develop the key materials required by foldable screens, mainly used in foldable touch and cover, and the products are foldable mobile phones and other mobile information and communication

devices.

B. Advanced packaging tapes: We develop special tapes based on PI, which are suitable for grinding and thinning for advanced packaging processes of high-density semiconductors, heat resistance and viscosity reduction required for special processes (high temperature, sputtering, etc.), temporary tapes for high-density circuit board substrate processes and Mass Transfer of Micro LEDs, etc., and are designed and imported in a customized way by our customers.

- (3) PI films for functional applications other than FPC: Such as thick PI graphite film sintering with high heat flux, PI films with high thermal conductivity, etc., which are mainly used for heat dissipation of mobile information and communication devices and modules for in-vehicle heating and temperature control.



2. R&D personnel and their education and work experience

Units: People; %

Education \ Year		2023		2024		March 31, 2025	
		Number of people	%	Number of people	%	Number of people	%
Education distribution	Doctoral degree	6	18.74	7	21.22	7	20.59
	Master degree	13	40.63	13	39.39	13	38.23
	Bachelor degree (including college degree)	13	40.63	13	39.39	14	41.18
	High school degree (and degrees below high school)	0	0	0	0	0	0
	Total	32	100	33	100	34	100
Average years of service (Years)		4.67		4.99		4.93	

3. Annual R&D expenses for the most recent years

Unit: Thousands of NTD; %

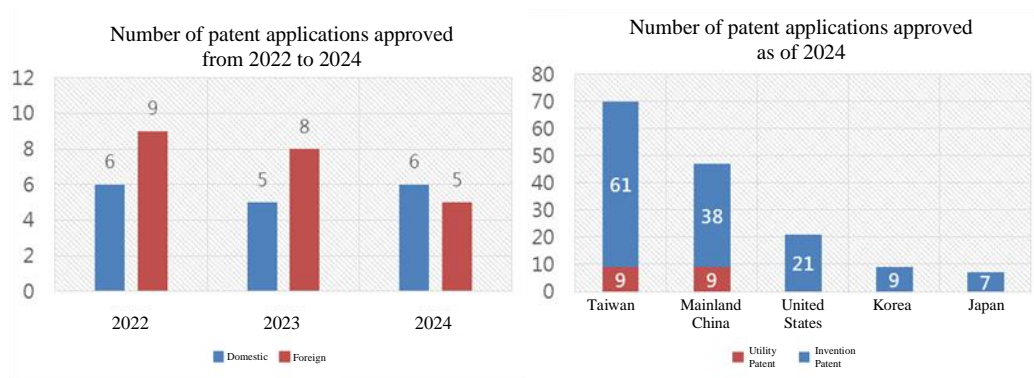
Year \ Item	2023	2024	1Q2025
R&D expenses	218,231	223,205	39,498
Net operating revenue	1,593,021	2,246,579	555,015
R&D expenses/ net operating revenue (%)	13.70	9.94	7.12

4. Technologies and products successfully developed in the last five years

Year	Item
2020	Developed highly bendable thin transparent PI film, which was successfully applied to folding cell phone touch panel for small volume trial production and sales.
2021	1. Completed the “Millimeter Wave High Frequency Substrate Material Development Project” applied for the R&D Guben program of the Ministry of Economic Affairs to develop fluorine/MPI high frequency high speed composite substrate film.
	2. Developed simulation technology for rapid prediction of electrical properties of polymer materials.
2022	1. Developed yellow and black PI films for ultra-thin and high dimensional stability, and started mass production and sales after being certified by end-users.
	2. Developed low dielectric MPI film, which was successfully verified by customers and introduced into mass production and sales.
2023 2024	Developed low dielectric LCP and PI composite film for 5G high frequency and high speed circuit board applications.

5. Status of patent applications

As a technology-oriented company, the protection and strategic arrangements of intellectual property rights is very important to TAIMIDE under the global competition, and patent applications not only protect the Company’s products, but also is the best indicator of technical capability and right assertion. Currently, the Company has 70 domestic patents and 84 foreign patents approved, totaling 154 patents, which is 11 more patents than 2023.



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

1. Short-term business development plans

- (1) Increase opportunities to participate in domestic and international exhibitions and seminars to strengthen brand awareness.
- (2) Keep abreast of product design and material usage trends in the downstream market and provide feedback to internal departments so that R&D, quality assurance, and manufacturing departments can respond accurately.
- (3) Actively participate in technical discussions with downstream and their customers to ensure that we are aware of changes in quality and technology from customers.
- (4) Expand exports and services to Europe, the U.S. and Mainland China, and establish local business service centers to strengthen business and technical service support to customers.
- (5) Actively develop overseas markets and customers, increase the proportion of product exports, and seek assistance from local agencies for distribution.
- (6) Increase new product lines and expand production capacity to replace imported products in the U.S. and Japan with sufficient capacity to increase market share.

2. Long-term business development plans

- (1) Identify niche markets and products, strengthen new product development capabilities, and increase future operating profitability and market breadth.
- (2) Set up sales offices in key sales regions and distribution centers to enhance overall competitiveness and advantages.
- (3) Establish brand awareness and make the Company a world-renowned manufacturer, and set up different combinations of service locations and agencies according to market segments and application differences.
- (4) Accelerate the competitiveness of products and technologies through technical cooperation with international and academic institutions, and make use of the results of the cooperation to deepen our own technical levels, so that we can become a world-renowned electronic materials manufacturer.
- (5) Continue product development, especially targeting higher-end application markets, in order to increase the profitability and longevity of the Company's product sales.

II. Market, Production and Sales Overview

(I) Market Analysis

The entry barrier for PI film manufacturing is high, and the major PI film manufacturers are DuPont, Kaneka, PI Advanced and TAIMIDE (the Company), etc. .

We are the first PI film manufacturer in Taiwan, mainly supplying to the flexible board industry, insulation industry and artificial graphite industry. There are also a number of small and micro PI manufacturers in Mainland China, selling mainly in the lower end of insulation applications. As the downstream application market will turn to refinement, the development products will move in the direction of thinness, high dimensional stability, and it is expected that the output value of PI Films will increase year by year in the next few years due to the refinement of products, and the added value of products will also increase.

1. Major products (services) sold (provided) by region

Unit: Thousands of NTD

Item \ Year		2023		2024	
		Sales	%	Sales	%
Domestic sales		657,721	41.29	852,077	37.93
Export sales	Asia	859,154	53.93	1,356,231	60.37
	Americas	69,009	4.33	31,417	1.40
	Others	7,137	0.45	6,854	0.30
	Subtotal	935,300	58.71	1,394,502	62.07
Total		1,593,021	100.00	2,246,579	100.00

2. Market share

At present, the PI film industry is still dominated by international suppliers, such as DuPont, Kaneka and PI Advanced, among which DuPont and Kaneka together account for more than 50% of the total global production capacity, PI Advanced about 20%-25%, and our production capacity accounts for about 10%-15% of the global share. Since Taiwan, China and Korea are the manufacturing centers of the global electronic industry, it is difficult for the US and Japanese competitors to compete with us in terms of delivery, service and cost, and there is much room for TAIMIDE to replace the US and Japanese competitors in the product market. So we are optimistic about the future development of PI film business.

3. Supply and demand and growth of the market in the future

With the development of electronic products in the direction of thinness, flexibility, high-frequency and high-speed transmission, and green sustainability, Polyimide Film, as a key material, has become a core driving force to promote the future transformation of electronics, energy and display technologies through its technological innovation and breadth of its application. The Company aims to develop new high-end polyimide film products with market competitiveness and expand its applications in high-density FPC,

new energy, wearable devices, flexible displays, and advanced semiconductor packaging to create long-term stable market growth momentums.

Taiwan has the advantage in the integration of chemical materials and electronic applications in the polyimide film market. If we can ensure process stability and meet the needs of customers, we will be able to penetrate into the international supply chain and increase the added value of our products. the growth momentums shall come from:

- (1) 5G/6G communication technology will step up the demand for high-speed and high-frequency signal transmission.
- (2) OLEDs and flexible displays are expanding their applications, especially in notebooks, tablets, and automotive displays.
- (3) Demand for polyimide films as insulation and protection materials is surging due to the rapid expansion of the electric vehicle and energy storage markets.
- (4) The trends in advanced IC packaging (e.g., 2.5D/3D ICs) require higher material stability and thin support characteristics, leading to the upgrading of PI films.

With the deepening reliance of the downstream customers on multi-functional and integrated materials, polyimide film will not only be limited to application in FPC substrate in the future, but will also be extended to multi-functional applications, further expanding the market potential and added value.

4. Competitive niche

(1) Robust management team

Our management team is composed of outstanding talents from ITRIMCL and domestic polyimide industry. We subsequently have recruited experts in R&D, manufacturing, equipment, quality assurance, and processing to join our team, which is the strongest and most experienced team in polyimide film design and manufacturing in the Chinese community.

