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樺漢科技 Solutions For Smart Future

ENNOCONN CORPORATION

2024 ANNUAL REPORT

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5. Overseas Securities Exchange where Securities are Listed and Method of Inquiry: None

6. Company website: https://www.ennoconn.com/

<u>*Notice to Reader*</u>

For the convenience of readers, this report has been translated into English from the original Chinese version. The English version has not been audited or reviewed by independent auditors. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' report and consolidated financial statements shall prevail.

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1. Letter to Shareholders

Aa result of the collective efforts of all employees, Ennoconn Corporation achieved a consolidated net revenue of NT$146.38 billion in 2024. Profit after tax attributable to the Parent Company reached NT$2.74 billion, with earnings per share of NT$20.03. Compared to 2023, consolidated revenue grew by 20.3%, while profit after tax increased by 21.18%.

Amid a year marked by significant international and industry changes, Ennoconn maintained an optimistic outlook and proactively addressed challenges by continuously optimizing its management to enhance operational performance. In the second half of the year, the Company achieved a breakthrough in its business model, expanding international cooperation, restructuring strategic partnerships with key collaborators, including US client, NCR and Singapore investment partner, NERA. Both partnerships have now entered a phase of deep product integration and business synergy development. Through the vertical and horizontal integration of partners' technologies and channels, Ennoconn is broadening the application of the Group's Industrial Internet of Things (IIoT), AI, information security, cloud data centers, and embedded technologies. This accelerates Ennoconn's global market expansion and application achievements, enhancing overall order visibility and driving the Company toward the goal of sustaining double-digit annual growth in operations over the next three years.

Ennoconn is committed to strengthening its core business, actively expanding international strategic partnerships, and focusing on emerging markets in Southeast Asia as well as innovative technology applications. By collaborating with smart retail customers, sales service points have been established in 73 countries, and logistics service centers have been set up in 24 countries. Ennoconn has recently increased its investment in AMR and AGV automated product technology collaborations, delivering smart solution platforms that support customers in advancing smart manufacturing, warehouse logistics, smart cities, smart buildings, and smart retail. Through its strategic alliance with NERA, Ennoconn is accelerating its expansion into global and Southeast Asian markets by leveraging NERA's strengths in network infrastructure, IoT, information security, cloud data center, and other integrated business and services. This integration combines Ennoconn's Industrial Internet of Things (IIoT), AI, and embedded technologies with its high-margin ESaaS (Ennoconn Solution as a Service) smart platform integration solutions, significantly enhancing the Company's visibility across global and Southeast Asian markets.

Looking ahead to 2025, Ennoconn is actively responding to the evolving international landscape, including tariff changes, geopolitical shifts and the emergence of new trade barriers. Ennoconn's countermeasures include: 1. Increasing investment in the United

States, expanding its organizational structure and talent recruitment for its U.S. branch and subsidiaries; 2. Establishing global 3PL supply chain service locations to mitigate the impact of tariffs; 3. Deploying localized services worldwide, with R&D, marketing, and manufacturing facilities already in place across China, Europe, the United States, Malaysia, and Vietnam; 4. Remaining a strong commitment to environmental responsibility by supporting the 2050 net-zero emissions target and RE100 renewable energy policies In product development, Ennoconn will continue to advance its ESaaS smart manufacturing solutions, new energy integration services, and edge AI applications. The management team and all employees remain true to our founding mission—committed, vigilant, and determined to overcome challenges and achieve breakthrough results. We sincerely thank all shareholders for their long-standing support and encouragement. The management team and employees will continue to uphold the mission and responsibility entrusted by our shareholders, striving to embark on a new chapter for Ennoconn and achieve stable profit growth throughout the year. At the same time, we are dedicated to implementing corporate governance, risk management, and sustainable operation from the inside out. This approach aims to maximize value for the Company, our shareholders, suppliers, and partners, creating a win-win outcome as we embrace the favorable opportunities of the Year of the Snake.

Respectfully,

Best wishes and warm regards.

Chairman, Chu, Fu-Chuan

2. Corporate Governance Report

1. Information on Directors, President, Vice Presidents, Associate Managers, and Heads of Departments and Branches:

(1) Directors' Information:

March 3, 2025 Unit: shares; %

Title	Name	Gender/Age	Nationality or Place of Registration	Date first elected	Date elected	Term	Shares held upon election		Shared Held Currently		Shares held by spouse & minor of shareholders		Shares Held by Nominees		Experience and education	Other position concurrently held at the Company or other companies	Executives, Directors or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Chairman	Chu, Fu-Chuan	Male/61~65	R.O.C	2012.10.04	2022.06.23	3 years	1,026,726	0.96%	676,726	0.49%	0	0%	0	0%	Department of Electronic Engineering, St. John's University Senior Associate Manager, Hon Hai Precision Industry Co., Ltd.	Chairman and CEO of the Company Chairman, Caswell Inc. Chairman, Goldtek Technology Co., Ltd. Chairman, Dexatek Technology Ltd. Chairman, Ennoconn Investment Holdings Co., Ltd. Chairman, Ennorise Corporation Chairman, Innovative Systems Integration Limited (HK) Chairman, Poslab Technology Corporation Chairman, AIS Cayman Technology Group Chairman, Ennoconn International Investment Co., Ltd. Chairman and CEO, Nera Telecommunications Ltd. Chairman, Ennoconn Solutions Singapore Chairman, EnnoAI Singapore Chairman, Ennovision INC. Director, Marketech International Corporation Director, EnnoMech Precision Co., Ltd. Director, Ennoconn (Suzhou) Corporation. Director, Vecow Co., Ltd. Director, Kontron AG Director, Ennomech Precision Co., Ltd. Director, Ennoconn Thailand Co. Ltd. Director, Shinpu Star Venture Capital Co., Ltd.	None	None	None	Note 1
Director	Baoxin International Investments Ltd.	-	R.O.C	2007.03.12	2022.06.23	3 years	33,178,779	31.10%	33,178,779	24.12%	0	0%	0	0%	-	Hon Hai Precision Industry Co., Ltd. Chief Financial Officer	None	None	None	None
	Representative: Hung, Mei-Huei	Female/41~50	R.O.C	2022.06.23	2022.06.23	3 years	0	0%	0	0%	0	0.00%	0	0%	Masters, Department of Business Administration, National Chengchi University Master degree					
Director	Baoxin International Investments Ltd.	-	R.O.C	2007.03.12	2022.06.23	3 years	33,178,779	31.10%	33,178,779	24.12%	0	0%	0	0%	-	Director, FIT Hon Teng Limited Director, Jusda International Logistics (Taiwan) co., Ltd. Director, JUSDA INTERNATIONAL LOGISTICS (TAIWAN) CO., LTD. Director, FIH CO., LTD. Director, Circutech International Holdings Limited Director, Maxnerva Technology Service Inc. Director, Hongfujin Precision Industry (Wuhan) Co., Ltd.	None	None	None	None
	Representative: Chang Chuan - Wang	Male/51~60	R.O.C	2022.06.23	2022.06.23	3 years	0	0%	0	0%	0	0%	0	0%	EMBA, Feng Chia University Associate Manager of Operation Management at Hon Hai Precision Industry Co., Ltd.					

Title	Name	Gender/Age	Nationality or Place of Registration	Date first elected	Date elected	Term	Shares held upon election		Shared Held Currently		Shares held by spouse & minor of shareholders		Shares Held by Nominees		Experience and education	Other position concurrently held at the Company or other companies	Executives, Directors or Supervisors who are Spouses or Within the Second Degree of Kinship			Remarks
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Independent Director	Su, Yu-Hui Su	Female/51~60	R.O.C	2007.05.18	2022.06.23	3 years	0	0%	0	0%	0	0%	0	0%	PhD in Business Administration, National Taiwan University Chair, Department of Accounting, Soochow University Adjunct Professor, Department of Accounting, National Taiwan University Director, Taiwan Accounting Association	Professor, Department of Accounting, Soochow University Independent Director, Makalot Industrial Co., Ltd Independent Director, Formosa Pharmaceuticals, Inc. Independent Director, ANNJI PHARMACEUTICAL CO., LTD.	None	None	None	None
Independent Director	Chan, Hsin-I	Female/41~50	R.O.C	2022.06.23	2022.06.23	3 years	0	0%	0	0%	0	0%	0	0%	Master of Business Administration, National Taiwan University Master of Science in Financial Management, Boston University Bachelor of Accounting, National Taiwan University	Chairman, HUANG HUEI Biotechbology CORP. Chairman, SHUO jen li HSIN Corp. Chairman, Wei han Material Technology Ltd. Director, CHIEN HSING INFORMATION CORP. Director, Asia Pacific Anti-Additive Association Taiwan Office Director, Thin Young Semiconductor Corporation Independent Director, Kanpai Co., Ltd.	None	None	None	None
Independent Director	Wen, Miao-Hsin	Female/51~60	R.O.C	2022.06.23	2022.06.23	3 years	0	0%	0	0%	0	0%	0	0%	MBA of Rutgers Business School Former Vice President, Citibank Financial Markets and Securities Services Group	None	None	None	None	None
Independent Director	Tu, Huang-Hsu	Male/61~65	R.O.C	2023.05.30	2023.05.30	3 years	0	0%	2,000	0%	0	0%	0	0%	Bachelor in Mechanical Engineering, St. John's University President, Pan German Universal Motors Ltd.	President, Pan German Universal Motors Ltd. Chairman, Yider International co., ltd. Chairman, Union Capital Vehicle Leasing co.,ltd. Chairman, Union Capital Leasing co.,ltd. Chairman, Jet-Li Motors ltd. Co., ltd. Pan German Universal Motors Ltd. Yong Xin Car Rental Co., Ltd. Supervisor, Universal Warehousing Inc.	None	None	None	None

Where the chairman and president or person of an equivalent rank (the highest level managerial officer) are the same individual, spouses, or relatives within the first degree of kinship, the reason, reasonableness, necessity, and future improvement measures (such as increasing the number of independent directors, that over half of directors shall not hold a concurrent position as employees or managerial officers, etc.) shall be specified.

The chairman of the Company also serves as the CEO. To enhance the operating efficiency and execution of decision-making, the Company has actively trained suitable candidates to strengthen the independence of the Board of Directors. Besides, the chairman of the Board also closely communicates with the directors on the Company's operating status and planning policies to implement corporate governance. In the future, the Company also plans to increase the number of independent directors to enhance the Board of Directors' functions and strengthen the supervision function. At present, the Company has the

following specific measures:

The current independent directors have expertise in financial accounting and the industry, respectively, and can effectively perform their supervisory functions.
Every year, all directors are arranged to participate in professional director courses of external institutions such as the Securities and Futures Institute to enhance the operational effectiveness of the Board of Directors.
The independent directors can fully discuss and put forward suggestions in all functional committees for the reference of the Board of Directors to implement corporate governance.
More than half of the Board of Directors do not concurrently serve as employees or managers.
The Company completed the by-election of independent directors at the Annual General Meeting of Shareholders on May 30, 2023, and currently has 4 independent directors in office.

1. Major Institutional Shareholders:

Name of Institutional Shareholder	Major shareholders
Baoxin International Investments Ltd.	Hon Hai Precision Industry Co., Ltd.

Note： Directors are institutional shareholders.

2. Corporate shareholder’s main shareholder:

Name of Institutional Shareholder	Major shareholders	
Hon Hai Precision Industry Co., Ltd.	Terry Gou	(12.54%)
	New Labor Pension Fund	(1.77%)
	Standard Chartered Trusteeship Liechtenstein Bank Investment Account	(1.27%)
	Investment account in the Singaporean government in the in the custody of Citibank	(1.25%)
	Standard Chartered Bank in custody for Vanguard Total International Stock Index Fund	(1.22%)
	Dedicated investment account of Norges Bank managed by Citibank on a trust basis	(1.16%)
	Vanguard Emerging Markets Stock Index Fund	(1.10%)
	CTBC Bank in custody for Yuanta/P-shares Taiwan Top 50 ETF	(1.00%)
	Standard Chartered has launched the iShares Emerging Markets ETF Investment Trust, which is held in custody by the bank.	(0.77%)
	Chunghwa Post Co., Ltd.	(0.69%)

Note: Data as of Hon Hai (Foxconn) book closure date March 31, 2025.

3. Professional Qualifications of Directors and Independence of Independent Directors:

Qualification / Name	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Concurrent Positions at Other Public Companies Number of Independent Director Positions Concurrently Held at Other Public Companies
Chu, Fu-Chuan	Chairman Chu, Fu-Chuan graduated from the Department of Electronic Engineering, St. John's University, and served as the Senior Associate Manager of Hon Hai Precision Industry Co., Ltd. He has operational judgment, business and crisis management capabilities, knowledge in the industry, international market perspective, leadership and decision making.	N/A	0
Baoxin International Investments Ltd. Representative: Hung, Mei-Huei	Director Hung, Mei-Huei graduated from the MBA Program of National Chengchi University. She currently serves as the Chief Financial Officer of Hon Hai Precision Industry Co., Ltd, with extensive operational determination, management skills, crisis management skills, accounting and financial analysis skills.	N/A	0
Baoxin International Investments Ltd. Representative: Chuan-Wang Chang	Director Chang Chuan -Wang graduated from EMBA Program of Feng Chia University.Currently, he is an associate manager of Hon Hai Precision Industry Co., Ltd, with extensive operational determination, management skills, crisis management skills and industrial knowledge.	N/A	0

Qualification / Name	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Concurrent Positions at Other Public Companies Number of Independent Director Positions Concurrently Held at Other Public Companies
Su, Yu-Hui	Independent Director Su, Yu-Hui graduated from National Taiwan University with a Ph.D. degree in Business and have served as the Chairperson of the Department of Accounting, Soochow University. She has accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of the Company Act applicable to her.	During the two years prior to his election and during his term of office, Independent Director Su, Yu-Hui is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	3
Chan, Hsin-I	Chan, Hsin-I, an independent director, graduated from the School of Management of Taiwan University with an MBA degree, National Taiwan University and an MSF degree from Boston University.Currently, she acts as the chairman of several companies, including Chairman of HUANG HUEI BIOTECHBOLOGY CORP and Chairman of KEEN UNION INVESTMENT LIMITED. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and there is no situation specified in Article 30 of the Company Act occurred to him.	During the two years prior to her election and during her term of office, Independent Director Chan, Hsin-I is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1

2. Corporate Governance Report

Qualification / Name	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Concurrent Positions at Other Public Companies Number of Independent Director Positions Concurrently Held at Other Public Companies
Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of the Company Act occurred to her.	During the two years prior to her election and during her term of office, Independent Director Wen, Miao-Hsin is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0
Tu, Huang-Hsu	Tu, Huang-Hsu, an independent director, Bachelor of Science in Mechanical Engineering, St. John's University. Currently, she acts as the chairman of several companies, including President of Pan German Universal Motors Ltd. and Chairman of Yider International Co., Ltd. He has extensive operational determination skills, operational management skills, and crisis management skills, industry Knowledge, global market perspective, leadership skills, and decision-making abilities, and there is no situation specified in Article 30 of the Company Act occurred to him.	During the two years prior to his election and during his term of office, Independent Director Tu, Huang-Hsu is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0

Note 1: The professional qualifications and experience of individual directors and supervisors shall be specified. If any of them is a member of Audit Committee and have accounting or financial expertise, his/her accounting or financial background and work experience shall be specified, and it shall be specified that if any situation specified in Article 30 of the Company Act occurred to him/her.