(2) Leading cost advantage in the industry

The facilities currently used by the industrial peers are based on their unique R&D know-how and are designed by international professional equipment vendors, resulting in differences in mass production technology and machine design. Our mass production equipment has been developed through several modifications in cooperation with international equipment vendors, which gives us a significant cost advantage. In addition, the production costs in Asia are lower than those of our industrial peers in the U.S. and Japan, giving us a cost advantage over our industrial peers under full mass production.

(3) Excellent international R&D collaboration capability

Our management team is committed to product and application innovation with no efforts spared, and we are also actively cooperating with well-known international companies. For example, we are working with Arakawa Chemical Industries, Ltd. to develop new polyimide film products, mainly for the high-end fine pitch flexible

board market. The preliminary products have been certified by several Japanese customers and the performance of actual use are better than the products of industrial peers. We have established a subsidiary to open a window for the company to develop new businesses and applications. Through international cooperation, we can effectively shorten the time for self-development of high-end technology and share the R&D costs, so that we can lead the industry in the high-end application market.

(4) Stable source of raw material supply

To ensure the stability of supply chain, the Company has a wide range of suppliers to choose from for its major raw materials, which effectively minimizes the risk of over reliance on a single supplier. Over the years, we have built strong partnerships with our suppliers and they have maintained high standards of supply quality and delivery cycles, with no supply shortages or disruptions ever occurring.

(5) Industry outlook is promising.

With the popularity and multi-functionality of personalized mobile electronic devices, the demand for polyimide is increasing year by year with the growth of the industry, driving the development of the downstream industry and the advancement of technology. The performance and applications of both electronic and electrical products are being demanded more stringently and the functions are being expanded, and due to the excellent physical properties and thinness of PI films, there are more and more applications. For example, FPC used in wearable electronic products, COF carriers used in high-density packaging, antennas and transmission lines for 5G mobile communications, foldable display screens, automotive in-vehicle electronics and optoelectronic modules, and electrical insulation products for industrial applications, etc., the application and demand for PI film is everywhere, and it is expected that the future of PI film industry will be very healthy.

5. Favorable and unfavorable factors of development prospect and countermeasures

(1) The future supply of the market

We are the first PI film manufacturer in Taiwan, mainly supplying to the flexible board industry, insulation industry and artificial graphite industry. There are also a number of small and micro PI manufacturers in Mainland China, but the main sales market for new entrants is lower-end insulation applications and their production capacities are limited, so no major competition has been formed. In the future, the downstream application market will turn to refinement, the development products will move in the direction of thinness, and it is expected that the output value of PI Films will increase year by year in the next few years due to the refinement of products.

(2) The future demand of the market

In addition to the increasing demand for FPC applications in smartphones, tablet PCs, LCD displays and LED backlight modules drives the growth in the demand for PI films, the increase in the area and number of FPCs used in middle and high-end

cell phones, as well as the increasing market share of middle and high-end cell phones drive the growth in demand for PI films.

PI Film applications will increasingly move towards high-end products, and this trend will drive PI Film products to the next generation of applications to meet the stringent physical requirements, such as flexible boards for high frequency and high speed material applications, which require PI Films with low Dk (Dielectric Constant), low Df (Dissipation Factor) and low moisture absorption and flexible boards for fine pitch and thin applications, which require lower heat shrinkage and excellent surface properties to better meet the requirements of future electronic applications.

(3) Favorable factors

A. Effective cost control and profitability improvement

The facilities currently used by the industrial peers are based on their unique R&D know-how and are designed by international professional equipment vendors, resulting in differences in mass production technology and machine design. Our mass production equipment has been developed through several modifications in cooperation with international equipment vendors, which gives us a significant cost advantage. In addition, the production costs in Asia are lower than those of our industrial peers in the U.S. and Japan, giving us a cost advantage over our industrial peers under full mass production.

B. Robust technical service team

In addition to professional experience in process, plant construction, equipment and production management in related industries, the Company also integrates professional and elite personnel in business, R&D and customer service to provide excellent services to customers, to increase our market share. In addition to providing high quality products, we also provide timely technical support according to customers' needs to shorten their product validation time and meet their diverse needs. By providing research and development to improve product performance to meet customer needs, we create mutual profitability and competitive advantage.

C. Good prospects for industrial applications

In addition to the original demand of FPC industry, personal wearable and mobile products have become popular in recent years, and their lightweight and thin design has boosted the demand for FPC applications. In addition, automotive electronics has become a trend, and the number of FPCs used in automotive modules is increasing year after year. In addition, the arrival of the 5G era is another emerging demand for high frequency and high speed PI films. Foldable cell phones and other display screens will give rise to the market for transparent PI films, which is still in a trial state, but the huge business opportunities behind are expected.

D. Strong ability to develop new products

The establishment of the R&D center through the Science and Technology R&D Program doubles the research resources while the establishment of the optical grade pilot production line facilitates product development capabilities, boosts cross-industry R&D capabilities (from FPC to display, and then into the field of heat dissipation and automotive), and enhances R&D efficiency and shortens the time to market. At the same time, we accept customers' Tailor Made needs, and accept customers' specified development plans or products, and work with them to improve the efficiency and success of new product development.

E. Close proximity to the market, providing fast service in the field

The Company is located in Greater China, the world's largest cluster of the flexible board industry, and has set up sales and service bases in Central and Southern China since 2012. Therefore, our professional technical team can provide service or delivery to customers quickly in the first time, which is faster than the response of large European and American companies, so we can maintain good and long-term partnership with customers.

(4) Unfavorable factors and countermeasures

A. Fierce competition in the industry, profitability is vulnerable to erosion

The Company's competitors are all international companies, and the expanding downstream application market has attracted Japanese and Korean companies to expand their production capacity, which may lead to fierce price competition in the future.

Countermeasures:

(A) Continue to develop new products and maintain our position as a technology leader in the industry. In addition to developing fluorine composites for high frequency and high speed markets, the Company also continues to develop niche products such as black, white and transparent PI films to enhance the competitiveness of our products in the market.

(B) Appropriately adjust the characteristics of PI films to meet the needs of our customers in order to provide customized services. In addition, the Company also provides customers with production advice and troubleshooting, and leverages the problems and needs of customers to continuously improve and enhance our manufacturing technology and capabilities to produce better products.

B. Less brand awareness

Compared with our competitors in the U.S. and Japan, the Company is a late entrant to the industry and has lower downstream market penetration and insufficient brand awareness.

Countermeasures:

(A) Actively develop overseas markets and customers, increase the proportion of

product exports, and seek assistance from local agencies for distribution.

- (B) Establish brand awareness and make the Company a world-renowned manufacturer, and set up different combinations of service locations and agencies according to market segments and application differences.

C. Talent retention plan

Our industry requires experienced R&D personnel to meet the design needs of different customers. It takes a lot of time and experience to nurture talents who are capable of adjusting product process design and material recipe. As such, it is not easy to develop R&D personnel. There is such a need to have an essential talent retention planning.

Countermeasures:

- (A) Appropriately improve employee welfares and implement relevant employee incentive systems, such as employee stock ownership trusts, to help employees obtain company stock at half price, to enhance employee welfares and cohesion toward the Company, in order to retain talent.
- (B) Depending on the Company's operating conditions, stock options are offered to employees at different times, based on their ranks and years of experience, which not only motivates employees but also adds momentum to the Company's operations.
- (C) Provide regular and professional internal and external training courses and encourage employees to pursue on-the-job training, so as to provide an environment for R&D personnel to improve their professional abilities.

D. High cost of production line installation

If the production capacity is not utilized efficiently and appropriately, the cost of products will increase, thus lowering competitiveness, and we will face the possibility of losing orders in the face of price competition from international companies.

Countermeasures:

- (A) Actively develop overseas markets and customers to ensure optimal utilization of the Company's production capacity.
- (B) Increase the development of new products to create new niches and new markets.

(II) Applications and production process of major products

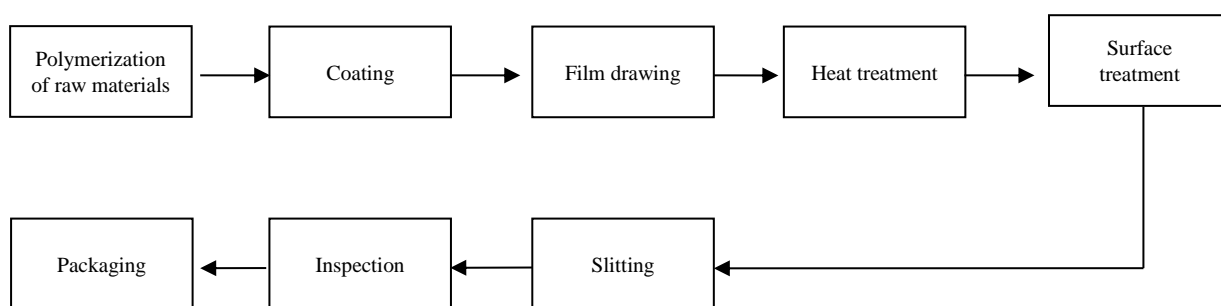
1. Applications of major products

Our main product, polyimide film, is one of the two most important upstream materials used in electronics and electrical engineering, and is widely used in the electronics industry, mainly in the flexible circuit board (FPC), semiconductor packaging, liquid crystal display and communication industries. Electrical applications are mainly in insulation for aerospace, electrical, mechanical and automotive industries.