Note 2: Independent Directors should explain how they meet independence requirements, including but not limited to: whether they, their spouses, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliates; the number and percentage of shares held by them, their spouses, or relatives within the second degree of kinship (or under others' names); whether they serve as directors, supervisors, or employees of companies with specific relationships with the Company (refer to Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of compensation received in the past two years for providing business, legal, financial, accounting, or other services to the Company or its affiliates.

Diversity and Independence of the Board of Directors:

Diversity Policy for Board Members

Following Article 20 of the Company's Corporate Governance Best Practice Principles, diversity should be considered in the Board of Directors' composition. It is advisable that directors concurrently serve as the Company's managerial officers not exceed one-third of the directors' seats. An appropriate diversification policy should be formulated based on its own operation, business type, and development needs. It should include but not limited to the following two major standards:

1. Basic conditions and values: gender, age, nationality, and culture.
2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

The members of the Board of Directors shall have the knowledge, skills, and accomplishments necessary to perform their duties. To achieve the ideal goal of corporate governance, the overall Board of Directors should have the following capabilities:

1. Business judgment Abilities
2. Accounting and financial analysis Abilities
3. Business management Abilities
4. Crisis management Abilities
5. Industry knowledge
6. International market perspective Abilities
7. Leadership Abilities
8. Decision-making Abilities

The current Board of Directors of the Company is composed of seven directors, including four independent directors. The members have experience and expertise across the fields of financial accounting, management, and the industrial computer industry. The Company formulates and implements a diversification policy for the Board of Directors' members to improve the Company's Board structure.

Name	Operating Judgment Ability	Accounting and Financial Analysis Abilities	Business Management Ability	Crisis Management Ability	Industry Knowledge	Global Market Perspective	Leadership Ability	Decision-making Ability
Chu, Fu-Chuan	V		V	V	V	V	V	V
Hung, Mei-Huei	V	V	V	V		V	V	V
Chang, Chuan -Wang	V		V	V	V	V	V	V
Su, Yu-Hui		V		V		V		
Wen, Miao-Hsin		V				V		
Chan, Hsin-I		V	V	V	V		V	V
Tu, Huang-Hsu	V		V	V	V	V	V	V

Board of Directors Diversity Management Goals

The Company views gender equality as a matter of great importance in the composition of the Board of Directors' members. The target ratio of female directors is set at 30% or more. The above goal to increase the ratio of female semior managers is achieved through election during the 10th Board of Directors' Meeting. Currently, there are 7 directors, including 4 female directors, with a ratio of 57%.

Achievement Status of Board Members

The implementation status of the diversification of the Company's Board members is summarized in the following table:

Core items of diversity / Name of Directors		Basic Composition									Experience in the Industry				Professional Capabilities			
	Nationality	Gender	Concurrently serve as the Company's employee	Age				Independent director's tenure			Industrial computer	Computer and Peripheral Equipment	Network communication	Accounting and finance	Business Management	Financial and accounting	Information Technology	Risk Control and Management
				Under 50	51 to 55	56 to 60	61 to 65	Under 3 years	3 to 9 years	Over 9 years								
Chu, Fu-Chuan	R.O.C	Male	V				V				V	V			V		V	V
Hung, Mei-Huei	R.O.C	Female		V								V		V	V	V		V
Chang Chuan-Wang	R.O.C	Male			V							V			V		V	
Su, Yu-Hui	R.O.C	Female			V				V					V		V		V
Wen, Miao-Hsin	R.O.C	Female				V		V						V		V		V
Chan, Hsin-I	R.O.C	Female		V				V						V	V	V		
Tu, Huang-Hsu	R.O.C	Male	V				V	V			V	V			V		V	V

5. Performance Evaluation of board of directors and its Relationship with Remuneration:

The Company has established the "Performance Evaluation Measures for the Board of Directors" since Dec. 26, 2012, and regularly carried out the Board of Directors' members' self-performance evaluation every year. The evaluation indicators include compliance with relevant laws and regulations, participation in the Company's operations, compliance with

"Evaluation Measures for the Board of Directors" on Nov. 11, 2020, stipulating that the Board of Directors should conduct at least one performance evaluation for the Board, the Board of Directors' members, and the Functional Committee every year. The internal evaluation shall be conducted at the end of each year, and the performance evaluation of the current year shall be conducted following these measures.

The measurement items for the performance evaluation of the Board of directors include the following five aspects:

(1) Degree of participation in the Company's operations.

(2). Improvement in the quality of the Board’s decision-making.

(3). Board of Directors Composition and Structure.

(4). Directors' election and continuing education.

(5) Internal Control.

The measurement items for the performance evaluation of Board of Directors’ members include the following six aspects:

(1) Understanding of the Company’s goals and objectives.

(2) Recognition of directors’ responsibilities

(3) Degree of participation in the Company’s operations.

(4) Internal relationship management and communication.

(5) Director's Professionalism and Continuing Education

(6) Internal Control.

The measurement items for the performance evaluation of the Functional Committee include the following five aspects:

(1) Degree of participation in the Company’s operations.

(2) Recognition of the Functional Committee’s responsibilities.

(3) Improvement in the quality of the Functional Committee’s decision- making.

(4) Functional Committee’s composition and member election

(5) Internal Control.

The internal performance evaluation is carried out by the Finance Department using an internal questionnaire. Based on the the operation and participation of the Board of Directors and all functional committees, directors evaluate the operations of the Board of Directors and the Functional Committee, directors would also assess their own participation. The above performance evaluation results will serve as a reference for selecting or nominating directors and as a basis for determining their individual salaries and remuneration.

In 2023, the Company authorized the Taiwan Corporate Governance Association to conduct an external performance evaluation of the Board of Directors in 2022, and submitted the evaluation results of the internal and external performance evaluation to the Board of Directors on March 8, 2023

<table>
<tr><th>External evaluator</th><th>Evaluation Year</th><th>Evaluation scope</th><th colspan="2">Report date</th><th>Evaluation and Report Summary</th></tr>
<tr><td rowspan="3">Taiwan Corporate Governance Association</td><td>2022</td><td>Board of Directors and Functional Committee</td><td colspan="2">2023.01.16</td><td>https://www.ennoconn.com/zh-tw/performance-evaluation-of-board-of-directors/</td></tr>
<tr><td colspan="3">Suggestions for Improvement</td><td colspan="2">The Company's Improvement Plans and Actions</td></tr>
<tr><td colspan="3">1. It is suggested that the Audit Committee participate in the performance evaluation of the Chief Internal Auditor.
2. It is suggested that when the company receives a whistleblower report, independent directors should simultaneously receive the whistleblower emails.
3. It is suggested that the company establish a notification mechanism to inform all members of the Board of Directors about major contingent events.</td><td colspan="2">1. The Company has set up an IT system to enable Independent Directors to simultaneously receive whistleblower emails.
2. The Company has established a notification mechanism. In the event of a major contingent incident, the Board's administrative unit will immediately notify all Directors, and convene a video conference to communicate with the Directors.</td></tr>
</table>

The Company completed the internal performance evaluation of the board of directors, board members, and functional committees for the year 2024 in the first quarter of 2025, and reported the evaluation results to the board of directors on March 14, 2025

Internal Performance Evaluation	Evaluation Unit	Evaluation period	Evaluation Indicators	2024 Evaluation Results
Board Members Performance Evaluation	All Current Directors	2024 Full Year	(1) Degree of participation in the Company’s operations (2) Improvement in the quality of the Board’s decision-making. (3) Board of Directors Composition and Structure. (4) Directors' election and continuing	93.8

			education (5) Internal Control.	
Performance Evaluation of board of directors	Agenda Unit	2024	(1) Understanding of the Company's goals and objectives. (2) Recognition of directors' responsibilities (3) Degree of participation in the Company's operations (4) Internal relationship management and communication. (5) Director's Professionalism and Continuing Education (6) Internal Control.	99.1
Performance Evaluation of Audit Committee	Current Committee Members	2024	(1) Understanding the Company's Goals and Missions. (2) Understanding of the responsibilities of the Audit Committee. (3) Enhancement of the quality of decision-making of the Audit Committee. (4) Composition and Selection of Audit Committee Members. (5) Internal Control.	98.2
Performance Evaluation of Remuneration Committee	Current Committee Members	2024	(1) Understanding the Company's Goals and Missions. (2) Understanding of the responsibilities of the Remuneration Committee. (3) Enhancement of the quality of decision-making of the Remuneration Committee. (4) Composition and Selection of Remuneration Committee Members. (5) Internal Control.	95.3
Performance Evaluation of Sustainable Development Committee	Current Committee Members	2024	(1) Understanding the Company's Goals and Missions. (2) Understanding of the responsibilities of the Sustainable Development Committee. (3) Enhancement of the quality of decision-making of the Sustainable development Committee. (4) Composition and Selection of	93.0

			Sustainable Development Committee Members. (5) Internal Control.	

According to Article 20 of the Articles of Incorporation, the remuneration of the Company’s directors may not exceed 2% of the current year’s profit as the directors’ remuneration of the current year. Reasonable remuneration shall be given considering the Company’s operational results and its contributions to the Company’s performance. The procedures for determining remuneration are based on the results of the director's performance evaluation. In addition to taking into account the Company’s overall operating performance and ESG performance, it also refers to the individual’s performance achievement rate and contributions to the Company’s performance to provide reasonable remuneration. The relevant performance appraisal and remuneration The remuneration system is reviewed in due course depending on the actual operating conditions and the relevant laws and regulations to balance the Company’s sustainable management and risk control.

6. The Succession Plan and Implementation Status for Board Members and Key Management level

(1) Board of Directors’ members:

1. Succession plan:

Members of the Board of Directors should consider diversity, taking into account the company's operational development scale and major shareholders' shareholding status, and assess actual operational needs; besides the required knowledge and academic/professional background of directors, the proportion of Independent Directors among board seats should also be considered.

2. Implementation status

Through senior managers’ participation in various seminars, etc., to seek potential candidates from industry talents or contacts and evaluate their suitability.

(2) Important management levels:

1. Succession plan:

The Company’s succession plan foremost conducts a prudent assessment of the current status of the organization, the characteristics of the position and the organization, and the possible future strategic direction of the Company to determine the talents that are in line with the organization's strategic direction to develop future talents, and draw up senior management that meets the succession plan.

The Company will provide multiple kinds of training for senior management, including courses-based training, development of leadership, as well as cross-functional and change management capabilities and other training courses, and will formulate career development plans for senior management, and increase job development opportunities by virtue of secondment, dispatching, etc. to improve leadership.

The Company will regularly review the performance of senior management to assess the suitability of successors.

2. Implementation status

Since 2019, we have reviewed the succession status of the Company's senior management every year, based on the results of the review to discuss with the chairman and adjust the succession plan. At the same time, we attempt to find external talents to join the Company as necessary.

(2) Information on President, Vice Presidents, Associate Managers, and Heads of Departments and Branches:

March 31, 2025 Unit: shares; %

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shares Held		Shares held by spouse & minor of shareholders		Shares Held by Nominees		Professional Qualifications and Experience	Other Positions Concurrently held at other Companies	Managers with Spouses or Within the Second Degree of Kinship			Remarks
					Number of Shares	Shareholding %	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
CEO	R.O.C	Chu, Fu-Chuan	Male	2011.06.11	676,726	0.49%	0	0%	0	0%	Department of Electronic Engineering, St. John's University Senior Associate Manager, Hon Hai Precision Industry Co., Ltd.	Chairman and CEO of the Company Chairman, Caswell Inc. Chairman, Goldtek Technology Co., Ltd. Chairman, Dexatek Technology Ltd. Chairman, Ennoconn Investment Holdings Co., Ltd. Chairman, Ennorise Corporation Chairman, Innovative Systems Integration Limited (HK) Chairman, Poslab Technology Corporation Chairman, AIS Cayman Technology Group Chairman, Ennoconn International Investment Co., Ltd. Chairman and CEO, Nera Telecommunications Ltd. Chairman, Ennoconn Solutions Singapore Chairman, EnnoAI Singapore Chairman, Ennovision INC. Director, Marketech International Corporation Director, EnnoMech Precision Co., Ltd. Director, Ennoconn (Suzhou) Corporation. Director, Vecow Co., Ltd. Director, Kontron AG Director, Ennomech Precision Co., Ltd. Director, Ennoconn Thailand Co. Ltd. Director, Shinpu Star Venture Capital Co., Ltd.	None	None	None	Note 1 (same as Note 1 on page 8)
President	R.O.C	Tsai, Neng-Chi	Male	2019.12.19	35,000	0.03%	0	0%	366, 726	0.27%	Master of Business Administration, West Coast University, USA President, American Industrial Systems Inc.	President of the Company Chairman, American Industrial Systems Inc. Chairman, Vecow Co., Ltd. Chairman, AIS Cayman Technology Group Chairman, ENNOTECHVIETNAMCOMPANYLIMITED Director, Ennoconn international investment Co., Ltd. Director, Caswell Inc. Director, Poslab Technology Corporation Director, Marketech International Corporation Director, ARBOR Technology Corporation Director, Ennowell Co., Ltd. Director, Ennorise Corporation Director, cacaFly Int'l Media Co. Director, Ennoconn (Suzhou) Corporation. Director, EnnoconnPhilippinesCorporation Director, EnnoconnAustraliaPtyLtd Director, EnnoconnAustraliaPtyLtd Director, Ennoconn Thailand Co. Ltd.	None	None	None	Shares Held Under the Name of Others are the Bank's own Custodial Account
President for mainland China	R.O.C	Lou, Chao-Tsung	Male	2021.09.01	220,914	0.16%	1,364	0%	0	0%	Department of Business Management, Feng Chia University Engineering Management, Nan Ya Plastics Corporation Vice President, Business Management, Hon Hai Precision Industry Co., Ltd.	President of the Company, Mainland China Chairman, Ennoconn (Suzhou) Corporation. Chairman, Ennomech Precision Co., Ltd. Chairman, Ennomech Precision (Cayman) Co., Ltd. Chairman, Ennoconn (Foshan) Investment Co., Ltd. Chairman, Ennoconn Investment Co., Ltd. Chairman, Zhong Cheng Hua Chi Suzhou New Energy Corporation Director, Ennoconn international investment Co., Ltd. Director, Marketech International Corporation Director, Goldtek Technology Co., Ltd. Director, Caswell Inc. Chairman, AIS Cayman Technology Group Director, Ennoconn Malaysia Sdn. Bhd.	None	None	None	None
Associate Manager of	R.O.C	Chang, Sheng-	Male	2019.12.16	8,000	0.01%	0	0%	0	0%	Department of Electrical Engineering, Lee- Ming Institute of	None	None	None	None	None