2. Production process

The most common manufacturing method of PI Films is to use aromatic dianhydride (e.g. PMDA, BPDA) and aromatic diamine (e.g. ODA) as raw materials and use polar solvents (e.g. DMAc, NMP) to polymerize into polyamic acid before film formation, heating, dehydration and imidization. It is a difficult challenge to ensure the completeness of imidization and flatness of the films to meet the product quality requirements. There are many different types of PI films, and due to different recipes, processes (technology and conditions) and processing methods (e.g., post-treatment, surface treatment), there will be different product characteristics, so the difference between manufacturers lies in R&D and process capability, which is also where the competitive edge lies.

A summary of the manufacturing methods of polyimide films is as follows:



(III) Supply of main raw materials

Main raw materials	Major suppliers	Supply status
Diamines, dianhydrides, solvents, catalysts	Company K, Company G, Company O, Company F	Good, stable

(IV) List of major suppliers and customers

1. The names of suppliers who accounted for more than 10% of the total purchases in any of the most recent 2 years and the amount and percentage of purchases:

Unit: Thousands of NTD

Item \ Year	2023				2024				1Q2025			
	Title	Amount	As a percentage of net purchases for the year (%)	Relationship with the issuer	Name	Amount	As a percentage of net purchases for the year (%)	Relationship with the issuer	Name	Amount	As a percentage of net purchases for the year (%)	Relationship with the issuer
1	Company K	54,208	17.00	None	Company K	93,459	17.90	None	Company K	16,634	10.50	None
2	Company G	57,308	17.97	None	Company G	83,106	15.92	None	Company G	13,751	8.68	None
3	Company O	18,545	5.82	None	Company O	57,163	10.95	None	Company O	14,380	9.07	None
4	Company F	28,745	9.02	None	Company F	43,338	8.30	None	Company F	11,988	7.57	None
5	Others	160,051	50.19	None	Others	245,081	46.93	None	Others	101,711	64.18	None
	Purchase Net	318,857	100.00	—	Purchase Net	522,147	100.00	—	Purchase Net	158,464	100.00	—

Reason for the change: In 2024, with the gradual recovery of the overall economy and the revival of market demand, the Company's product sales orders grew steadily, which led to a significant increase in annual revenue as compared to the previous year. In response to the sales growth and the rise in customer orders, the Company increased the purchase of raw materials to ensure the smooth execution of production scheduling and delivery arrangements, resulting in an increase in the amount of purchases.

2. The names of customers who accounted for more than 10% of the total sales in any of the most recent 2 years and the amount and percentage of sales:

Unit: Thousands of NTD

Item \ Year	2023				2024				1Q2025			
	Title	Amount	As a percentage of net sales for the year (%)	Relationship with the issuer	Name	Amount	As a percentage of net sales for the year (%)	Relationship with the issuer	Name	Amount	As a percentage of net sales for the year (%)	Relationship with the issuer
1	Customer A	347,550	21.82	None	Customer A	379,962	16.91	None	Customer A	117,285	21.13	None
2	Customer N	143,288	8.99	None	Customer N	354,930	15.80	None	Customer N	41,422	7.46	None
3	GC	269,943	16.95	None	GC	241,409	10.75	None	GC	53,569	9.65	None
4	Customer G	154,448	9.70	None	Customer G	229,980	10.24	None	Customer G	57,154	10.30	None
5	Others	677,792	42.54	None	Others	1,040,298	46.30	None	Others	285,585	51.46	None
	Sales Net	1,593,021	100.00	—	Sales Net	2,246,579	100.00	—	Sales Net	555,015	100.00	—

Reason for the change: With the global consumer electronics market gradually picking up and inventory levels at the customer sites returning to normal, the overall economic recovered in 2024, so the

Company benefited from the rebound in end-use demand, the success of new product launches, and the steady growth of customer orders, all of which contributed to a significant increase in the Company's 2024 revenue as compared to 2023.

III. Number of employees, average years of service, average age and education distribution for the last two years and the current year as of the publication date of the annual report

Units: People; %

Item \ Year		2023	2024	The current year up to March 31, 2025
Number of employees (people)	Direct labor	260	277	283
	Indirect labor	160	160	166
	R&D personnel	32	33	34
	Total	452	470	483
Average age		39.84	40.76	40.48
Average years of service (Years)		7.32	7.15	6.96
Education distribution percentage	Doctoral degree	2.21%	2.13%	2.07%
	Master degree	14.60%	13.83%	13.46%
	University/ College degree	65.27%	64.68%	65.42%
	High school degree (and degrees below high school)	17.92%	19.36%	19.05%

Note: Based on the number of employees at the end of the period

IV. Information on environmental protection expenditures

For the most recent year and for the current year as of the publication of the annual report, the amount of loss due to environmental pollution (including remuneration and environmental protection audit results of violations of environmental protection laws and regulations, the penalty date, the penalty document number, the provisions of the regulation violated, contents of the regulation violated, and the penalty content should be stated) and the estimated amount of current and potential future losses and countermeasures should be disclosed: None.

V. Labor relations

- (I) List the Company's employee welfare measures, training, education and retirement systems and their implementation, as well as the agreements between labors and management and measures to protect the rights and interests of employees

1. Employee welfare measures and their implementation

The Company has set up an employee welfare committee, and each year the Company allocates 0.1% of its operating revenue to employees' welfare fund to plan and provide quality benefits for employees, such as: employee travel subsidies, arts and culture course subsidies, birthday gift certificates, wedding allowance, maternity allowance, funeral allowance, Scholarships for employees' children, etc.

In accordance with the Labor Standards Act and Article 12 of the Work Rules for Employees, after six months of employment, employees may apply for leave without pay for childcare until the child reaches the age of three, but not more than two years. If an employee is raising two or more children at the same time, the period of leave without pay for childcare shall be combined, with the longest period limited to two years for the youngest child. In the event of a major injury or illness, or a major change in circumstances that require a longer period of leave, employees may also apply for leave without pay to take care of their personal and family needs.

The Company provides a wide range of favorable welfare measures, with group insurance including term life insurance, accidental injury, accidental injury medical limit, hospitalization and medical treatment, cancer medical and occupational accident insurance, cancer insurance, to provide employees and their dependents with economical relief in event of accidents.

The Company established an employee stock ownership association in 2014. Employees who meet the qualifications for membership can contribute 5% of their monthly salary as the investment fund, and the Company will reward them by also contributing the same 5% of their monthly salary as an incentive to encourage long-term investment, which not only achieves the purpose of talent retention, but also helps employees accumulate wealth and plan for their future retirement life.

2. Employee education and training

TAIMIDE has always spared no effort in talent development. In order to carry through the spirit of "people are the most important asset of TAIMIDE", we provide a series of training courses for our employees with career development.

The Company has established appropriate training programs for different levels, such as: new employee training, supervisory and management training, and various professional courses. In addition, the Company has introduced TMS digital learning website system, employees can go to the system at any time to inquire and enroll in relevant courses, without being restricted by the time of physical courses.

The Company has planned a complete functional training for all levels of leaders and employees, including new employee training, professional advancement training, and leader training, etc., to assist employees in continuous learning and growth through a

variety of learning methods and to cultivate their key competencies. Total number of attendance in training by employees in 2024 was 4,821, with total number of training hours of 10,724.1, total training cost of NT\$612 thousand, and training satisfaction rate of 89.8%.

During regular annual performance interviews, leaders and employees discuss and set up individual annual competency development plans to assist employees in creating customized development plans through regular reviews and feedback.

3. Retirement systems and their implementation

The Company's employee retirement system was originally governed by the Labor Standards Act, but since the implementation of the Labor Pension Act on July 1, 2005. The Company has also adopted the defined contribution system. Since then, employees may choose to be subject to the pension provisions of the Labor Standards Act or to the pension system of the Labor Pension Act and retain the years of service prior to the application of the Labor Pension Act. For employees subject to the Labor Pension Act, the Company's monthly contribution rate to the employees' pension fund shall not be less than 6% of the employees' monthly salary.

4. Agreements between labors and management and measures to protect the rights and interests of employees

The Company regards employees as important assets, and has created a relaxing, comfortable and healthy working environment, providing an employee gym, a roof rest area, a nursery room, and unlimited provision of coffee, tea, and other stress-relieving measures, in order to maintain the physical and mental health of employees.

The Company holds monthly labor-management coordination meetings and has a mechanism in place for regular communication between labor and management to protect the rights and interests of employees.