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shares Held		Shares held by spouse & minor of shareholders		Shares Held by Nominees		Professional Qualifications and Experience	Other Positions Concurrently held at other Companies	Managers with Spouses or Within the Second Degree of Kinship			Remarks
					Number of Shares	Shareholding %	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
R&D Center		Hsiung									Technology R&D Manager of ADLINK Technology Inc.					
CFO	R.O.C	Chuang, Tsung-Hsien	Male	2022.08.22	0	0.00%	0	0%	0	0%	NewYorkUniversityMBA-Finance Accounting Department, National Taiwan University CFO, Tatung Medical Heathcare Technologies Co., Ltd.	Director, Marketech International Corporation Supervisor, Ennoconn International Investment Co., Ltd. Supervisor, EnnoFill Power Co., Ltd.	None	None	None	None
Associate Manager, Information Department	R.O.C	Chang, Wen-Ta	Male	2021.09.01	10,000	0.01%	0	0%	0	0%	Department of Business Management, Chung Yuan Christian University	None	None	None	None	None
Director of Corporate Governance	R.O.C	Chou, Hung-Chih	Male	2022.08.22	0	0.00%	0	0%	0	0%	MBA, Imperial College London National Taiwan University of Science and Technology, Department of Industrial Management Senior Manager of IPCD, Hon Hai Precision Industry Co., Ltd.	None	None	None	None	None

Remuneration Paid to Directors (Including Independent Directors), President, and Vice Presidents in the Most Recent Year:

Remuneration to Directors (Including Independent Directors):

December 31, 2024 Unit: NT$ thousands

Title	Name	Remuneration to directors								Ratio of Total Amount of A, B, C and D in Net Profits after Tax (%)		Remuneration of Concurrent Employees								Ratio of Total Amount of A, B, C, D, E, F and G in Net Profits after Tax (%)		Remuneration received from parent company or investee other than subsidiaries
		Remuneration (A)(Note 1)		Retirement Pension (B)(Note 2)		Director's Compensation (C)(Note 3)		Business Execution Expenses (D)(Note 4)				Salary, Bonuses, and Special allowances, etc. (E)(Note 6)		Retirement Pension (F		mployee Compensation (G)(Note 7						
		The Company	All companies included in	The Company	All companies included in	The Company	All companies included in	The Company	All companies included in	The Company	All companies included in	The Company	All companies included in	The Company	All companies included in	The Company		All companies included in		The Company	All companies included in	
																Cash amount	Stock amount	Cash amount	Stock amount			
Chairman	Chu, Fu-Chuan	0	0	0	0	2,600	5,058	1,605	2,389	0.15	0.27	42,564	42,564	0	0	37,700	0	37,700	0	3.08	3.20	0
Director	Baoxin International Investments Ltd.																					
Director	Legal Representative of Baoxin International Investments Ltd. : Hung, Mei-Huei																					
Director	Legal Representative of Baoxin International Investments Ltd. : Chang Chuan -Wang																					
Independent Director	Su, Yu-Hui	0	0	0	0	3,400	3,400	2,270	2,270	0.21	0.21	0	0	0	0	0	0	0	0	0.21	0.21	0
Independent Director	Chan, Hsin-I																					
Independent Director	Wen, Miao-Hsin																					
Independent Director	Tu, Huang-Hsu																					

1. Please describe the policy, system, standards, and structure for Independent Director compensation, and explain the correlation between compensation amounts and factors such as responsibilities, risks, and time commitment: In addition to considering the res of the Performance Evaluation of board of directors, the Independent Directors' compensation of the Company is determined based on the provisions of the Articles of Incorporation, taking into account the Director's level of participation in company operations an contribution value, and is submitted to the Board of Directors for resolution according to industry standards.

2 In addition to that disclosed in the above table, remuneration received by the Company's directors for providing services to all companies included in the financial statements (such as serving as a non-employee consultant for the Company's parent company or all companies included in the financial statement or investee, etc.) in the most recent year:
None.

Note1. It refers the remuneration paid to directors in 2024 (including director's salary, job allowance, severance pay, various bonuses, rewards, etc.).

Note 2: This refers to the legally required amount appropriated and paid in 2024.

Note 3: Based on the 2024 Director compensation amount distribution approved by the Company's Board of Directors on March 28, 2024, to be reported at the Annual Shareholders' Meeting on May 29, 2025.

Note 4. It refers to directors' related business execution fees in 2024 (including the remuneration to the representative of corporate director appointed by the Company for its subsidiary, including travel expenses, special fees, allowances, dormitories, vehicle and other material items provided, etc.)

Note 5: Net income after tax refers to the net income after tax in the Parent Company Only Financial Statements for 2024.

Note 6. It refers to, including, the salary, job allowance, severance pay, various bonuses, rewards, travel expenses, special fees, allowances, dormitories, vehicle and other material items provided, etc. received by the directors who concurrently serve as employees (including concurrently serving as president, vice presidents, other managerial officers, and employees) in 2024. Salary expenses recognized under IFRS 2 - "Share- based Payment", including employee stock warrant, new restricted employee shares, and participation in subscription of stocks in cash capital increase, shall also be included in the calculation of remuneration.

Note 7: It refers to employee remuneration (including stock and cash) received by directors who concurrently serve as employees (including concurrently serving as president, vice presidents, other managerial officers, and employees) for 2024, the distribution of which was approved at the Company's Board of Directors' meeting on March 29, 22024

Range of Remuneration

The Company Relevant remuneration received by director who concurrently serves as employeeEmployee profit sharing from earnings distribution	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All companies included in	The Company	All companies included in
Less than NT$1,000,000	Hung, Mei-Huei, Chang, Chuang-Wang	Hung, Mei-Huei, Chang, Chuang-Wang	Hung, Mei-Huei, Chang, Chuang-Wang	Hung, Mei-Huei, Chang, Chuang-Wang
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu	Baoxin International Investments Ltd., Su, Yu-Hui, Chan, Hsin-I, Wen, Miao-Hsin, Tu, Huang-Hsu
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)	Chu, Fu-Chuan			
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)				
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)		Chu, Fu-Chuan		
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)				
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)				
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)				
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)			Chu, Fu-Chuan	Chu, Fu-Chuan
NT$100,000,000 and above				
Total	A total of 8 members (including one corporate director)	A total of 8 members (including one corporate director)	A total of 8 members (including one corporate director)	A total of 8 members (including one corporate director)

Remuneration to President and Vice Presidents:

December 31, 2024 Unit: NT$ thousands

Title	Name	Salary (A)(Note 1)		Retirement Pension (B)(Note 2)		Bonuses and Special Allowances, etc. (C)(Note 3)		Earning Distribution as Dividends for Personnel (D)(Note 4)				Ratio of Total Amount of A, B, C and D in Net Profits after Tax (%) (Note 5)		Remuneration received from parent company or investee other than subsidiaries
		The Company	All companies included in	The Company	All companies included in	The Company	All companies included in	The Company		All companies included in		The Company	All companies included in	
								Cash amount	Stock amount	Cash amount	Stock amount			
CEO	Chu, Fu-Chuan	8,892	8,892	216	216	49,380	49,380	47,880	0	47,880	0	3.88	3.88	0
President	Tsai, Neng-Chi													
President for mainland China	Lou, Chao-Tsung													

Range of Remuneration

Range of remuneration paid to the Company's president and vice presidents	Name of president and vice president	
	The Company	All companies included in
Less than NT$1,000,000		
NT$1,000,000 (inclusive) to NT$2,000,000 (exclusive)		
NT$2,000,000 (inclusive) to NT$3,500,000 (exclusive)		
NT$3,500,000 (inclusive) to NT$5,000,000 (exclusive)		
NT$5,000,000 (inclusive) to NT$10,000,000 (exclusive)	Lou, Chao-Tsung	Lou, Chao-Tsung
NT$10,000,000 (inclusive) to NT$15,000,000 (exclusive)		
NT$15,000,000 (inclusive) to NT$30,000,000 (exclusive)	Tsai, Neng-Chi	Tsai, Neng-Chi
NT$30,000,000 (inclusive) to NT$50,000,000 (exclusive)		
NT$50,000,000 (inclusive) to NT$100,000,000 (exclusive)	Chu, Fu-Chuan	Chu, Fu-Chuan

NT$100,000,000 and above		
Total	3 persons in total	3 persons in total

Note 1. The salary, job allowance and severance pay paid to president and vice presidents in 2024 shall be filled out.

Note 2: Refers to the amount legally appropriated and paid in 2024.

Note 3. Various bonuses, rewards, travel expenses, special fees, allowances, dormitories, vehicle and other material items provided and other remuneration to president and vice presidents in 2023 shall be filled out. Salary expenses recognized under IFRS 2 - “Share-based Payment”, including employee stock warrant, new restricted employee shares, and participation in subscription of stocks in cash capital increase, shall also be included in the calculation of remuneration.

Note 4. It refers to the distribution of employee compensation for 2024 approved at the Company’s Board of Directors’ meeting on March 28, 2025

Note 5: Net income after tax refers to the net income after tax in the Parent Company Only Financial Statements for 2024.

3. Employee Compensation Paid to Managerial Officers and Status of Payment:

Unit: NT$ thousand

Title	Name	Stock amount	Cash amount	Total	Ratio of total amount in net profits after tax (%)
CEO	Chu, Fu-Chuan	0	49,412	49,412	1.80%
President	Tsai, Neng-Chi				
President, Mainland China Branch	Lou, Chao-Tsung				
Associate Manager, R&D Center	Chang, Sheng-Hsiung				
CFO	Chuang, Tsung-Hsien				
Associate Manager, Information Department	Chang, Wen-Ta				
Director, Corporate Governance	Chou, Hung-Chih				

(4) Specify and compare the ratio of the total remuneration paid to the Company's directors, president and vice presidents by the Company and all the companies included in the Consolidated Financial Statements in the most recent two years in the net profits after tax specified in the Individual Financial Report, and specify the remuneration payment policies, standards, combinations, remuneration determination procedures and their relevance with business performance and future risks:

1.Analysis on the ratio of the total remuneration paid to the Company's directors, president and vice presidents by the Company and all the companies included in the Consolidated Financial Statements in the most recent two years in the net profits after tax:

Title \ Year	2023		2024	
	The Company	All the companies included in the Consolidated Financial Statements	The Company	All the companies included in the Consolidated Financial Statements
Ratio of remuneration to directors	3.27%	3.31%	3.29%	3.41%
Ratio of remuneration to president and vice presidents	4.18%	4.18%	3.88%	3.88%

2. Remuneration payment policies, standards, combinations, remuneration determination procedures and their relevance with business performance and future risks:

(1) The remuneration received by the Company's directors is determined following the Article 16 of Company's Articles of Incorporation. The Board of Directors drafts the compensation distribution plan and submits it to the shareholders' meeting. In addition, if the Company is profitable for the year, directors' remuneration not exceeding 2% shall be appropriated in accordance with Article 20 of the Company's Articles of Incorporation. The Company regularly evaluates Directors' compensation. The performance measurement standards for Directors are based on the annual business indicators related to operations, governance, and financial results. The evaluation scope includes: pre-tax net profit, Board of Directors performance evaluation, customer satisfaction, Corporate Governance Evaluation, and ESG performance. The relevant performance assessments and compensation reasonableness are all reviewed and approved by the Remuneration Committee and the Board of Directors. The Board of Directors formulates the Directors' compensation distribution proposal and reports it to the Shareholders' Meeting.

The Company's managerial officers' compensation is clearly stipulated in the Company's salary regulations, including various work allowances and bonuses to show appreciation for and reward employees' efforts at work. Related bonuses are also granted based on the Company's annual operating performance, financial situation, operational status, and individual work performance. Additionally, if the Company makes a profit in the current year, no less than 2% shall be allocated as employee compensation in accordance with Article 20 of the Company's Articles of Incorporation. The bonus for managerial officers shall be decided based on the results of the performance evaluation conducted by the Company in accordance with the “Performance Management Regulations”. Employee remuneration shall be reviewed by the Salary and Remuneration Committee and the Board of Directors, and shall be reported to the Shareholders’ Meeting after being resolved by the Board of Directors.

The Company's compensation Evaluation Items for Directors and managerial officers include financial indicators: target achievement rate, company profitability, revenue contribution, etc.; as well as non-financial indicators: operational management capability, participation in sustainable operations, whether ethical risk events have occurred, Corporate Governance Evaluation and ESG performance, and other important aspects.

The actual amount of remuneration paid to directors and managers in 2024 will be reviewed by the Remuneration Committee and submitted to the board meeting for decision.