In addition, the Company has established employee work rules, which specify the rights and obligations of employees and welfare items to protect the rights and interests of employees.

- (II) For the most recent year and for the current year as of the publication of the annual report, the amount of loss due to labor disputes (including labor inspection results of violations of the labor standards act, the penalty date, the penalty document number, the provisions of the regulation violated, contents of the regulation violated, and the penalty content should be stated) and the estimated amount of current and potential future losses and countermeasures should be disclosed and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated:

Penalty date	Penalty document number	Provisions of the regulation violated	Content of the regulation violated
2024.01.19	2024 Fu-Lao-Zi-Zi No. 1133930172	Paragraph 1, Article 24 of Labor Standards Act; Paragraph 2, Article 24 of Labor Standards Act	Failure to offer overtime pay in accordance with the Labor Standards Law.
	Penalty content	Fine of NT\$100 thousand	
	Estimated amount of current and potential future losses and countermeasures	The Company will follow the Labor Standards Act and related regulations to schedule overtime work and calculate overtime pay accordingly.	

VI. Cyber security management

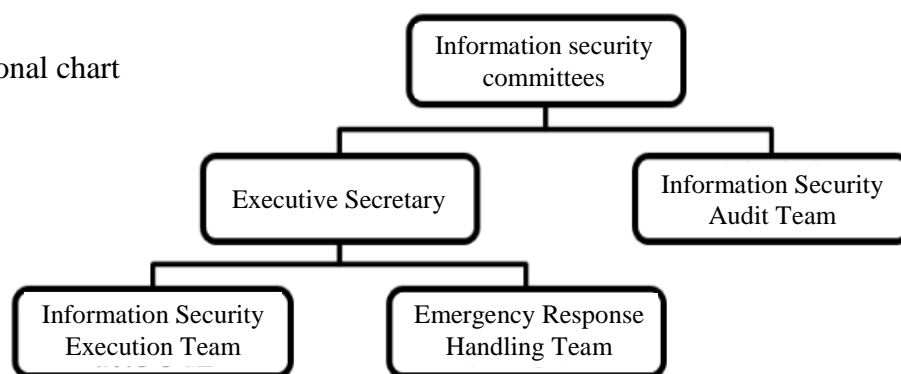
- (I) Describe the cyber security risk management framework, policies, specific management approaches and resources devoted to cyber security management.

1. Information security risk management framework

In accordance with the law, the Company has appointed a dedicated information security officer and information security personnel for the information unit, and has established an information security management organization to be responsible for cyber security management, policy development and promotion, as well as planning, execution and handling of information security matters. The dedicated information security officer reports to the Board at least once a year.

Information security organization

- Organizational chart



2. Information security policies

The Company continuously improves and strengthens its information security management to ensure the confidentiality, integrity, and availability of its information assets and to comply with relevant laws, regulations, and contracts, to establish and maintain a secure, trustworthy, and business-sustainable information environment that is free from intentional or accidental internal and external threats, and to safeguard the security of its information assets.

3. Information security objectives

- (1) Ensure that the Company's information operations are in compliance with relevant laws and regulations.
- (2) Ensure that all personnel understand their information security responsibilities, protect information assets, and reduce the risk of information security incidents.
- (3) Ensure the confidentiality of the Company's information assets and enforce data access control so that only authorized personnel can access information.
- (4) Ensure the integrity of the Company's information operation management and data accuracy, and avoid unauthorized modification.
- (5) Ensure the continuous functioning of the Company's information operations to meet the operating service standards.

4. Information security objectives

In order to achieve the information security policy and objectives, establish comprehensive information security protection and implement specific management programs as follows:

- (1) Regularly conduct information security risk assessment to understand the information security risk status and take necessary risk control measures.
- (2) Utilize spam detection system, as the first gateway for email defense to effectively block hacker emails.
- (3) Regularly conduct computer vulnerability scan to address related issues and strengthen internal computer protection capabilities.
- (4) Enhance information security defense. Regularly organize training and education on information security, and send out information security bulletins to internalize the vigilance of information security protection to reduce information security risk.
- (5) Regularly conduct social engineering drills to enhance the vigilance of employees in their daily operations to jointly maintain information security.
- (6) Refine the information security management system to cope with changes in the environment and laws and regulations, and continuously improve the information security management system to cope with situations that may occur at any time.

5. Resources invested for cyber security management

- (1) The formulated information security policy was published at 2024/7/31 on the Company's internal website and the Company's official website.
- (2) The company passed the ISO27001 certification on 2025/01/13 (BSI).
- (3) Hardware: Firewall, UPS, HA, etc.
- (4) Software: Email anti-virus, spam filtering, backup management software, etc.
- (5) In 2024, we performed vulnerability scan once and social engineering drills twice.
- (6) 2024 Education and training for 2 times.

- (II) For the most recent year and for the current year as of the publication of the annual report, the amount of loss and possible impacts from major cyber security incidents and countermeasures and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: None.

VII. Important contracts

Nature of contracts	Parties to the contract	Starting date of the contract	Main content	Restriction clauses
Long-term secured loan	Taiwan Cooperative Bank	2015.01.09 to 2025.01.08	Real estate secured loans with limit of NT\$108,000 thousand, repayable in monthly installments from June 2017 to May 2025, at floating interest rates based on the bank's time deposit monthly index rate plus 0.6% per annum.	Provision of building and land as collateral
	Taiwan Cooperative Bank	2020.02.27 to 2025.02.26	Real estate secured loans with limit of NT\$200,000 thousand, repayable in monthly installments from May 2021 to April 2025, at floating interest rates based on the bank's time deposit monthly index rate plus 0.58% per annum.	Provision of building and land as collateral
Medium-term secured loan	Bank of Taiwan	2023.01.13 to 2028.01.13	Real estate secured loans with limit of NT\$595,000 thousand, repayable in quarterly installments from July 2024 to January 2028, at floating interest rates based on the bank's 2-year time deposit (general) rate plus 0.33% per annum.	Provision of building as collateral
Technology development projects	Arakawa Chemical Industries, Ltd.	Since 2007.7.5 with annual automatic renewal	Silica hybrid polyimide technical cooperation	None
Lease contracts	Science Park Administration	2010.12.6~2029.12.31	Lease of land in Tongluo Science Park (Jiuhe Section, Tongluo Township, Miaoli County)	None
	Science Park Administration	2013.8.1~2032.12.31	Lease of land in Tongluo Science Park (Jiuhe Section, Tongluo Township, Miaoli County)	None

Five. Review and analysis of financial position and financial performance and risks

I. Financial position

Comparative analysis of financial position

Unit: Thousands of NTD

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	1,672,976	1,325,598	347,378	26.21
Non-current assets	3,287,944	3,513,022	(225,078)	(6.41)
Total assets	4,960,920	4,838,620	122,300	2.53
Current liabilities	1,124,551	1,249,326	(124,775)	(9.99)
Non-current liabilities	830,682	772,721	57,961	7.50
Total liabilities	1,955,233	2,022,047	(66,814)	(3.30)
Stock capital	1,322,053	1,322,053	0	0.00
Capital surplus	591,329	593,455	(2,126)	(0.36)
Retained earnings	1,089,810	892,879	196,931	22.06
Other equity	(578)	(2,635)	2,057	(78.06)
Non-controlling interests	3,073	10,821	(7,748)	(71.60)
Total equity	3,005,687	2,816,573	189,114	6.71
1. Explanation of the change: (For change of 20% or more in the last 2 years, and change of more than NT\$10 million): (1) Increase in current assets: Mainly due to the growth in revenue for the year, which led to a relative increase in the amounts of cash, notes receivable and accounts receivable. (2) Increase in retained earnings: Mainly due to the increase in net operating profit for 2024. 2. If the impact is significant, the future response plan should be stated: None.				

II. Financial performance

- (I) The main reasons for significant changes in operating revenue, operating profit, and net profit before tax for the last 2 years:

Unit: Thousands of NTD

Item \ Year	2024	2023	Increase (decrease) amount	Change percentage (%)
Net operating revenue	2,246,579	1,593,021	653,558	41.03
Operating costs	1,622,630	1,351,660	270,970	20.05
Operating gross profit	623,949	241,361	382,588	158.51
Operating expenses	413,142	367,474	45,668	12.43
Operating profit (loss)	210,807	(126,113)	336,920	267.16
Non-operating income and expenses	16,948	(15,521)	32,469	209.19
Net profit (loss) before tax	227,755	(141,634)	369,389	260.81
Income tax expense (benefit)	3,690	11,851	(8,161)	(68.86)
Net profit (loss) for the period	224,065	(153,485)	377,550	245.98
<p>Explanation of the change: (For change of 20% or more in the last 2 years, and change of more than NT\$10 million):</p> <ol style="list-style-type: none"> 1. Net operating revenue, operating gross profit and operating profit: Mainly due to the growth in revenue for 2024, which led to the expansion of the overall scale of operations, and in turn contributed to the increase in gross profit and operating profit. 2. Operating costs: Mainly due to the increase in production volume driven by the growth in revenue for 2024, which resulted in a relative increase in operating costs including raw materials, labor and manufacturing overheads. 3. Non-operating Income and expenses: Mainly due to the increase in net foreign currency exchange gain for 2024. 4. Net profit before tax: Mainly due to the increase in revenue for 2024. 5. Net profit for the period: Mainly due to the increase in revenue for 2024. 				

(II) Estimated sales volume in the coming year and its basis, possible impact on the Company's future finance and business and countermeasures:

1. The Company anticipates a small YoY increase in sales volume for the coming year. This business target was drawn up after taking into account the changes in the general economic environment, the trend of industrial development and the Company's future development plans, as well as the Company's performance records of the past years. However, we still need to pay close attention to the impact of inflation, interest rate policy (interest rate lift or cut), geopolitical changes on end-market demand, as well as uncertainties in the industry's competitive landscape, customers' capacity allocation, technological evolution, and overall strategic arrangement.

In order to cope with possible market changes in the future, the Company will continue to strengthen its internal operations management, enhance its operational efficiency, adopt a stable financial structure, and diversify its strategic arrangement to ensure stable growth in its operating performance.

In order to cope with possible future changes, the Company will continue to optimize its internal operations management and improve its operational efficiency, strengthening its financial structure and business performance and ensuring stable growth in operations.

2. Expected benefits: The Company expects to reduce production costs with improved utilization rate and product yields, which will enable the Company to improve its competitiveness and expand its market share and increase net profit.

III. Cash flows

(I) Analysis of changes in cash flows for the most recent years

Unit: Thousands of NTD

Item \ Year	2024	2023	Increase (decrease)	
			Amount	%
Operating activities	435,850	329,223	106,627	32.39
Investing activities	(160,964)	(198,083)	37,119	(18.74)
Financing activities	(218,378)	(216,837)	(1,541)	0.71
Analysis of changes in cash flows:				
(1) Operating activities: The increase in net cash inflows from operating activities was mainly due to the growth in revenue and profit for 2024.				
(2) Investing activities: The decrease in net cash outflows from investing activities was mainly due to the decrease in expenditures for the acquisition of property, plant and equipment.				
(3) Financing activities: The increase in net cash outflow from financing activities was mainly due to repayment of corporate bonds.				

(II) Improvement plan for lack of liquidity

As the Company is still in the growth stage, its capital needs are mainly financed by bank loans, the issuance of domestic unsecured convertible bonds, and cash capital increases. Therefore, the Company currently has sufficient capital and is not in danger of a liquidity shortage.

(III) Liquidity analysis for the coming year

Unit: Thousands of NTD

Cash balance at the beginning of the period ①	Net cash flows from operating activities for the year②	Net cash flows from investing activities and financing activities for the year ③	Cash surplus (shortage) ①+②+③	Remedies for cash shortage	
				Investing plan	Financing plan
427,383	755,912	(817,277)	366,018	—	—
1. Analysis of changes in cash flows for the coming year					
(1) Operating activities: The expected increase in net cash inflows in 2025 compared to 2024 is mainly due to the increase in net changes in cash inflows from assets and liabilities related to operating activities.					
(2) Investing activities: The expected cash outflows from investing activities in the coming year are mainly due to the capital expenditures for the improvement to maintain the normal operations of machinery and equipment, and for the Tongluo Plant.					
(3) Financing activities: The expected cash outflows from financing activities in the coming year is mainly due to the repayment of bank loans and distribution of cash dividends.					
2. Remedies for expected cash shortage and liquidity analysis: Not applicable.					

IV. Significant capital expenditures in the most recent year and the impact on finance and business: None

V. Investment policy for the most recent year, the main reasons for profit or loss, improvement plan and investment plan for the coming year

- (I) Investment policy: The Company's current investment policy is based on the investment targets related to the Company's core business and the Company does not engage in investments in other industries. The relevant executive departments follow the internal control system "Investment Cycle" and "Operating Procedures for Acquisition or Disposal of Assets", which are discussed and approved by the Board of Directors or shareholders' meeting.
- (II) The main reasons for the profit or loss of investments for the most recent year, improvement plans and future investment plans for the coming year

Unit: Thousands of NTD

Investee \ Item	Recognized gain (loss) for 2024	Main reasons for profit or loss	Improvement plans
POMIRAN METALIZATION RESEARCH CO., LTD.	(118,403)	Operating market not yet clearly mature	In line with the long-term development of the company, we invest in the development of PI core technology related products, and cooperate with international brand customers to develop and continue mass production to increase the company's long-term competitiveness.
TAIMIDE INTERNATIONAL INC.	19,237	Investment income for 2024 was 5,085 and unrealized profit on sales was 14,152	None
KUNSHAN TAIMIDE TECH. INC.	19,235	Investment income for 2024 was 5,084 and unrealized profit on sales was 14,151	Mainly to expand the market in Mainland China and enhance the operating dynamics

(III) Investment plan for the coming year

The Company has no definite investment plan at present, and the investment will be made depending on the future operational conditions.

VI. Subject matters for risk management assessment

- (I) Impact of the changes in interest rate and exchange rate, and inflation on the Company's profitability and future countermeasures:

1. Impact of the changes in interest rate

Unit: Thousands of NTD

Item	2024
Net interest income (expenses) - A	(29,128)
Operating revenue - B	2,246,579

Operating profit - C	210,807
A/B	(1.30%)
A/C	(13.82%)

The net interest income (expenses) for 2024 was NT\$(29,128) thousand, accounting for (1.30%) and (13.82%) of operating revenue and operating profit, respectively, up 37.92% from 2023. If the market interest rate had decreased by 0.1%, with other variables held constant, the Company's net profit before tax would have increased by NT\$893 thousand. However, in order to avoid the impact of changes in interest rate, the Company will keep abreast of the trends of market interest rate, adjust its borrowing portfolio by currency, obtain the most favorable terms of interest rate from banks, control the overall turnover of accounts receivable, inventories and fixed assets, and increase cash flows to minimize the impact of rising interest rates on the Company.

2. Impact of the changes in exchange rate

The Company and its subsidiaries' products are mainly for export and quoted in USD or CNY, while purchases are made by following the recent changes in the international currency situation. Local purchases in Mainland China are mainly quoted in CNY to ensure that the gross profit margin will not be subject to excessive exchange rate fluctuations. The Company and its subsidiaries will keep an eye on the international economic situation and refer to banks' analysis reports and take hedging measures such as undertaking forward foreign exchange or selling spot currencies directly to reduce the impact of exchange rate fluctuations for the net asset position in USD and CNY and the possible future flows. The consolidated foreign exchange gain for 2024 was NT\$22,469 thousand and the consolidated foreign exchange gain for 1Q2025 was NT\$15,703 thousand.

3. Inflation

As of the publication of the annual report, the Company has not yet experienced any significant impact on the Company's profit or loss due to inflation. In the future, we will maintain close and good interaction with our suppliers and customers, and keep an eye on the changes in market prices so that purchase and selling prices can be adjusted in response to market fluctuations to reduce the impact of changes in inflation.

(II) Policies on high-risk, high-leverage investments, lending funds to others, endorsement and guarantee, and derivatives transactions, main reasons for gain or loss, and future countermeasures:

The Company does not engage in high-risk, highly leverage investments in commodities, and all investments are executed after careful evaluation.

The Company's lending of funds to others, endorsement and guarantee, and derivative transactions are carried out in accordance with the Company's "Operating Procedures for Acquisition or Disposal of Assets", "Operating Procedures for Lending Funds to Others" and "Operating Procedures for Endorsements and Guarantees".

(III) Future R&D plans and estimated investment in R&D expenses

1. Future R&D plans

The Company develops new products to meet the needs of customers and the market, pays close attention to future industry trends and developments, develops products with market growth potential, and continues to invest in research and development resources and devotes itself to the strategic planning and maintenance of intellectual property rights to enhance the Company's tangible and intangible competitiveness. Future development will be carried out in the following directions:

- (1) High frequency and high speed PI for millimeter wave and its related material technology and application development (5G/B5G industry application).
- (2) Development of technology and application of PI materials for optoelectronics (foldable display screen).
- (3) Development of PI material and technology related to thin and flexible board (ultra-thin PI film).
- (4) Development of high modulus and high dimensional stability PI film for high density circuit and packaging.
- (5) Development of ultra-thick PI graphite film with high heat flux.
- (6) Development of PI graphite film with ultra-high thermal conductivity
- (7) PI substrate tapes for semiconductor packaging carriers.
- (8) Development of materials for electric vehicle batteries.
- (9) Enhancement of existing product characteristics and expansion of new applications.

2. Estimated investment in R&D expenses

The Company will continue to invest in research and development and expects to invest approximately NT\$229,375 thousand in research and development expenses in 2025.