The Company's senior managerial officers' compensation is linked to ESG-related performance evaluation

Target	Performance Indicators	Description	
		2024	2030
Chief Executive Officer/President	Financial Indicators (30%) Customer Indicators (20%) Management Indicators (20%) Sustainable Development Indicators (20%) Learning Indicators (10%)	• Group financial performance compared to industry standards, such as: three rates three rises. Enhance industry competitiveness, profitability, and budget cost control. • Expand the Group's international business footprint, focusing on smart city, smart manufacturing, and energy market demands. • Formulation and development of the Group's medium to long-term strategies and objectives, promoting five major transformations (Digital, AI, Energy, Cybersecurity, ESG). • Implement the four strategies of the 2030 sustainability vision, focusing on climate change, green products, sustainable supply chain, corporate governance and human resource costs, to fulfill various ESG initiatives. • Strengthen training for management competencies and ESG awareness.	

Senior Managerial Officer (ESG Function Director)	Sustainable Development Indicators (5-10%)	Sustainable Procurement Management, Promote Renewable Energy, Promote Renewable Energy, Human Rights Due Diligence, Information Security Management	Green Product Design, Low-Carbon Supply Chain Transformation, ESG Risk Management
	Learning Indicators (5%)	Employee ESG Training (Climate Change Issues, Carbon Pricing, Sustainable Procurement Guidelines)	Employee ESG Training (Climate Change Issues, Product Carbon Footprint, Operational Continuity Management), Employee Career Development Plan, Employee Satisfaction Survey

ESG Long-term Performance Goals for the Company's Senior Managerial Officers

Long-term incentive performance goals include future financial indicators, customer indicators, and management indicators, establishing long-term strategies to enhance the group's competitiveness and profitability. Sustainable development and learning indicators together account for 30%, implementing and promoting the four major strategies of the 2030 Sustainability Vision, supervising various ESG initiatives, and achieving domestic and international sustainability assessment results.

(2) The Company has purchased liability insurance for directors and managerial officers, and there are no litigation cases. In the future, directors are less likely to assume responsibilities, obligations, or liabilities.

2. Corporate Governance Operations Status:

(1) Information on the Operation Status of the Board of Directors:

The Company held seven Board of Directors' meetings 9 (A) in 2024, with the following attendance by directors:

Title	Name	Number of Attendance in Person (B)	Number of attendance by proxy	Actual Attendance Rate (%) (B/A)	Remarks
Chairman	Chu, Fu-Chuan	9	0	100%	None
Director	Baoxin International Investments Ltd. Representative: Hung, Mei-Huei	9	0	100%	None
Director	Baoxin International Investments Ltd. Representative: Chuan-Wang Chang	9	0	100%	None
Independent Director	Su, Yu-Hui	9	0	100%	None
Independent Director	Chan, Hsin-I	9	0	100%	None
Independent Director	Wen, Miao-Hsin	9	0	100%	None
Independent Director	Tu, Huang-Hsu	8	1	88.89%	None

Other matters:

1. With regard to the implementation of the Board of Directors, if any of the following circumstances occur, the dates, session of the meetings, contents of proposals, all independent directors' opinions, and the Company's response to such opinions shall be specified:

(1) Matters referred to in Article 14-3 of the Securities and Exchange Act:

Date of meeting	Major resolution	Independent directors' opinions	The Company's response to independent directors'opinions
2024.01.18 The 14th Meeting of the 10th Session	(1) Approved the amendment to the Company's "Investment Cycle". (2) Approved the issuance of new shares for the conversion of the Company's 3rd and 4th domestic unsecured convertible bonds into common shares in the four quarter of 2023 (3) Approved the amendment to the Company's "Management Procedures of the Prevention of Insider Trading". (4) Approved the proposal for the Company to apply	Unanimously approved by all directors present (including independent	No dissenting or qualified opinion from independent directors

	for loan commitments from two banks. (5) Approved the Company's 2024 Annual Operation Plan. (6) Approved the company's 2023 Year-End Performance Bonus.	directors)	
2024.03.07 The 15th Meeting of the 10th Session	(1) Approved the amendment to the Company's "Articles of Incorporation". (2) Approved the proposal for convening the 2024 Annual Shareholders' Meeting the Company. (3) Approved the amendment of the Company's " Regulations Governing Procedure for Board of Directors' Meetings" and "Audit Committee Charter". (4) Approved the proposal for the Company to apply for loan commitments from two banks.	Unanimously approved by all directors present (including independent directors)	No dissenting or qualified opinion from independent directors
2024.03.15 The 16th Meeting of the 10th Session	(1) Approval of the Company's 2023 Self-Prepared Consolidated Financial Statements	Unanimously approved by all directors present (including independent directors)	No dissenting or qualified opinion from independent directors
2024.03.29 The 17th Meeting of the 10th Session	(1) Approved the Company's 2023 Annual Business Report. (2) Approved the company's 2023 consolidated and individual financial statements. (3) Approved the total amount of directors' and employees' compensation for 2023 (4) Approved the company's 2023 profit distribution proposal. (5) Approved the company's 2023 cash dividend distribution proposal. (6) Added agenda item for convening the Company's 2024 Annual Shareholders' Meeting. (7) Approved the proposal to release the President of the Company from the non-competition restriction. (8) Approved the submission of the company's 2023 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System ".	Unanimously approved by all directors present (including independent directors)	No dissenting or qualified opinion from independent directors
2024.04.16 The 18th Meeting of the	(1) Approved the amendment to the Company's "Articles of Incorporation".	Unanimously approved	No dissenting or qualified

10th Session		by all directors present (including independent directors)	opinion from independent directors
2024.05.09 The 19th Meeting of the 10th Session	(1) Approved the Company's Consolidated Financial Report for the first quarter of 2024 (2) Approved the amendment of the Company's "Pre-Approval Policy for Non-Assurance Services Provided by Certified Public Accountants". (3) Approved the proposal for the certification service fee of KPMG Taiwan for the year 2024. (4) Approved the proposal to issue new shares for the conversion of the Company's domestic 3rd, 4th, and 5th unsecured convertible corporate bonds into common stocks in the 1st quarter of 2024. (5) Approved the proposal for the Company's 2023 ESG Sustainability Report. (6) Approval of the Company's proposal to apply for credit facilities from four banks.	Unanimously approved by all directors present (including independent directors)	No dissenting or qualified opinion from independent directors
2024.08.13 The 20th Meeting of the 10th Session	(1) Approved the correction of the Company's 2023 profit distribution proposal. (2) Approved the Company's consolidated financial statements for the second quarter of 2024. (3) Approved the proposal for the Company to increase the capital of its subsidiary Ennoconn International Investment Co., Ltd. (hereinafter referred to as "Ennoconn") by cash injection. (4) Approved the proposal to amend the Company's "Ethical Corporate Management Best Practice Principles". (5) Approved the Company's detailed distribution of directors' compensation in 2023 (6) Approved the Company's distribution of compensation to managerial officers in 2023 (7) Approved the salary adjustment plan for managerial officers. (8) Approved the proposal for the issuance of new shares for the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds into common shares in the second quarter of 2024. (9) Approval of the Company's proposal to apply for credit facilities from six banks.	Unanimously approved by all directors present (including independent directors)	No dissenting or qualified opinion from independent directors
2024.09.04 The 21th Meeting of the 10th Session	(1) Approved the Company's proposal to publicly acquire ordinary shares of Nera Telecommunications Ltd. (Singapore stock code N01.SI) through its subsidiary Ennoconn	Unanimously approved by all	No dissenting or qualified opinion from

	Solutions Singapore Pte. Ltd. (2) Approval of the Company's proposal to inject capital into its Singapore subsidiary Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as "ESS") through cash investment. (3) Approval of the proposal to add a fund lending limit of SGD 12 million to the Company's subsidiary Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as "ESS").	directors present (including independent directors)	independent directors
2024.11.13 The 22th Meeting of the 10th Session	(1) Approval of the Company's consolidated financial statements for the third quarter of 2024 (2) Approved the salary adjustment plan for managerial officers. (3) Approved the assessment of CPA's independence and competence (4) Approved the evaluation of the qualifications and independence of the Company's independent directors. (5) Approved the Audit Plan for 2025 (6) Approval of the establishment of the Company's internal control system "Operating Procedures for Sustainability Report Preparation and Assurance (7) Approval of the establishment of the Company's internal control system "Sustainability Information Management Measures (8) Approved the amendment to the Company's "Corporate Governance Best Practice Principles". (9) Approval of the Company's ESG implementation goals for the next year (2025) (10) Approval of the Company's issuance of new common shares due to the conversion of the fourth and fifth domestic unsecured convertible corporate bonds into ordinary shares in the third quarter of 2024. (11) Approved the proposal for the Company to apply for loan commitments from three banks.	Unanimously approved by all directors present (including independent directors)	No dissenting or qualified opinion from independent directors

(2) Apart from the aforementioned matters, other Board of Directors' resolutions where Independent Directors had objections or reservations with records or written statements: The Company has implemented the provisions of Article 14-3 of the Securities and Exchange Act, and there were no situations where Independent Directors had objections or reservations as aforementioned

2. Regarding recusals of directors from voting on proposal due to conflicts of interests, the names of the directors, contents of proposals, reasons for recusal, and

participation in voting shall be specified.

Date of the Board Meeting	Name of Directors	Contents of proposal	Reason for recusal	Participation in voting
2024.01.18	Director Chu, Fu-Chuan	Deliberated 2023 Year-end Performance Bonus for Managerial Officers.	Personal Interest	According to the relevant laws, to avoid potential conflicts of interest, whether actual or perceived, members should remain vigilant and avoid participating in discussion and voting.
2024.08.13	Director Chu, Fu-Chuan , Director Hung Mei-Huei, Director Chang, Chuang-Wang, Independent Director Su, Yu-Hui, Independent Director Chan, Hsin-I , Independent Director Wen, Miao-Hsin , Independent Director Tu, Huang-Hsu	Deliberated the Company’s detailed distribution of directors’ compensation in 2023	Personal Interest	According to the relevant laws, to avoid potential conflicts of interest, whether actual or perceived, members should remain vigilant and avoid participating in discussion and voting.
2024.08.13	Director Chu, Fu-Chuan	Deliberated the Company’s distribution of compensation to managerial officers in 2023	Personal Interest	According to the relevant laws, to avoid potential conflicts of interest, whether actual or perceived, members should remain vigilant and avoid participating in discussion and voting.
2024.11.13	Director Chu, Fu-Chuan	Deliberated the salary adjustment plan for managerial officers.	Personal Interest	According to the relevant laws, to avoid potential conflicts of interest, whether

				actual or perceived, members should remain vigilant and avoid participating in discussion and voting.

3. Listed companies should disclose information about the Board of Directors' self (or peer) evaluation, including evaluation cycle and period, scope, method, and content:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation Method	Contents of evaluation
Once a year	2024/01/01~ 2024/12/31	Board of Directors Board of Directors' members Functional Committee	Internal self-evaluation Self-evaluation by the Board of Directors' members	(1) Performance Evaluation of board of directors Degree of participation in the Company's operation, the decision quality of the Board of Directors, Board of Directors Composition and Structure., Directors' election and continuing education, and internal control. (2) Performance Evaluation of the Individual Board Members: Understanding of the Company's goals and objectives, Recognition of directors' responsibilities, Degree of participation in the Company's operations, Internal relationship management and communication, Director's Professionalism and Continuing Education, internal control. (3) Performance Evaluation of the functional committees : Degree of participation in the Company's operations, recognition of the Functional Committee's responsibilities, the decision quality of the Functional Committee, composition of the

				Functional Committee, the election of the members, and internal control.
Once per three years	2022/01/01~ 2022/12/31	Board of Directors Functional Committee	External evaluation conducted by Taiwan Corporate Governance Association	(1) Protection and Equal Treatment of Shareholders' Rights and Interests (2) Respect for the Rights and Interests of Stakeholders (3) Information Transparency and Disclosure (4) Fulfillment of duties of the Board of Directors (5) Sustainable Development and Governance (6) Corporate Governance Culture

The Company's 2024 Evaluation Report on the Performance of the Board of Directors, the Board of Directors' Members, and Functional Committees

(1)In order to implement corporate governance, improve the functions of the Company's Board of Directors, and establish performance objectives to improve the operational efficiency of the Board of Directors, 2024 performance evaluation on the Board of Directors, the Board of Directors' members, and functional committees was conducted in accordance with the Company's "Performance Evaluation Measures of Board of Directors."

(2)Performance evaluation period January 1, 2024 to December 31, 2024

(3)Participants of self-evaluation questionnaire:

1.Self-evaluation questionnaire for the Board of Directors' members' performance evaluation: Completed by the Company's current 7 Directors (including Independent Directors).

2.Self-evaluation questionnaire for the Performance Evaluation of board of directors: Completed by the Company's meeting affairs unit.

3.Performance self-evaluation questionnaire for functional committees: Completed by the Company's current 4 Independent Directors.

Internal and external evaluation conclusion

External Performance Evaluation Unit	Evaluation Year	Evaluation scope	Report date
Corporate Governance Association	2022	Board of Directors and Functional Committee	June 16, 2023

Internal Performance Evaluation	Evaluation Unit	Evaluation Year	Evaluation Indicators	Evaluation Results
Performance Evaluation of board of directors	All Current Directors	2024	(1) Degree of participation in the Company’s operations. (2) Improvement in the quality of the Board’s decision-making. (3) Board of Directors Composition and Structure. (4) Directors' election and continuing education. (5) Internal Control	93.8
Performance Evaluation of board of directors	Agenda Unit	2024	(1) Understanding of the Company’s goals and objectives (2) Recognition of directors’ responsibilities (3) Degree of participation in the Company’s operations. (4) Internal relationship management and communication. (5) Director's Professionalism and Continuing Education, (6) Internal Control.	99.1
Performance Evaluation of Audit Committee	Current Committee Members	2024	(1) Understanding the Company's Goals and Mission (2) Understanding of Committee Responsibilities (3) Improving the Quality of Committee Decisions (4) Composition and Selection of Committee Members (5) Internal Control	98.2
Performance Evaluation of	Current Committee	2024	(1) Understanding the Company's Goals and	95.3

Remuneration Committee	Members		Mission (2) Understanding of Committee Responsibilities (3) Improving the Quality of Committee Decisions (4) Composition and Selection of Committee Members (5) Internal Control	
Performance Evaluation of Sustainable Development Committee	Current Committee Members	2024	(1) Understanding the Company's Goals and Mission (2) Understanding of Committee Responsibilities (3) Improving the Quality of Committee Decisions (4) Composition and Selection of Committee Members (5) Internal Control	93.0

The Company submitted the above mentioned internal performance evaluation results of the Board of Directors and functional committees for the year 2024 to the board meeting on March 14, 2025

4. The objectives of strengthening the functions of the Board of Directors for the current year and the most recent year (such as establishing an Audit Committee, enhancing information transparency, etc.) and evaluation of implementation: The Company has established an Audit Committee, Remuneration Committee, and Sustainable Development Committee, while simultaneously disclosing the operations of the Board of Directors, Functional Committees, and Directors' continuing education on the Market Observation Post System to investors, achieving immediate and transparent information disclosure.

(2) Operation Status of Audit Committee:

1. Information on the Operation Status of the Audit Committee:

The Company held seven Audit Committee's meetings9 (A) in 2024, with the following attendance by independent directors:

Title	Name	Number of Attendance in Person (B)	Number of attendance by proxy	Actual Attendance Rate (%)(B/A)(Note 1, Note 2)	Remarks
Independent Director	Su, Yu-Hui	9	0	100%	None
Independent Director	Chan, Hsin-I	9	0	100%	None
Independent Director	Wen, Miao-Hsin	9	0	100%	None
Independent Director	Tu, Huang-Hsu	8	1	88.89%	None

Note 1. If any independent director resigns before the end of the year, his/her resignation date shall be specified in the remarks column, and his/her actual attendance rate (%), should be calculated and based on the number of audit committee meetings held and the actual number of meetings attended during their tenure.

Note 2. If any independent director is changed before the end of the year, the new and old independent directors shall be filled in, and that he/she is the old, new or re-elected independent director and the change date shall be specified in the remarks column. Actual attendance rate (%) shall be calculated on the basis of the number of Audit Committee's meetings held during his/her tenure and the number of his/her actual attendance in such meetings.

Other matters:

1. With regard to the operation of the Audit Committee, if any of the following circumstances occur, the dates, sessions, contents of disposals, the contents of independent director's dissenting or qualified opinions or significant suggestions, and resolution results of and at Audit Committee's meeting and the Company's response regarding such opinions shall be specified.

(1) Matters listed in Article 14-5 of the Securities and Exchange Act: These matters have been approved by the Audit Committee and submitted to the Board of Directors.

Date of meeting	Major resolution	Resolution of the Audit Committee	The Company's response to the Audit Committee's
2024.01.18	(1) Approved the submission of newly completed audit	Unanimousl	There is no

The 13th session of the 4th Audit Committee's review.	reports for the Company in 2023. (2) Approved the amendment to the Company's "Investment Cycle". (3) Approved the issuance of new shares for the conversion of the Company's 3rd and 4th domestic unsecured convertible bonds into common shares in the third quarter of 2023 (4) Approved the amendment to the Company's "Management Procedures of the Prevention of Insider Trading". (5) Approved the proposal for the Company to apply for loan commitments from two banks.	y approved by all members present.	dissenting or qualified opinions from independen t director.
2024.03.07 The 14th session of the 4th Audit Committee's review.	(1) Approved the submission of newly completed audit reports for the Company in 2023. (2) Approved the amendment to the Company's "Articles of Incorporation". (3) Approved the amendment of the Company's " Regulations Governing Procedure for Board of Directors' Meetings" and "Audit Committee Charter". (4) Approved the proposal for the Company to apply for loan commitments from two banks.	Unanimousl y approved by all members present.	There is no dissenting or qualified opinions from independen t director.
2024.03.15 The 15th session of the 4th Audit Committee's review.	(1) Approved the Company's 2023 self-prepared consolidated financial statements.	Unanimousl y approved by all members present.	There is no dissenting or qualified opinions from independen t director.
2024.03.29 The 16th session of the 4th Audit Committee's review.	(1) Approved the Company's 2023 Annual Business Report. (2) Reported the Company's 2023 Consolidated and Individual Financial Statements. (3) Approved the Company's 2023 profit distribution proposal. (4) Approved the company's 2023 cash dividend distribution proposal. (5) Approved the submission of newly completed 2024 audit reports. (6) Approved the submission of the company's 2023 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System ".	Unanimousl y approved by all members present.	There is no dissenting or qualified opinions from independen t director.
2024.04.16 The 17th session of the 4th Audit Committee's review.	(1) Approved the amendment to the Company's "Articles of Incorporation".	Unanimousl y approved by all members present.	There is no dissenting or qualified opinions from independen t director.
2024.05.09 The 18th	(1) Approved the Company's consolidated financial statements for the first quarter of 2024.	Unanimousl y approved	There is no dissenting

session of the 4th Audit Committee's review.	(2) Approved the amendment to the Company's "Pre-approval Policy for Non-Assurance Services Provided by the Certified Public Accountant". (3) Approved the proposed audit service fees to KPMG for 2024 (4) Approved the proposal to issue new shares for the conversion of the Company's domestic 3rd, 4th, and 5th unsecured convertible corporate bonds into common stocks in the 1st quarter of 2024. (5) Approved the report on the completed new audit reports of the Company for 2024. (6) Approved the abolition of the Company's original "Sustainable Development Committee Charter" and the establishment of a new one. (7) Approved the proposal for the Company to apply for loan commitments from four banks.	by all members present.	or qualified opinions from independent director.
2024.08.13 The 19th session of the 4th Audit Committee's review.	(1) Approved the correction of the Company's 2023 profit distribution proposal. (2) Approved the Company's consolidated financial statements for the second quarter of 2024. (3) Approved the Company's proposal to inject cash capital into the subsidiary Ennoconn International Investment Co., Ltd. (hereinafter referred to as "Ennoconn"). (4) Approved the submission of newly completed 2024 audit reports. (5) Approved the proposal to amend the Company's "Ethical Corporate Management Best Practice Principles". (6) Approved the issuance of new shares for the conversion of the company's 3rd and 4th domestic unsecured convertible bonds into common shares in the second quarter of 2024. (7) Approved the Company's proposal to apply for credit facilities with six banks.	Unanimously approved by all members present.	There is no dissenting or qualified opinions from independent director.
2024.09.04 The 20th session of the 4th Audit Committee's review.	(1) Approved the Company's proposal to publicly acquire ordinary shares of Nera Telecommunications Ltd. (Singapore stock code N01.SI) through its subsidiary Ennoconn Solutions Singapore Pte. Ltd. (2) Approved the Company's proposal to inject cash capital into its Singapore subsidiary Ennoconn Solutions Singapore Pte. Ltd. (3) Approved the proposed addition of a fund lending quota of SGD 12 million from the Company to its subsidiary Ennoconn Solutions Singapore Pte. Ltd.	Unanimously approved by all members present.	There is no dissenting or qualified opinions from independent director.
2024.11.13 The 21th session of the 4th Audit Committee's	(1) Approved the Company's consolidated financial statements for the third quarter of 2024. (2) Approved the assessment of CPA's independence and competence (3) Approved the evaluation of the qualifications and		

review.	independence of the Company's independent directors. (4) Approved the report on the completed new audit reports of the Company for 2024. (5) Approved the Company's Audit Plan for 2025 (6) Approved the establishment of the "Operating Procedures for the Preparation and Assurance of Sustainability Report" in the Company's internal control system. (7) Approved the establishment of the "Operating Procedures for Sustainability Information Management" in the Company's internal control system. (8) Approved the amendment to the Company's "Corporate Governance Best Practice Principles". (9) Approved the issuance of new shares for the conversion of the Company's 3rd and 4th domestic unsecured convertible bonds into common shares in the third quarter of 2024 (10)Approved the proposal for the Company to apply for loan commitments from three banks.		

(2) In addition to the above, any resolution not approved by the Audit Committee but approved by two thirds of all members of the Board of Directors: None

2. Regarding recusals of independent directors from voting on proposal due to conflicts of interests, the names of the independent directors, contents of proposals, reasons for recusal, and participation in voting shall be specified: None

3. Communications between the independent directors, the Company's chief internal auditor, and CPAs (shall include the material items, methods, and results of audits of corporate finance or operations, etc.).

Policy for Private Communication between the Company's Independent Directors with the Chief Internal Auditor and Certified Public Accountant

(1) At least once a year, convene a private meeting between the Certified Public Accountant and the Chief Internal Auditor to discuss the completed internal audit findings and the external audit opinions of the Certified Public Accountant, as well as to communicate regarding audit deficiencies identified during that year.

(2) Private communication meeting between Independent Directors and the Certified Public Accountant: Independent Directors and the Certified Public Accountant shall conduct a private communication meeting regarding significant investment or financing matters prior to the release of financial reports.

(3) Private communication meeting between Independent Directors and the Chief Internal Auditor:

The communication between the independent directors of the Company and the chief internal auditor is made mainly by the following forr methods:

1. Discuss any deficiency detected in significant audits and its improvement at Audit Committee's and Board of Directors' meetings.
2. Perform various audit projects or conduct further analysis on the contents of the previous audit report following the instructions of the Independent Directors.
3. Communicate directly by phone or email.

(4) Others: In case of major abnormal incidents, or when Independent Directors, the Chief Internal Auditor, or the Certified Public Accountant deem it necessary to communicate privately on certain matters, meetings may be convened at any time as needed.

(1) Status of private communication between Independent Directors and the Certified Public Accountant in the most recent year

Date/Nature	Major points of private communication	Results
2024.05.09 Before Audit Committee's meeting	Subsidiary Supervision and Tax Management	1. In January 2023, the subsidiary Kontron AG, through its subsidiary Kontron Acquisition GmbH, acquired shares of the German listed electronics company KATEK SE. Kontron expects to complete the integration with Katek in the second quarter of 2024, after which Katek's assets and liabilities will be incorporated into Kontron's financial reports. Therefore, it is recommended that the company should supervise its subsidiary Kontron to complete the Purchase Price Allocation (PPA) as early as possible, to ensure that the subsequent consolidated financial statement preparation can be completed according to the planned schedule. 2. Considering the continuous expansion of the group's operational scale, it is recommended to strengthen the supervision of subsidiaries in various aspects, such as: accounting reporting processes, fund lending, endorsements and guarantees, and the effective implementation of relevant internal control system operations. 3. As of the first quarter of 2024, the company has not yet completed the disclosure of the group's risk exposure assessment regarding Pillar Two tax reforms. Therefore, it is recommended that the company accelerate its analysis of the impact of the Pillar Two global minimum tax system on the overall group, and

		develop appropriate response strategies as early as possible.
2024.11.13 Before Audit Committee's meeting	Subsidiary Supervision and Tax Management	1. Ennoconn Technology Group continues to expand its operational scale through mergers and acquisitions or strategic alliances. It is recommended to continuously strengthen the management of subsidiaries and develop appropriate management policies and measures early on for operational changes brought about by strategic alliances (including supply chains, new customer groups, etc.), to effectively manage operational risks. 2. In response to the group's continuous acquisitions, it is recommended that Ennoconn should complete and obtain the Purchase Price Allocation (PPA) reports in a timely manner, to ensure that the consolidated financial statements can be prepared within the deadline and properly disclose the financial impact of these acquisition transactions. 3. Regarding various tax reforms, such as the potential impact of the Pillar Two global minimum tax system, and the relevant administrative interpretations published after the implementation of Taiwan's Controlled Foreign Corporation (CFC) rules, it is recommended that the company continuously monitor and evaluate their potential impacts, and properly present and disclose them in the consolidated financial statements according to regulations. 4. Regarding the alignment with Taiwan's and IFRS sustainability disclosure standards, it is recommended that the company should begin conducting gap assessments to understand the differences between the current sustainability report content and future IFRS sustainability disclosure standard requirements, and develop an implementation plan early on to ensure the company can successfully complete the alignment process within the timeline specified by Taiwan's regulatory authorities.

(2) Private Communication between Independent Directors and the Chief Internal Auditor in the most recent year:

The key points of Private communication between Independent Directors and the Chief Internal Auditor and the subsequent implementation status are listed below:

Date	Major points of private communication	Results
2024.01.18	Report the audit execution status from November 2023	Independent Directors requested a report on the investment process and reporting procedures. Handling progress: Report has been provided as requested.
2024.03.07	Report the audit execution status from December 2023	Independent Directors requested an explanation of the control process for fund allocation Handling progress: Explanation provided as requested.
2024.03.29	1. Report on the implementation status of audit operations in January 2024 2. 2023 Statement of Internal Control System :	1. Independent Directors requested an explanation of immediate and significant financial risks in subsidiary audits that have been conducted; and inquired about when follow-up inspections would be performed. Handling progress: Explanation of risks and follow-up inspection timeline provided as requested. 2. To be submitted to the Board of Directors after approval
2024.05.09	Report on the execution status of audits in February-March 2024	Independent Directors had no objections to the audit operations implementation results report.
2024.08.13	Report on the execution status of audits in April-June 2024	Independent Directors had no objections to the audit operations implementation results report.
2024.11.13	1. Report on the implementation status of audit operations from July to September 2024 2. Discussion of the 2025 audit plan	Regarding the implementation status of audit operations and the annual audit plan for 2025, discussions and communications were conducted, and the Independent Directors had no comments.

2. Major Points of the Audit Committee:

The Company's Audit Committee is composed of four independent directors, which meets at least once a quarter and is responsible for the fair presentation of the Company's financial statements; the selection (dismissal), independence and performance of CPAs, the effective implementation of the Company's internal control, the Company's compliance with relevant laws and regulations, as well as the management and control of the Company's existing or potential risks, etc. Its main duties are as follows. Its main duties are as follows:

(1) Establishment or amendment of the internal control systems following Article 14-1 of the Securities and Exchange Act.
(2) Evaluation of the effectiveness of the internal control system.
(3) Under the provisions of Article 36-1 of the Securities and Exchange Act, stipulate or amend the procedures for handling major financial business activities involving acquisition or disposal of assets, engaging in derivative transactions, loans to other parties, and making endorsements, or providing guarantees for others.
(4) Matters involving the director's own interests.
(5) Major assets or derivatives transactions.
(6) Major loans to other parties, endorsements, or guarantees provided.
(7) The offering, issuance, or privately-placed of any equity-type securities.
(8) The appointment, dismissal, or remuneration of the certifying accountant.
(9) The appointment or discharge of a financial, accounting, or internal audit officer.
(10) Quarterly and annual financial reports signed or stamped by the chairman, manager, and accounting supervisor.
(11) Other major matters stipulated by the Company or the competent authority.