(IV) Impact of important domestic and foreign policy and legal changes on the Company's finance and business and countermeasures

The Restriction of Hazardous Substances Directive (RoHS) announced by the European Union became effective in July 2006. The company is a specialized manufacturer of polyimide film, and all of our products have been fully lead-free, and we shall continue to strengthen the process management and supply chain control, and require all manufactured and purchased products to comply with the RoHS directive, in order to be environmentally friendly and reduce the risk of harm to the earth. For the most recent year and the current year as of the publication of the annual report, there were no significant domestic or foreign policy and legal changes that have affected the Company's financial and business operations. However, the Company's rules and regulations are established and enforced in accordance with the relevant laws and regulations. If the relevant laws and regulations are amended, the Company will immediately amend and update the relevant rules and regulations accordingly.

- (V) Impact of important changes in technology (including cyber security risk) or industry on the Company's finance and business and countermeasures:

Our polyimide film is one of the upstream raw materials for the electronic and electrical industry. With the popularity of personalized electronic devices, it is expected that the demand and production capacity of polyimide film will increase significantly in the future with the continuous innovation of downstream products and technology, which will lead to the decrease of price. Therefore, how to control costs, reduce unit prices, add production lines, and strengthen service capabilities must be considered for the Company's operations. The global industry has begun to undergo a qualitative change in recent years. In the future, products of the manufacturing industry will be distributed at the two ends of the price spectrum, one is the key products with high unit price made in Europe, the United States and Japan, and the other is the low unit price products made in large quantities in China. Taiwan's past advantages in manufacturing are no longer there. In addition to continuing to reduce manufacturing costs, enterprises must effectively utilize their existing advantages to strengthen R&D for high value-added industries, especially for the fact that the information electronics, semiconductor and optoelectronics industries have become the mainstream of global economic development. In the current era of nanotechnology, the adoption of organic thin film materials has become a major trend in the development of electronic products towards thinness, small size, high functionality, high density, high reliability and low cost. In recent years, the Company not only cooperates with relevant international manufacturers to develop new functional polyimide film products for new application markets, but also obtains aerospace certification with our European and American partners, hoping to make new progress and refinement in application technology. The Company's technology development and corresponding plan are adequate to deal with the changes in technology and industry, and to date, the relevant changes have had no material impact on the Company's finances and business.

- (VI) Impact of change in corporate image on corporate crisis management and countermeasures:

The Company will establish a crisis response team and take necessary countermeasures in the event that the Company's corporate image is at risk.

- (VII) Expected benefits and possible risks of mergers and acquisitions and countermeasures: None.

- (VIII) Expected benefits and possible risks of plant expansion and countermeasures:

The expansion of the Company's plants is carefully evaluated based on the existing production capacity and future operational growth, and major capital expenditures are submitted to the Board of Directors for review, and the investment benefits and possible risks are thoroughly considered.

- (IX) Risks of concentrations of purchases or sales and countermeasures:

1. Risks of concentrations of purchases and countermeasures:

Polyimide film is widely considered as a high performance and high value-added product with excellent thermal, mechanical and chemical resistance, and is widely used in various extreme environments. However, there are technical challenges in the manufacturing process, especially in the thermal imidization process, where the completeness of imidization and flatness of the film need to be ensured in order to meet the product quality requirements. Therefore, in order to ensure the quality of raw materials, the Company implements stringent multi-stage testing and quality system verification, which is the basis for building mutual trust and cooperative relationship with suppliers. Considering the time, cost, risk and economic scale of supplier qualification, the Company only purchases from suppliers with stable quality, delivery and supply. Currently, there are more than three suppliers for each of the main raw materials, which effectively reduces the risk of concentration in the supply chain. Over the years, the Company has maintained good cooperative relationship with its suppliers to ensure the stability of the supply chain, and no shortage or interruption of supply has ever occurred.

2. Risks of concentrations of sales and countermeasures:

Polyimide films are widely used in various industries such as aerospace, machinery, automotive, and electronics. Among these applications, the demand for flexible printed circuit boards and insulation applications is relatively higher. Therefore, the types of our sales customers include flexible copper clad substrate (FCCL) manufacturers and flexible printed circuit board (FPC) manufacturers. In the last two years, the net sales to the top ten customers accounted for approximately 80% of the Company's total operating revenue. However, there was no concentration of customers in the same group, so there should be no risks of concentration of sales.

(X) Impact on the Company and risks of the massive transfer or change of shareholdings by directors, or major shareholders with 10% stake or more and countermeasures: None.

(XI) Impact on the Company and risks of change in management rights and countermeasures: None

(XII) For litigious and non-litigious matters, please list major litigious, non-litigious or administrative disputes that have been resolved or are still proceeding involving the Company and/or any director, supervisor, the president, any person with actual responsibility for the firm and any major shareholder holding a more than 10% of the shares, and the affiliated companies. Moreover, where such a dispute could materially affect shareholders' equity or the prices of the securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the publication date of the annual report:

On October 7, 2020, DuPont de Nemours, Inc. (DuPont) filed a patent infringement

lawsuit against the Company and its person in charge in the Intellectual Property Court, claiming that the Company infringed its R.O.C. patent No. I519576, “Polymethyleneimine Film for Matting Surface Treatment and Method of Relating to Such Film”, and requesting payment of NT\$6,650 thousand, plus interest at 5% per annum from the date of service of the statement of claim to the date of settlement. On November 30, 2021, the Intellectual Property Court rendered a judgment of first instance, ruling that “the plaintiff’s suit and the claim for provisional execution are dismissed, and the plaintiff shall bear the costs of the litigation. After receiving the judgment of defeat in the first instance, DuPont appealed against the judgment and on July 29, 2022, the Intellectual Property Court entered the second instance judgment dismissing DuPont’s appeal. DuPont appealed against the judgment in the second instance on August 31, 2022, and on April 3, 2024, the Supreme Court issued its ruling, the syllabus of which reads “The appeal is dismissed. The costs of the third instance shall be borne by the appellant”.

(XIII) Other major risks and countermeasures: None.

VII. Other important matters: None.

Six. Special Matters

I. Information on affiliates

Please go to the Market Observation Post System (<https://mops.twse.com.tw>) and click on “Download Electronic Documents” under “Single Company” and click on “The Three Documents Specified for Affiliated Enterprises” for inquiry.

II. Private placement of marketable securities during the most recent and the current year up till the date of publication of this Annual Report:

Please go to the Market Observation Post System (<https://mops.twse.com.tw>) and click “Private Placement” under “Investment Section” of “Key Topics” for inquiry.

III. Other matters that require additional explanation: None

Seven. Any of the situations listed in Subparagraph 2, Paragraph 3, Article 36, of the Securities and Exchange Act, which might materially affect shareholders’ equity or the price of the Company’s securities, during the most recent year or during the current year up to the date of publication of the Annual Report: None

Attachment 1: Measures for the Issuance and Conversion of the 1st Domestic Unsecured Convertible Bonds

TAIMIDE TECH. INC.

Measures for the Issuance and Conversion of the 1st Domestic Unsecured Convertible Bonds of the Company

- I. Bond name:
First domestic unsecured convertible bonds (the “Bonds”) of TAIMIDE TECH. INC. (the “Company”)
- II. Issue date:
June 21, 2022. (hereinafter referred to as the “issue date”)
- III. Total issue amount:
Each board lot of the Bonds has a face value of NT\$100,000, and the total number of board lots issued is 6,000, with a total face value of NT\$600,000,000. The convertible bonds are publicly underwritten by competitive bidding. The Bonds were issued at 108.67% of the face value, and the actual amount raised was NT\$652,006,370.
- IV. Issue period:
The issue period is three years, starting from June 21, 2022 and expiring on June 21, 2025 (the “maturity date”).
- V. Coupon rate of the bonds:
Coupon rate 0% per annum.
- VI. Repayment date and method:
In accordance with Article 5 of the Measures, the coupon rate of the convertible bonds is 0%, so there is no need to set the interest payment date and method. In addition, the Company shall repay the bonds held by the bondholders in cash within seven business days from the day after the maturity of the bonds, unless the bondholders convert the bonds into common shares of the Company in accordance with Article 10 of the Measures or exercise the right of sale in accordance with Article 18 of the Measures, or the Company redeems the bonds in advance in accordance with Article 17 of the Measures, or the Company purchases and retires the bonds from the securities dealer. If the aforementioned date falls on a day when the Taipei Stock Exchange is closed, it will be postponed to the next business day.
- VII. Guarantee:
The Bonds are unsecured, but if the Company issues or private places other secured convertible bonds or secured corporate bonds with stock warrants after the issuance of the Bonds, the Bonds will be secured by the same level of creditor’ rights or the same priority of collateral as the guaranteed convertible bonds or secured corporate bonds with stock warrants.
- VIII. Conversion target:
The Company’s common stock. The Company shall fulfill its conversion obligation by issuing new shares of the Company’s common stock and deliver the new shares by book-entry transfer without printing physical certificates
- IX. Conversion period:
From September 22, 2022 to June 21, 2025, the holders of the Bonds may request the Company to convert the Bonds into shares of the Company’s common stock in accordance with Articles 10, 13, and 15 of the Measures at any time, except (I) during the period when the transfer of the common stock is suspended by law; (II) from fifteen business days prior to the date of suspension of stock transfer for stock dividends, cash dividends, or cash capital increase stock options, to the base date of distribution of rights; (III) from the base date for capital reduction to the day before commencement of trading of shares for capital reduction and stock exchange; (IV) from the starting date of suspension of conversion for change of stock denomination to the day before the commencement of trading of shares for new stock exchange, no request for conversion shall be made.
The starting date of suspension of conversion for change of stock denomination in the preceding paragraph shall

be one business day prior to the date of application for change registration to the Ministry of Economic Affairs. The Company will announce the period of suspension of conversion four business days prior to the starting date.