Major Points of Audit Committee's Work in 2024

- Approved the Company's 2023 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System .
- Reported the Company's 2023 Consolidated and Individual Financial Statements.
- Approved the Company's 2023 profit distribution proposal.
- Approved 2024 audit report submitted to the Company.
- Approved the proposed audit service fees to KPMG for 2024
- Approved the Company's issuance of new shares for the conversion of outstanding unsecured convertible corporate bonds into common shares for the first to third quarters of 2024.

  Approved the submission of the Company and its subsidiaries' consolidated financial statements for the first three quarters of 2024.

- Approved the Company's acquisition of ordinary shares of Nera Telecommunications Ltd. through its subsidiary Ennoconn Solutions Singapore Pte. Ltd. by way of public tender offer.
- Approved the Company's cash capital increase in its Singapore subsidiary Ennoconn Solutions Singapore Pte.
- Approved the proposed addition of a fund lending limit of SGD 12 million from the Company to its subsidiary Ennoconn Solutions Singapore Pte. Ltd. to meet the needs of the Nera shares public tender offer.
- Approved the establishment of the Company's internal control system "Operational Procedures for Sustainability Report Preparation and Assurance" and "Regulations for Sustainability Information Management.
- Approved the amendments to the Company's "Articles of Incorporation," "Management Procedures of the Prevention of Insider Trading," "Regulations Governing Procedure for Board of Directors' Meetings and Audit Committee Charter," "Pre-approval Regulations for Non-assurance Services Provided by Certified Public Accountants," "Ethical Corporate Management Best Practice Principles," "Investment Cycle," "Pre-approval Regulations for Non-assurance Services Provided by Certified Public Accountants," and "Corporate Governance Best-Practice Principles.

3. Professional Qualifications and Experience of Audit Committee Members：

Qualification / Name	Professional qualifications and experience	Independence	Number of Other Public Companies where the Individual Concurrently serves as an Independent
Su, Yu-Hui	Independent Director Su, Yu-Hui graduated from National Taiwan University with a Ph.D. degree in Business. She served as the Chairperson of the Department of Accounting, Soochow University. She has accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of the Company Act occurred to her.	Independent Director Su, Yu-Hui, her spouse, or her any relative within the second degree of kinship holds (or holds, by any nominees,) 0 share in the Company, and she does not serve as the director, supervisor or employee of the Company, any companies having specific relation with the Company or the Company's any related companies, and she has not received any remuneration for provision of any business, legal, financial, accounting or any other services to the Company or its any related companies in the most recent 2 years. During the two years prior to his election and during his term of office, Independent Director Huang-Hsu Tu is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	3

Chan, Hsin-I	Chan, Hsin-I, an independent director, graduated from the School of Management of Taiwan University with an MBA degree, National Taiwan University and an MSF degree from Boston University.Currently, she acts as the chairman of several companies, including Chairman of HUANG HUEI BIOTECHBOLOGY CORP and Chairman of KEEN UNION INVESTMENT LIMITED. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and there is no situation specified in Article 30 of the Company Act occurred to him.	Independent Director Chan, Hsin-I, her spouse, or her any relative within the second degree of kinship holds (or holds, by any nominees,) zero share in the Company, and she does not serve as the director, supervisor or employee of the Company, any companies having specific relation with the Company or the Company's any related companies, and she has not received any remuneration for provision of any business, legal, financial, accounting or any other services to the Company or its any related companies in the most recent two years. During the two years prior to his election and during his term of office, Independent Director Huang-Hsu Tu is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1

Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of the Company Act occurred to her.	Independent Director Wen, Miao-Hsin, her spouse, or her any relative within the second degree of kinship holds (or holds, by any nominees,) zero share in the Company, and she does not serve as the director, supervisor or employee of the Company, any companies having specific relation with the Company or the Company’s any related companies, and she has not received any remuneration for provision of any business, legal, financial, accounting or any other services to the Company or itsany related companies in the most recent 2 years. During the two years prior to his election and during his term of office, Independent Director Huang-Hsu Tu is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0
Tu, Huang-Hsu	Tu, Huang-Hsu, an independent director, Bachelor of Science in Mechanical Engineering, St. John's University. Currently, she acts as the chairman of several companies, including President of Pan German Universal Motors Ltd. and Chairman of Yider International Co., Ltd. He has extensive operational determination skills, operational management skills, and crisis management skills, industry Knowledge, global market perspective, leadership skills, and decision-making abilities, and there is no situation specified in Article 30 of the Company Act occurred to him.	Independent Director Tu, Huang-Hsu, his spouse, or his any relative within the second degree of kinship holds (or holds, by any nominees,) 0 share in the Company, and he does not serve as the director, supervisor or employee of the Company, any companies having specific relation with the Company or the Company’s any related companies, and he has not received any remuneration for provision of any business, legal, financial, accounting or any other services to the Company or its any related companies in the most recent 2 years. During the two years prior to his election and during his term of office, Independent Director Tu Huang-Hsu is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0

(3) Corporate Governance Implementation Status and Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof:

Evaluation Items	Implementation status			Deviation from the Company's Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
1. Has the Company established its Corporate Governance Best Practice Principles based on the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and disclosed its Corporate Governance Best Practice Principles?	✓		In order to establish a good corporate governance system, the Company has formulated its Corporate Governance Best Practice Principles as approved by its Board of Directors. Please visit the company's official website for the rules related to protection of shareholders' rights and interests, improvement of the Board of Directors' functions, respecting of the rights and interests of stakeholders, and improvement of information transparency, and the Company's Corporate Governance Best Practice Principles.	No significant deviation
2. Shareholding Structure & Shareholders' Rights				
(1) Does the Company establish internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations, and does the Company implement the procedures in accordance with the procedure?	✓		(1) The Company has a spokesperson and a deputy spokesperson mechanism and established an investor relations mailbox. Shareholders' suggestions, doubts, and disputes are handled by the spokesperson or deputy spokesperson and the Company's stock affairs agency in a unified manner.	None
(2) Does the company possess a list of its major shareholders with controlling power as well	✓		(2) The Company, through its stock affairs agency, has fully controlled the list of major shareholders and their ultimate owners, regularly disclosed insider	None

as the ultimate owners of those major shareholders?			shareholding changes every month according to laws and regulations and truly kept abreast of information regarding major shareholders.	
(3)Does the Company establish and execute a risk management and firewall system within its affiliated companies?	✓		(3)The Company has established the "Standards for Financial Business Operations between Affiliated Enterprises," "Trading Procedures for Specific Company Affiliates and Group Enterprises" and the "Operating Measures of Monitoring Subsidiaries" to regulate the management of personnel and assets with affiliated companies and conducts effective risk control through the implementation of internal control and internal audit systems.	None
(4) Does the Company establish internal rules against insiders using undisclosed information to trade securities?	✓		(4) The Company has formulated the "Management Procedures of the Prevention of Insider Trading" and "Procedures for Processing Internal Major Information" to govern the procedures for confidentiality of its internal important information, and it regularly educates its managerial officers and employees that they shall not purchase or sell the Company's securities by taking advantage of any information not disclosed in the market.	None
3. Board Composition and Responsibilities (1) Has the Board of Directors formulated diversity policies and specific management objectives, and does it implement them?	✓		(1) According to the Company's "Corporate Governance Best-Practice Principles," the composition of the Board of Directors should consider diversity, and appropriate diversity guidelines should be formulated based on its own operations, business model, and development needs, including basic conditions and values: gender, age, etc., as well as professional knowledge and skills: professional background, professional skills, and industry experience, etc. The Company has diversified Board members with backgrounds in science and engineering, finance, and industrial	None

			work experience to implement the diversity policy, thereby establishing a sound structure of the Board of Directors.	
(2) In addition to the legally required Remuneration Committee and Audit Committee, does the Company voluntarily establish other functional committees? (3) Does the Company establish standards to measure the Performance Evaluation of board of directors, implement the evaluation annually and regularly, report the results of Performance Evaluation of board of directors, and make use of them as a reference for individual directors' remuneration and a nomination for renewal? (4) Does the Company regularly evaluate the independence of the CPAs?	✓ ✓ ✓		(2) To improve the functions of the Board of Directors, strengthen corporate governance, and implement corporate social responsibility, the Company adopted the establishment of a sustainability development committee on June 23, 2022. (3)The "Performance Evaluation Measures for Board of Directors" was approved by the Board of Directors on August. 13, 2019, stipulating that the Board of Directors should conduct at least one Performance Evaluation of board of directors, the board members, and the Functional Committee annually. The Company completed the internal performance evaluation of the Board of Directors, board members, and functional committees for the year 2024 in the first quarter of 2025, and the evaluation results were reported to the board of directors on March 14, 2025 In January 2023, the Company commissioned the Taiwan Corporate Governance Association to conduct an external performance evaluation of the Board of Directors and functional committees for the year 2022 The evaluation results were reported to the Board of Directors on March 8, 2023 (4) The Company's Audit Committee conducts an annual assessment of the independence and competence of the certifying CPA, and since 2024, the assessment incorporates reference to Audit Quality Indicators (AQIs), and submitting the results to the Board of Directors' meetings. The latest evaluation by KPMG was approved by the Audit Committee on November 13, 2024, and was	None None None

			submitted to the Board of Directors for approval on November 13, 2024 The evaluation items and results are as follows: 1. The members of the audit service team and their families, other professional accountants and their families, firms, and affiliated enterprises have no significant direct or indirect financial interests with the Company. 2. The audit fees paid by the Company to CPAs are fixed amounts, not on a contingent basis. There are also no overdue public fees that affect audit independence. 3. The non-audit services provided by the accounting firm and its affiliated enterprises to the Company, including business registration, have not directly affected the important audit items, have not involved the management functions of the Company, have not made decisions on behalf of the Company, and have not affected independence. 4. The directors and managers of the Company have not given significant gifts to members of the audit service team. 5. Among the directors, managers, or personnel who have significant influence on audit cases, no personnel are retired/resigned from	
			6. The independent directors of the Company do not work for the accounting firm during the two years before and during the tenure. The remuneration committee of the Company have not been a professional who has not provided business, legal, financial, accounting, or other services or consulting services within the first two years or during their tenure. 7. The audit service team has not been subject to or experienced	

			intimidation by the Company, the Company also does not prevent them from holding objectivity and clarifying professional doubts.	
4. Does a TWSE/TPEx listed company allocate a competent and appropriate number of corporate governance personnel, and designate a director of corporate governance to be responsible for matters related to corporate governance (including but not limited to providing directors and supervisors with the necessary information to perform their business, assisting directors and supervisors in complying with laws and regulations, handling matters related to meetings of the board of directors and shareholders' meetings in accordance with the law and preparing minutes of the board of directors and shareholders' meetings)?	✓		On November 11, 2021, the board of directors of the Company adopted a resolution to establish a director of corporate governance, responsible for the overall planning of corporate governance related matters, and implementing various corporate governance related matters. The Corporate Governance Officer who is newly appointed must complete at least 18 hours of continuing education within one year from the date of appointment as required by regulations. Associate Manager Chou, Hung-Chih, who was appointed as the Corporate Governance Officer on August 22, 2022, has completed 12 hours of continuing education courses in 2024 in accordance with the law. Director of corporate governance of the Company performs the following duties: (1) To handle matters related to meetings of the board of directors and shareholders' meetings in accordance with the law. (2) To supervise the preparation of minutes of the board of directors and shareholders' meetings. (3) To assist directors and supervisors in their appointment and continuing education. (4) To provide information necessary for directors and supervisors to perform their business. (5) To assist directors and supervisors in complying with instructions. (6) To report to the board of directors the results of inspection on whether the qualifications of independent directors during nomination, election, and tenure comply with relevant laws and regulations. (7) To go through the procedure for changing directors.	None

			(8) Other matters stipulated in the Company's Articles of Incorporation or contract.	
5. Does the Company establish communication channels and build a dedicated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a suitable manner?	✓		The Company has designated a spokesperson and a deputy spokesperson and has set up a stakeholder relations mailbox on the Company's website as a communication channel. The Company not only responds to material corporate social responsibility issues properly but also regularly discloses financial and business information on the Market Observation Post System (MOPS) and the Company's website. In response to events that may have an impact on interested parties, the Company will also release important information on time. The Company regularly reports its communication with various stakeholders to the board of directors in each November. The latest report of the Company's communication with stakeholders for the year was submitted by the board of directors on November 13, 2024	None
6. Does the Company appoint a professional stock affairs agency to deal with shareholder affairs?	✓		The Company has appointed the stock affairs agency department of Grand Fortune Securities Co., Ltd. to handle various stock affairs of the Company on its behalf.	None
7. Information Disclosure (1) Does the Company have a corporate website to disclose both the Company's financial standing and corporate governance status?	✓		(1) The Company has set up a corporate website and disclosed the Company profile, general information, and other information on the website. The Company's financial standing and corporate governance status can also be queried through the Market Observation Post System (MOPS). Company website: (https://www.ennoconn.com/)	None
(2)Does the Company have other information disclosure channels (e.g., setting up an English website, appointing designated people to handle information	✓	✓	(2)The Company has established its website in both Chinese and English in order to provide relevant information to shareholders and stakeholders for reference, which can timely and fully disclose significant information that may affect shareholders and	None

collection and disclosure, creating a spokesman system, and webcasting investor conferences?) (3)Does the Company publicly announce and file the annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports and the operation of each month ahead of the required deadline?			stakeholders. A spokesperson system was also established to provide shareholders and stakeholders with necessary consulting. (3) The Company announces and reports financial statements within the time period stipulated by laws and regulations.	It takes a long time to prepare Consolidated Financial Statements due to the large number of subsidiaries both at home and abroad.
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations,stakeholder rights, directors' and supervisors' training records, implementation of risk management policies and risk evaluation measures, implementation of customer policies, and participation in liability insurance by directors and supervisors?)	✓		1. Employee rights: Adhering to the concept of "labor and management as one," the Company focuses on rational and humane management to build smooth communication channels, maintain good labor-management relationships, jointly create productivity, share profits, and protect the employees' legal rights under the Labor Standards Act. 2. Employee wellness: The Company has established the Employee Welfare Committee, which handles various employee welfare matters, and is committed to talent training by actively encouraging employees to participate in various training courses, conducts labor- management meetings from time to time, and sets up suggestion boxes to learn about the thoughts of both parties, and creates a win-win situation for both parties. 3. Investor relations: The Company convenes shareholders' meetings every year in accordance with the Company Act and the relevant regulations, and provides shareholders with the opportunity to raise questions or submit proposals. Besides, the Company has set up a spokesperson system to deal	None

			with matters related to shareholder suggestions, doubts and disputes. The Company also handles matters related to the information announcement declaration according to the regulations of the competent authority to promptly provide information that may affect shareholders'decision-making. 4. Supplier Relations: The Company maintains open communication channels with its banking partners, employees, consumers, and suppliers to maintain good relationships.	
			5. Stakeholder rights: The Company has appointed a spokesperson and a deputy spokesperson to communicate directly with stakeholders, respecting and safeguarding their legitimate rights and interests. 6. Directors' Continuing Education: All Directors of the Company have professional industry backgrounds and practical experience in business management. The Company also periodically provides Directors with courses related to corporate governance. 2024's training of the Company's directors have all met regulatory standards and has been announced on the Market Observation Post System. 7. Implementation of risk management policies and risk evaluation measures: Various internal regulations and systems have been established in accordance with the law to carry out various risk management and evaluation. 8. Implementation of Customer Policy: The Company maintains open communication channels with its customers to maintain good relationships. 9. The Company has purchased liability insurance for directors and independent	

			directors to enhance the protection of shareholders' rights and interests.	

9. Please explain the improvements made in accordance with the Corporate Governance Evaluation Results released by the TWSE's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved.

Improvement Not Made Based on the 11th Corporate Governance Evaluation Policy		
No.	Indicator Item	Improvement Methods
1.1	Does the Company report to the shareholders' meeting on the remuneration received by directors, including the remuneration policy, individual remuneration items, and amount?	The Company will continue to communicate with directors to disclose individual remuneration items, and amount.
4.22	Does the Company invest resources to support the development of domestic culture and disclose the methods of support and results on the company's website, annual report or sustainability report?	The Company has continuously supported the development of domestic culture and educational groups over the years, but the scoring standard requires reaching NT$3 million each year, which still needs to be evaluated.

(4) Composition, Duties, and Operation Status of the Remuneration Committee:

1. Information of the Remuneration Committee Member:

Title	Qualification / Name	Professional Qualifications and Experience (Note 2)	Independence Status (Note 3)	Number of other public companies where the individual concurrently serves as a remuneration committee member	Remarks
Independent Director	Su, Yu-Hui	Independent Director Su, Yu-Hui graduated from National Taiwan University with a Ph.D. degree in Business. She served as the Chairperson of the Department of Accounting, Soochow University. She has accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of the Company Act occurred to her.	During the two years prior to his election and during his term of office, Independent Director Su, Yu-Hui is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	3	Convener
Independent Director	Chan, Hsin-I	Chan, Hsin-I, an independent director, graduated from the School of Management of Taiwan University with an MBA degree, National Taiwan University and an MSF degree from Boston University.Currently, she acts as the chairman of several companies, including Chairman of HUANG HUEI BIOTECHBOLOGY CORP and Chairman of KEEN UNION INVESTMENT LIMITED. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and there is no situation specified in Article 30 of the Company Act occurred to him.	During the two years prior to her election and during her term of office, Independent Director Chan, Hsin-I is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1	None

Independent Director	Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of the Company Act occurred to her.	During the two years prior to her election and during her term of office, Independent Director Wen, Miao-Hsin is qualified as an independent director in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0	None

Note 1. The relevant working years, professional qualifications and experience and independence of each member of the Remuneration Committee shall be specified in the form. Independent director or other shall be filled out in the “Title” column respectively (if he/she is a convener, please add a note).

Note 2: Professional Qualifications and Experience: Describe the professional qualifications and experience of individual Remuneration Committee members.

Note 3: Independence Status: Describe the independence status of Remuneration Committee members, including but not limited to whether the member, spouse, or relatives within the second degree of kinship serve as Directors, Supervisors, or employees of the Company or its Affiliates; the number and percentage of shares held by the member, spouse, relatives within the second degree of kinship (or in the name of others); whether the member serves as a Director, Supervisor, or employee of a company with a specific relationship with the Company (refer to Article 6, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter); and the amount of remuneration received for providing commercial, legal, financial, accounting, or other services to the Company or its Affiliates in the past two years.

2. Information on Operational Status of the Remuneration Committee:

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

(2) The term of the current committee members: June 23, 2022 to June 22, 2025. The Remuneration Committee held 4 meetings (A) in 2024. The qualifications and attendance of committee members are as follows:

Title	Name	Number of attendance in person (B)	Number of attendance by proxy	Actual Attendance Rate (B/A)	Remarks
Convener	Su, Yu-Hui	4	0	100%	None
Member	Chan, Hsin-I	4	0	100%	None
Member	Wen, Miao-Hsin	4	0	100%	None
Other matters: 1. If the Board of Directors refuses to adopt or amends a recommendation of the Remuneration Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the company's response to the Remuneration Committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified) shall be specified: None 2. If there are resolutions of the Remuneration Committee to which members object or express reservations, and for which there is a record or declaration in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion shall be specified: None					

3. Responsibilities of the Remuneration Committee:

The Company's Remuneration Committee shall exercise the due care of an administrator with good faith, faithfully fulfill the following duties, and submit its recommendations to the Board of Directors for discussion.

(1) Establish and regularly review directors' and managers' performance evaluation and the policies, systems, standards, and structure of remuneration.

(2) Regularly evaluate the achievement of performance objectives of the Company's directors and managerial officers, and determine the contents and amounts of individual salaries.

Major Points of the Compensation Committee in 2024

- Review and examine the policies, systems, standards, and structures of remuneration for the Company's Directors and Managerial officers
- Approved 2023 year-end performance bonus for managerial officers.
- Review the total amount of Directors' compensation and employees' compensation for the Company for 2023
- Review on the Company’s detailed distribution of directors’ compensation in 2023
- Review the distribution details of the Company's Managerial officers' employee compensation in 2023
- Review the annual salary adjustment details for the Company's Managerial officers in 2023

4. Review and Evaluation by the Remuneration Committee on the Company's Salaries and Remuneration in 2024:

Remuneration Committee	Contents of proposal	Resolution results	The Company's response to the Remuneration Committee's opinions
The 5nd Meeting of the 5th Session 2024.01.18	1. Review and examine the policies, systems, standards, and structures of remuneration for the Company's Directors and Managerial officers. 2. Approved 2023 year-end performance bonus for managerial officers.	Unanimously approved by the Remuneration Committee's all members.	Report to the Board of Directors for approval
The 6nd Meeting of the 5th Session 2024.03.29	Review the total amount of Directors' compensation and employee compensation for the Company for 2023.	Unanimously approved by the Remuneration Committee's all members.	Report to the Board of Directors for approval
The 7nd Meeting of the 5th Session 2024.08.13	1. Review on the Company's detailed distribution of directors' compensation in 2023 2. Review the distribution details of the Company's Managerial officers' employee compensation for 2023.	Except for the directors' remuneration distribution details which each member did not participate in voting or discussion due to conflict of interest, all other proposals were unanimously approved by all committee members.	Report to the Board of Directors for approval
The 8nd Meeting of the 5th Session 2024.11.13	Reviewed the salary adjustment plan for managerial officers.	Unanimously approved by the Remuneration Committee's all members.	Report to the Board of Directors for approval

(5) Information on the members and operation status of the Sustainability Development Committee:

1. Information on the members of the Sustainability Development Committee:

Title	Name	Professional qualifications and experience
Chairman	Chu, Fu-Chuan	Chairman Chu, Fu-Chuan graduated from the Department of Electronic Engineering, St. John's University, and served as the Senior Associate Manager of Hon Hai Precision Industry Co., Ltd. He has operational judgment, business and crisis management capabilities, knowledge in the industry, international market perspective, leadership and decision making.
Independent Director	Su, Yu-Hui	Independent Director Su, Yu-Hui graduated from National Taiwan University with a Ph.D. degree in Business. She served as the Chairperson of the Department of Accounting, Soochow University. She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and there is no situation specified in Article 30 of the Company.
Independent Director	Chan, Hsin-I	She has extensive accounting and financial analysis skills, operational determination skills, operational management skills, and crisis management skills, and there is no situation specified in Article 30 of the Company
Independent Director	Wen, Miao-Hsin	Independent Director Wen, Miao-Hsin graduated from MBA Rutgers Business School, and once served as the Vice President of Citibank Financial Market and Securities Services Business Group, with extensive accounting and financial analysis and crisis management capabilities, and international market perspective, and there is no situation specified in Article 30 of
President	Tsai, Neng-Chi	President Neng-Chi Tsai graduated from West Coast University with an MBA degree, once served as President with American Industrial Systems Inc., possessing over 20 years of marketing experience in European and American market. AIS has doubled its revenues in recent years and achieved distinctive progress.

2. Information on the operation status of the Sustainability Development Committee:

(1) The Company’s Sustainability Development Committee has 5 members.

(2)The current committee members' term: June 23, 2022 to June 22, 2025. The Sustainable Development Committee held 2 meetings in 2024 (A), and the committee members' qualifications and attendance are as follows:

Title	Name	Number of attendance in person (B)	Number of attendance by proxy	Actual Attendance Rate (B/A)	Remarks
Convener	Chu, Fu-Chuan	2	0	100%	None
Member	Su, Yu-Hui	2	0	100%	None
Member	Chan, Hsin-I	2	0	100%	None
Member	Wen, Miao-Hsin	2	0	100%	None
Member	Tsai, Neng-Chi	2	0	100%	None

Duties of the Sustainability Development Committee:

(1) Drafting the Company’s sustainable business strategy, system, or related management policies and reviewing the Company’s sustainable report.

(2) Planning and guiding sustainable business to align with international standards and comply with applicable regulations

(3) Preparing sustainable development directions and goals

(4) Preparing an annual work plan for sustainable development and various resource inputs, and reviewing the implementation effectiveness

(5) Supervising the timeliness and accuracy of disclosed information related to sustainability.

(6) Other major matters stipulated by the Company or the competent authority

4. Major Points of the Sustainable Development Committee in 2024

- Review and approve the preparation of the Company's 2023 ESG Sustainability Report
- Review and approve the Company's proposed ESG implementation goals for 2025

- Review and approved greenhouse gas emission targets and implementation measures in 2025

5. Information on the operations status of the Sustainability Development Committee in 2024:

Date of Meeting	Contents of proposal	Resolution results	Handling of opinions of the Sustainability Development Committee by the Company
2024.05.09	Approved the preparation of the Company's 2023 ESG Sustainability Report	Unanimously approved by the Remuneration Committee's all members.	The proposal for the board of directors is approved by all directors present.
2024.11.13	1. Approved the Company's proposed ESG implementation goals in 2025 2. Approved greenhouse gas emission targets and implementation measures in 2025	Unanimously approved by the Remuneration Committee's all members.	The proposal for the board of directors is approved by all directors present.

(5) Implementation and promotion of sustainable development, and deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons:

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
1. Have the company established the governance structure for promoting sustainable development, and established a full-time (or part-time) dedicated unit for promoting sustainable development, is any senior management authorized by the Board of Directors to deal with it, and is it being supervised by the Board of Directors?	V		To improve the functions of the Board of Directors, strengthen corporate governance, and implement corporate social responsibility, the Company adopted the establishment of a sustainability development committee on June 23, 2022 and established Environmental Protection Team, Social Responsibility Team, Corporate Governance Team, and Green Business Team in accordance with the Sustainable Development Committee Charter. The Sustainable Development Committee meets regularly at least twice a year and reports to the Board of Directors. The company's Board of Directors regularly listens to reports from the Sustainable Development Committee every six months (including reviewing the annual ESG report). The Board examines the sustainable development strategies, policies, goals, and action plans, and provides suggestions for adjustments. This allows the management team to make improvements and revisions.	No significant difference.
2. Has the company evaluated the environmental, social, and corporate governance risks	V		To effectively manage and implement operations such as corporate governance, ethical corporate management, and corporate social responsibility (CSR), the Company has	No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
related to its operating based on the principle of materiality and established related risk management policies or strategies?			continuously formulated management measures, such as "Corporate Social Responsibility Best Practice Principles," "Corporate Governance Best Practice Principles," "Ethical Corporate Management Best Practice Principles," and "Code of Ethical Conduct," which have been approved by the Board of Directors. Also, each functional unit shall carry out relevant measures under the division of responsibilities and the Company's policies and regularly review the implementation performance of each operation every six months. Each functional unit will also pay close attention to the relevant international initiatives and regulations and reviews at all times whether it is necessary to update the relevant management regulations and operating procedures. For relevant risk management policies and strategies, please refer to point 4 of " 7. Any other important information which facilitates the understanding of promotion of sustainability development implementation" at the bottom of this table.	
3. Environmental Issues (1) Does the Company establish environmental management systems proper to	V		(1) The Company is committed to environmental management, gradually complying with ESG requirements and relevant legal regulations, and adjusting	No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
its industry's characteristics?			operations according to industry characteristics when appropriate. The "Ennoconn Environmental and Energy Policy" was revised on August 12, 2024.	
(2) Is the company committed to improving the efficiency in using energy and does it use recycled materials with low impact on the environment?	V		(2)The Company has been taking measures for recycling and reuse of resources and classification of wastes for many years, and hands over scrapped items to qualified recycling parties for disposal. In terms of packaging materials, the Company also uses recycled materials as much as possible to reduce the impact on the environmental load and advocates energy conservation in daily operations to improve energy efficiency. In daily life, green office practices are implemented to reduce the impact of single-use waste on the global environment and biodiversity. On August 12, 2024, the President approved and established the "Ennoconn Sustainable Materials Policy".	No significant difference.
(3)Does the Company evaluate the potential risks and opportunities of climate change for companies now and in the future,	V		(3)Please refer to point 2 of "7. Any other important information which facilitates the understanding of promotion of sustainability development implementation" at the bottom of this table.	No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
and adopt countermeasures related to climate issues? (4) Has the Company collected statistics of emissions of greenhouse gas (GHG), the usage of water, and the total weight of waste in the most recent two years, and formulated GHG reduction, water saving, and other waste management policies?	 V		 (4) Please refer to point 3 of " 7. Any other important information which facilitates the understanding of promotion of sustainability development implementation" at the bottom of this table.	 No significant difference.
4. Social Issues (1) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	 V		 (1) The Company fully complies with the Labor Standards Act and related labor regulations, and truly converses them into the Company's labor management regulations for compliance by the management team and employees, so as to safeguard the legitimate rights and interests of employees. To fulfill its corporate social responsibilities and implement human rights protection, Ennoconn Corporation respects and supports internationally recognized human rights norms	 No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			and principles, including the "Universal Declaration of Human Rights." "The United Nations Global Compact," and the "Declaration on Fundamental Principles and Rights at Work" of International Labor Organization, abide by local laws and regulations, and formulate human rights policies under the "United Nations Guiding Principles on Business and Human Rights" to prevent violations of human rights, and provide reasonable and dignified treatment to the employees of the Company. The "Ennoconn Corporation Human Rights Policy" applies to all employees of Ennoconn Corporation and is posted on the company's website.	
(2) Does the Company formulate and implement reasonable employee welfare measures (including salary, leave, and other benefits) and properly reflect the operating performance or results in employee	V		(2) The Company regularly evaluates employee performance and compensation; evaluating individual performance and contributions based on the Company's operating and ESG performance, departmental management performance, and performance appraisal procedures. The operating performance and results are appropriately reflected in employee compensation.	No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
compensation?			According to the Articles of Incorporation, if the Company is profitable for the year, the Company may allocate not more that 2% of the current year’s net profit as employees' compensation. The Company has formulated welfare measures following relevant laws and regulations and regularly evaluates performance and remuneration. 1. Comprehensive insurance system exceeding Labor Standards Act requirements: In addition to statutory labor and health insurance, the Company contributes 6% of monthly salary to employees' pension accounts under the new labor pension system, and labor retirement reserves are sufficient to pay retirement pensions for employees under the old system. complete insurance system such as free group insurance, including life insurance, accident insurance, medical insurance, cancer insurance, and occupational disaster insurance. In addition, the Company also provides preferential insurance plans for dependents, enabling employees and their	