X. Procedure for requesting conversion

- (I) The bondholders shall submit an “Application for Conversion/Redemption/Sale of Bond Book-Entry Transfer” (marked for conversion) to the Taiwan Depository & Clearing Corporation (hereinafter referred to as “TDCC”) at the original securities dealer. The TDCC will notify the Company’s stock affairs agency electronically upon acceptance of the application, and the application will become effective upon delivery, and no revocation can be applied for, and the conversion procedure will be completed within five business days after arrival, and the shares will be directly booked to the original bondholders’ TDCC accounts.
- (II) When overseas compatriots and foreigners apply for the conversion of the bonds into common shares of the Company, the allotment will be made through book-entry by the TDCC.

XI. Conversion price and adjustment:

- (I) The conversion price of the Bonds shall be determined with May 31, 2022 as the base date by selecting one of the simple arithmetic averages of the closing prices of the Company’s common stock for the one business day, three business days and five business days prior to the base date, multiplied by a conversion premium rate of 102.70% (rounded to NT\$0.1). If there is an ex-rights or ex-dividend date prior to the base date, the closing price used to calculate the conversion price shall be set as the ex-rights or ex-dividend price; if there is an ex-rights or ex-dividend date after the conversion price is determined before the actual issue date, the conversion price shall be adjusted in accordance with the conversion price adjustment formula in paragraphs (II) or (III) of this Article. In accordance with the above, the conversion price shall be NT\$57 per share based on the base price of NT\$55.50 per share, which is the simple arithmetic average of the closing price of the Company’s common shares for the one business day prior to the base date.
- (II) Except for the issuance (or private placement) of common shares by the Company in exchange for various securities with conversion rights or stock options or the issuance of new shares as profit-sharing remuneration for employees, in the event of an increase in the number of common shares issued (or privately placed) by the Company after the issuance of the Bonds (including, but not limited to, cash capital increase by way of offering or private placement, capital increase from earnings, capital increase from capital surplus, issuance of new shares in connection with merger or transfer of shares of other companies, stock split and cash capital increase by participation in the issuance of global depository receipts), the Company shall adjust the conversion price of the Bonds according to the following formula (rounded to NT\$0.1, adjusted downwards, and not adjusted upwards) and Taipei Exchange (“TPEX”) should be requested by a letter to announce the adjustment on the ex-rights base date of the new share issuance (Note 1) (If there is actual payment, the adjustment will be made on the date the shares are fully paid). If there is an increase in the number of common shares issued due to a change in the par value of the shares, the adjustment will be made on the base date of the new share exchange. If the issue price of new shares is changed after the ex-rights base date of new share issuance for cash capital increase, adjustment shall be made with the following formula based on the updated new share issue price and the current price of each share (The base date for setting the updated issue price of new shares as determined by the Company shall be the base date for setting the updated current price per share). If the conversion price is lower than the adjusted conversion price announced before the original ex-rights date, TPEX will be requested to announce the re-adjustment.

1. Increase in common stock with non-par value change

$$\begin{array}{lcl}
 \text{Conversion price after adjustment:} & = & \text{Conversion price before adjustment:} \times \left[\frac{\begin{array}{c} \text{Number of issued shares} \\ \text{(Note 2)} \end{array} + \frac{\begin{array}{c} \text{Paid-in amount per share} \\ \text{(Note 3)} \end{array} \times \begin{array}{c} \text{Number of new shares issued or privately placed} \end{array}}{\text{Current price per share (Note 4)}} \right] \\
 & & \text{(Number of issued shares + Number of new shares issued or privately placed)}
 \end{array}$$

Note 1: In case of stock split, the adjustment is made on the split base date. In case of capital increase in connection with merger or transfer of shares, the adjustment is made on the merger base date.

In the case of a cash capital increase through book building or a cash capital increase by participation in the issuance of global depositary receipts, the adjustment is made on the date on which the shares are fully paid up because there is no ex-rights base date. If the cash capital increase is made through a private placement or the additional shares are issued through a private placement of securities, the adjustment will be made on the date of delivery of the privately placed securities. If the issue price of new shares is changed after the ex-rights base date of new share issuance for cash capital increase, adjustment shall be made based on the updated new share issue price. If the conversion price is lower than the adjusted conversion price announced before the original ex-rights date, TPEX should be requested to announce the re-adjustment.

Note 2: The number of shares issued refers to the total number of common shares issued (including offerings and private placements).

Less the number of treasury shares bought back by the Company but not yet retired or transferred.

Note 3: The paid-in amount per share is zero if the shares are allotted as stock dividends or stock split. In the case of capital increase by issuance of new shares in connection with merger, the paid-in amount per share shall be the net worth per share multiplied by the conversion ratio calculated on the basis of the financial statements of the dissolved company for the most recent period as attested or reviewed by CPAs prior to the base date of the merger. In the case of issuance of new shares in connection with transfer of shares of other company, the paid-in amount per share shall be the net worth per share multiplied by the conversion ratio calculated on the basis of the financial statements of the transferred company for the most recent period as attested or reviewed by CPAs

Note 4: The current price per share shall be determined by the simple arithmetic average of the closing prices of the common shares calculated on the ex-rights date, the pricing date, the stock split date, or one, three, or five business days prior to the date of delivery of the private placement of marketable securities.

2. Increase in the number of common stock due to a change in par value

$$\text{Conversion price after adjustment:} = \text{Conversion price before adjustment:} \times \frac{\text{Number of common stock issued before change in stock par value}}{\text{Number of common stock issued after change in stock par value}}$$

(III) After the issuance of the Bonds, if the Company distributes cash dividends for common shares, the conversion price shall be reduced by the ratio of the current price per share (rounded to the NT\$0.1) on the ex-dividend date, and the TPEX shall be requested by a letter to announce the adjusted conversion price on the ex-dividend date. The reduction of the conversion price is not applicable to those who have requested for conversion before the ex-dividend date (exclusive). The adjustment formula is as follows:

$$\text{Conversion price after the reduction} = \text{Conversion price before the reduction} \times (1 - \text{ratio of cash dividends per share to the current price per share (Note)})$$

Note: The current price per share is based on the simple arithmetic average of the closing prices of the Company's common shares for the one, three and five business days prior to the date of the ex-dividends announcement of the suspension of stock transfer for cash dividends.

(IV) If, after the issuance of the Bonds, the Company reissues (or privately places) various securities with conversion rights or stock options for common shares at a conversion or stock option price lower than the current price per share (Note 1), the Company shall adjust the conversion price of the Bonds according to the following formula (rounded to NT\$0.1, adjusted downwards, and not adjusted upwards), and TPEX should be requested by a leeter to announce the adjustment on the date of issuance of the aforementioned securities or stock options or the date of delivery of the private placement of securities.

$$\text{Conversion price after adjustment:} = \text{Conversion price before adjustment:} \times \left[\frac{\text{Number of issued shares (Note 2)} + \frac{\text{Number of newly issued (or privately placed) securities or number of convertible or subscribable shares with stock options}}{\text{Current price per share (Note 1)}}}{\text{Number of newly issued (or privately placed) securities or number of converted or subscribed shares with stock options}} \right]$$

Note 1: The current price per share is calculated by selecting the simple arithmetic average of the closing prices of the Company's common shares on the first, third, and fifth business days prior to the date of reissuance (or private placement) of various securities with conversion rights or stock options. If there is an ex-rights or ex-dividend date, the closing price used to calculate the conversion price shall be calculated as the ex-rights or ex-dividend price.

Note 2: The number of issued shares refers to the number of shares of common stock that have been offered for issuance and private placement, less the number of treasury shares that have been bought back by the Company but not yet retired or transferred. The number of shares issued in the adjustment formula shall be reduced by the number of shares convertible or subscribable to the newly issued (or private placement) securities if the reissued (or privately placed) securities with conversion rights or stock options are backed by treasury shares.

(V) After the issuance of the Bonds, if the Company reduces the number of shares of common stock due to a capital reduction other than the retirement of treasury stock, the adjusted conversion price shall be calculated in accordance with the following formula (calculated to the nearest dollar, rounded up to the nearest dollar), and TPEX should be requested by a letter to announce the adjustment of the price on the capital reduction date. If there is a decrease in the number of common stock due to a change in the par value of the shares, the adjustment will be made on the base date of the new share exchange.

1. While reducing capital to make up for losses:

$$\text{Conversion price after adjustment:} = \text{Conversion price before adjustment:} \times \frac{\text{Number of common stock issued before capital reduction (Note)}}{\text{Number of common stock issued after capital reduction (Note)}}$$

2. While reducing capital:

$$\text{Conversion price after adjustment:} = \text{Conversion price before adjustment:} \times \frac{(1 - \text{ratio of the cash refunds per share to the closing price on the last trading day prior to the exchange of new shares}) \times \text{number of common shares issued before the capital reduction (Note)}}{\text{Number of common stock issued after capital reduction (Note)}}$$

3. Decrease in the number of common stock due to a change in par value:

$$\text{Conversion price after adjustment:} = \text{Conversion price before adjustment:} \times \frac{\text{Number of common stock issued before change in stock par value}}{\text{Number of common stock issued after change in}}$$

Note: The number of issued shares refers to the number of shares of common stock issued (including offering for issuance and private placement), less the number of treasury shares that have been bought back by the Company but not yet retired or transferred.

XII. The Bond is listed on TPEX and delisted from TPEX

The Bonds will be listed and traded on TPEX prior to the issue date and will be delisted upon full conversion into common shares or full repurchase or repayment by the Company, all of which will be announced by the Company with the consent of TPEX.

XIII. TWSE listing of new shares after conversion.

The common shares issued upon conversion of the Bonds will be listed and traded on the Taiwan Stock Exchange Corporation (the "TWSE") from the date of delivery, as announced by the Company after obtaining the consent of the TWSE. The Company's common shares were issued without physical certificates and the converted common shares shall be listed and traded on TWSE from the date of delivery without physical certificates

XIV. Change registration of stock capital

Within 15 days after the end of each quarter, the Company shall announce the amount of shares delivered upon the exercise of conversion of the Bonds in the previous quarter, and shall apply to the competent authority for change registration of capital least once each quarter.

XV. Handling for conversion of less than one share

For conversion of less than one share, the Company shall pay the amount in cash (rounded to NT\$1), after deducting the TDCC book-entry charges.

XVI. Attribution of annual cash dividends and stock dividends in the conversion year

(I) Cash dividends

1. If the bondholders request the conversion of the Bonds from January 1 to 15 business days (exclusive) prior to the date on which the Company requests to TWSE for suspension of stock transfer for cash dividends, the common shares resulting from the conversion shall participate in the cash dividends for the previous year as resolved by the shareholders' meeting of the current year.
2. The conversion of the Bonds shall cease from fifteen business days prior to the date on which the Company ceases to transfer cash dividends to TWSE to the ex-dividend date of the current year (inclusive).
3. If the holders of the Bonds request for conversion from the day after the ex-dividend date of the current year to December 31 of the current year (inclusive), they shall forfeit the cash dividends for the previous year as resolved by the shareholders' meeting of the current year, but may participate in the cash dividends for the current year as resolved by the shareholders' meeting of the following year.

(II) Stock dividends

1. If the bondholders request the conversion of the Bonds from January 1 to 15 business days (exclusive) prior to the date on which the Company requests to TWSE for suspension of stock transfer for stock dividends, the common shares resulting from the conversion shall participate in the stock dividends for the previous year as resolved by the shareholders' meeting of the current year.
2. The conversion of the Bonds shall cease from fifteen business days prior to the date on which the Company ceases to transfer stock dividends to TWSE to the stock dividends ex-rights date of the current year (inclusive).
3. If the holders of the Bonds request for conversion from the day after the ex-rights date of the current year to December 31 of the current year (inclusive), they shall forfeit the stock dividends for the previous year as resolved by the shareholders' meeting of the current year, but may participate in the stock dividends for the current year as resolved by the shareholders' meeting of the following year.

XVII. The Company's right of early redemption of the Bonds

- (I) If the closing price of the Company's common stock on the TWSE exceeds the then current conversion price

of the Bonds by more than 30% for 30 consecutive business days (inclusive) from the day after the expiration of three months from the date of issuance (September 22, 2022) until the 40th day before the expiration of the issuance period (May 12, 2025), the Company may, within 30 business days thereafter, send the holders of the Bonds a 30-day “Notice of Bond Call” (The aforesaid period shall commence on the date of mailing and the expiration date of such period shall be the base date for the collection of the Bonds, and the aforesaid period shall not be the conversion suspension period as described in Article 9) by registered mail (the period shall be determined as of the fifth business day prior to the date of mailing and shall be announced to the bondholders who subsequently acquire the Bonds through trading or other reasons) and TPEx should be requested by a letter to announce that the bonds will be collected from the bondholders in cash within five business days after the collection date.

- (II) If the outstanding balance of the convertible bonds is less than 10% of the original issue amount from the day after the third month of the bond issue (September 22, 2022) to 40 days before the expiration of the issue period (May 12, 2025), the Company may, at any time thereafter, send the holders of the Bonds a 30-day “Notice of Bond Call” (The aforesaid period shall commence on the date of mailing and the expiration date of such period shall be the base date for the collection of the Bonds, and the aforesaid period shall not be the conversion suspension period as described in Article 9) by registered mail (the period shall be determined as of the fifth business day prior to the date of mailing and shall be announced to the bondholders who subsequently acquire the Bonds through trading or other reasons) and TPEx should be requested by a letter to announce that the bonds will be collected from the bondholders in cash within five business days after the collection date.
- (III) If the bondholders do not reply in writing to the Company’s stock affairs agency before the base date specified by the Notice of Bond Call (effective upon delivery, postmarked if sent by mail), the Company shall redeem the Bonds in cash at their face value within five business days after the base date specified by the Notice of Bond Call.
- (IV) If the Company executes the call request, the deadline by bondholders for conversion is the second business day after the date of termination of over-the-counter trading of the bonds.

XVIII. Sale back rights of the bondholders

The day upon two years after the issuance of the convertible corporate bonds (June 21, 2024) is the reference date for the holders of the convertible corporate bonds to sell back the convertible corporate bonds in advance, and the following principles shall be followed:

The Company shall send a “Notice of Exercise of Sale Back Rights by Bondholders” to the holders of the Bonds by registered mail 30 days prior to the date of sale of the Bonds (May 22, 2024). (The “Notice of Exercise of Sale Back Rights by Bondholders” shall be based on the bondholders’ register on the fifth business day prior to the date of mailing, and bondholders who acquired the Bonds by subsequent trading or for other reasons should be notified by way of announcement). TPEx should be requested by a letter to notify the holders of the Bonds of the conversion of the bonds of the exercise of their right to repurchase. The bondholders may request the Company to redeem the Bonds held by them in cash at the face value of the Bonds by notifying the Company’s stock affairs agency in writing (effective upon delivery, postmarked if mailed, and not subject to revocation) within 30 days prior to the base date of the redemption. The Company shall redeem the convertible bonds in cash five business days after the date of accepting sale back requests (June 28, 2024).

If the aforementioned date falls on a day when TWSE is closed for business, it will be postponed to the next business day.

XIX. Rights and obligations after conversion

Except as otherwise provided in the Measures, the bondholders who request the conversion shall have the same rights and obligations as the shareholders who hold the issued common shares of the Company for the common shares acquired after the conversion request becomes effective.

- XX. All bonds redeemed (including those purchased from securities dealers), repaid or converted by the Company will be retired and may not be sold or issued again, and the conversion rights attached thereto will be extinguished.
- XXI. The bonds and the common shares exchanged are in registered form, and the transfer, change registration, pledge, loss, etc. are handled in accordance with the “Regulations Governing the Administration of Shareholder Services

of Public Companies” and the Company Act and tax matters are handled in accordance with the then prevailing tax laws.

- XXII. Taipei Fubon Bank is the trustee of the bondholders, and it represents the interests of the bondholders to check and supervise the Company’s performance of the bond issuance. All holders of the Bonds, whether they subscribe for the Bonds at the time of issuance or purchase the Bonds in the interim, agree to acknowledge the provisions of the Trust Deed between the Company and the trustee, the rights and obligations of the trustee, and the Measures for issuance and conversion of the Bonds, and grant the trustee full power of attorney in respect of the Trust. The trustee may inspect the contents of the Trust Deed at the Company’s or the trustee’s offices at any time during the prescribed business hours.
- XXIII. The Company’s stock affairs agency is appointed to act for the repayment and conversion of the Bonds.
- XXIV. The bonds are issued in accordance with Article 8 of the Securities and Exchange Act and are delivered by book-entry without physical certificates
- XXV. Matters not covered in the Measures for the Issuance and Conversion of the Bonds shall be handled in accordance with relevant laws and regulations

TAIMIDE TECH. INC.

Person in Charge: Sheng-Chang Wu