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			dependents to enjoy extensive and complete protection. 2. Employee retirement system and its implementation status: Old system: According to the provisions of the Labor Standards Act, the Company has formulated the “Organizational Rules of the Labor Retirement Reserve Fund Supervisory Committee,” among which, the employees who took up the post before Jun. 30, 2005 can choose to adopt the old labor retirement system or the new system. The current balance of the Company’s labor retirement reserve account is sufficient to cover the retirement benefits of the old system employees. Upon the government approval, the allocation of labor pension may be suspended until August 31, 2021 New system: For employees who took up the post from Jul. 1, 2005, and employees who originally applied to the old system but opted to join the new system, the Company will allocate 6% of the total salary monthly to a retirement reserve and deposit it into an exclusive employee labor retirement	

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			reserve account in accordance with the provisions of the "Labor Pension Act." 3. this subsidy provides employees with a free annual health examination program. Through working with large hospitals or health examination centers, the Company takes care of the physical health of each colleagues and constantly check the physical and mental health of employees.	
(3) Does the company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	V		(3) To implement fire fighting, notification, and evacuation training, we have set up fire management personnel and conducted self defense fire training plans and fire safety declaration inspections. 1. Self-defense firefighting organization training plan is regularly c Conducted in June and December each year. Recently, the first and second half of the year's self-defense firefighting organization training was completed on June 21, 2024 and December 19, 2024. 2. Fire safety inspection reporting is conducted once a year. Recently, the fire safety inspection was completed in July 2024.	No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			3.The number of fires occurring during the year was zero, with zero deaths and injuries, and a ratio of 0%. To avoid emergencies in case of fire, self-defense fire brigade training plans were completed twice on June 21, 2024, and December 19, 2024 We have also set up an occupational safety and health administrator who is responsible for planning, executing, and auditing occupational safety and health management work to implement and achieve safety and health management goals. The new and on-the-job employees are advised of the safety and health education and training, work environment improvement, and employee health promotion. 1. The work environment assessment is conducted annually and has recently been completed in December 2024. 2. New recruits receive education and training when report for duty. On-the-job employees receive 3 hours of on-the-job education and training every three years. Recently, they completed on-	

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			the-job education and training in October 2024. 3.Courses such as health promotion are held quarterly. 4.Committed to promoting workplace tobacco hazard prevention and health promotion. Obtained the Health Promotion Administration's Healthy Workplace Certification - Health Initiation Badge on January 1, 2023 In addition, employees are the assets for sustainable development. Ennoconn attaches importance to staff health, and invites special medical care persons to provide employees with health management consulting.	
(4) Does the Company establish effective career development and training plans for its employees?	V		(4) In order to enhance employees' work skills, enable employees to quickly integrate into the work environment, improve product and service quality, and enhance the overall competitiveness of the organization, the company develops education and training programs through a systematic training blueprint; allowing employees to grow together with the company and strengthening employees' self-skills and diversify career development	significant differences.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			possibilities.	
(5) Does the Company comply with relevant laws, regulations and international guidelines regarding customer's health and safety, customer's privacy, and marketing and labeling of its products and services and has it established related consumer protection or customer interests policies and complaint procedures?	V		(5)In terms of consumer rights, the Company offers product liability insurance for products sold to safeguard consumer rights and has set up communication channels on the Company's website to establish direct contact and communication with stakeholders.	No significant difference.
(6)Does the company formulate and implement supplier management policies that require suppliers to comply with relevant regulations on environmental protection, occupational safety, and health or labor human	V		(6)When establishing a new supplier, we will pay attention to whether there is any record of a supplier's impact on the environment and society. Also, all suppliers are required to jointly meet the requirements of green environmental protection according to the Company's policies and be committed to comply with the product environmental protection specifications to enhance	No significant difference.

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
rights?			corporate social responsibility.	
5. Does the company refer to internationally accepted reporting standards or guidelines to prepare sustainability reports or other reports that disclose the company's non-financial information? Have the aforementioned reports been assured or certified by a third-party verification unit?	V		The Company prepared the 2023 Sustainability Report in both Chinese and English based on GRI standards, which was verified by SGS through a third party and uploaded to the TWSE MOPS and the Company's official website on June 27, 2024	No significant difference.
6. If the Company has established its own sustainability code based on the "Sustainability Code of Practice for Listed Companies," please describe any differences between its operation and the established code: No significant differences.				

7.Any other important information which facilitates the understanding of promotion of sustainability development implementation status:

1. **The specific promotion plan and implementation effectiveness of the Company's sustainable development (ESG)**

   a. 2024 Donation of supplies to the Hearty Care Foundation

   Ennoconn Corporation has been established in New Taipei City for over 25 years. At the end of 2024, to help people with disabilities, the company purchased and donated daily necessities worth approximately NT$10,000 to the [Hearty Care Foundation - New Taipei City Aichong Service Center]. This donation helps provide daily care training for people with disabilities, day and night residential care, environmental cleaning and disinfection training, independent living skills training, vocational training, daily necessities for center students, and cooking course training.

   The New Taipei City Aichong Service Center was commissioned by the Social Affairs Bureau of New Taipei City Government and officially began providing services in 2015. It mainly helps people with disabilities improve their independent living skills and autonomy through life skills training, enhances their level of social participation, and ultimately improves their quality of life. Additionally, it also assists people with

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
disabilities with career preparation, enhancing their readiness for vocational rehabilitation through transitional services and resource connections, supporting their integration into society and the workplace. It provides daily care and a two-year life rehabilitation training program, pioneering as Taiwan's first comprehensive disability full-day life rehabilitation unit. Services are available to people with disabilities aged 15 and above who are registered in New Taipei City and hold disability certificates issued by New Taipei City. After assessment, those who need daily care, life rehabilitation training, or emergency protective placement can receive institutional adult services - daytime care and overnight accommodation support, as well as life and vocational rehabilitation. Individual service plans are developed to provide daytime learning courses for people with intellectual disabilities, evening leisure activities, and support for learning life skills, vocational development, health promotion, and interpersonal relationships in group living. This helps establish regular daily routines and assists them in returning to society and employment. b. 2024 Ennoconn "Old Shoes for Life" Activity In 2024, Ennoconn's Used Shoes Salvation campaign collected a total of 60 pairs of used shoes. We thank all colleagues for their kindness in continuing to donate to the disadvantaged. Through the collection of used shoes from colleagues within the company, these were donated to Step30 International Ministries, helping the people of Africa while fulfilling our corporate social responsibility. Sand fleas originate from East Africa and parasitically feed on human blood. In resource-poor areas, the prevalence of sand fleas can reach 60%. The best prevention methods are proper health education, maintaining a clean environment, and wearing shoes that protect the feet. However, in extremely impoverished areas where daily income is only 2 US dollars, it is very difficult for millions of people to have shoes to wear. From Taiwan to East Africa, making second-hand shoes that travel across the ocean become the most precious blessing. c. Safe Fruits and Vegetables for Orphans Ennoconn Technology has been deeply rooted in Zhonghe District, New Taipei City for over 25 years. To provide better care for children in orphanages in the Zhonghe area, at the end of 2024, the company donated to the Green Box Association. Through integrating fresh vegetable and fruit resources that few people donate, this ensures orphanage children have sufficient sources of vegetables and fruits, preventing any shortage of supplies. Donated and sponsored 35 boxes of vegetables and fruits, totaling NT$20,965 (each box containing 5 Taiwanese catties) Can provide the vegetable and fruit needs for one 0-3 year old baby for 700 days Can provide the vegetable and fruit needs for one 3-16 year old child for 437 days Donated to the Green Box Association - purchased safe, toxin-free vegetables and fruits, and donated them to Datong Children's Home in Zhonghe District, New Taipei City for the orphanage children's consumption.				

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	

d. Little Hands Love Reading (Joy) Christmas Concert

Ennoconn collaborated with the National Taiwan Library to organize a sustainable Christmas music event for parents and children in Zhonghe District, New Taipei City. More than 40 families participated in the event. Ennoconn sponsored 40 copies of the sustainable book "The Best Tree" as Christmas gifts, amounting to NT$8,704.

e. Industry-Academia Collaboration

Ennoconn integrated resources and signed the significant "School-School-Enterprise Strategic Alliance Cooperation Plan" with National Yang Ming Chiao Tung University and St. John's University. Ennoconn provided NT$10 million to the two universities to jointly establish the university-level research center "Ennoconn-NYCU ESG Net Zero Transformation Innovation Research Center."

Participate in the Ministry of Science and Technology's industry-academia program to realize the concept of employment upon enrollment and entrepreneurship upon graduation. It also promotes the joint promotion of subsequent academic research and practical industry operations, internship cooperative teaching and practical training exchanges, with the aim of reducing the gap between academia and industry.

2. Current and future potential risks and opportunities brought by climate change to the Company and countermeasures

In the "2024 Global Risks Report" released by the World Economic Forum on January 10, 2024, it was mentioned that among the top ten risks for the next 10 years, environmental risks remain the main risks affecting global trade and economy. "Extreme weather," "critical changes in Earth systems," "biodiversity loss and ecosystem collapse," and "natural resource shortages" account for the top four, indicating the increasing urgency and impact of environmental risks, which further drives the importance for businesses to take responsive actions to address climate change issues. In response to the impact of climate change on business operations and to concretely present greenhouse effect-related information disclosure, the Company's Sustainable Development Committee has implemented the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Starting from 2021, each department has begun to inventory business operations and identify physical and transition risks related to climate change, including direct or indirect impacts caused by extreme weather; industry impacts resulting from changes in relevant regulations, technology, or market demands; as well as risk and opportunity analyses of other humanitarian and social aspects affecting the Company's operational activities. Based on the analysis results, a risk management plan is set up as a policy of action in response to climate change and further estimates the impact of extreme climate on management costs and corporate finance. In 2024, 10 climate risks and 8 climate opportunities were identified. In addition to regular reports to the Board of Directors to help Directors and senior management understand the impact of climate

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	

change on the Company, this enables the Company to more accurately assess the scope of operational impacts and adjust response policies when facing climate risks.

The Company not only regularly releases carbon emission data on its website, providing customers and stakeholders with convenient and immediate access to the information they require, but also adopts a series of measures to protect the Earth through the Sustainability Development Committee. We strictly prohibit the use of harmful substances specified in global regulations among our products to avoid potential biological or environmental hazards, strengthen the awareness of all employees on energy conservation and environmental protection, improve energy efficiency, release environmental energy policies, and include reducing energy costs into annual goals.

Climate change is one of the most important issues in global society at present. As a member of the global community, the Company should take the responsibility of protecting the global environment and care for climate issues in response to global environmental protection and energy-saving actions, continuously improving the supply chain and moving towards green manufacturing.

In the business development, the Company is committed to the continuous integration of IoT platforms and devices, as well as the digital transformation competition of the industrial metauniverse. The wave of digital transformation has accelerated industries changes globally. The Company's cloud services ideally align to all future intelligent platforms and applications, bring a more convenient, fast, and user-friendly operating platform, and create an efficient environment for customers and strategic partners to control energy.

(3) Carbon Emissions and Future quantitative Management of Water Resources

1. Future Quantitative Management Targets for Carbon Emissions

In 2024, following the Science-Based Targets (SBT) methodology, we have established short, medium, and long-term carbon emission reduction targets: using 2021 as the base year for short and medium-term goals, aiming to reduce Scope 1 + Scope 2 emissions by 42% by 2030, and achieve net-zero emissions by 2050.

(1) Measures to Achieve Targets

To achieve energy conservation and carbon reduction targets, the Company is implementing a three-stage approach. First stage: We are actively working on equipment replacement, implementing energy-saving programs for the three major areas of air conditioning systems, electrical lighting, and data center power consumption before 2025. We conduct regular equipment inspections and

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	

replacements to avoid excessive energy consumption from outdated equipment, and prioritize the procurement of Level 1 energy-saving labeled products certified by the Environmental Protection Administration. Second stage: We are actively engaging in energy transition, planning to purchase green electricity certificates and install related energy storage equipment by 2030; promoting greenhouse gas inventory among our supply chain and planning low-carbon transportation. Third stage: By 2050, we will implement carbon capital transformation, investing in natural carbon sinks, carbon credits, and negative carbon technologies to achieve net-zero carbon emissions by 2050.

(2) Achievement Status

(a) The carbon emissions (Scope 1+2) in 2024 totaled 351.42 tCO2e, a decrease of 11.49% compared to 397.02 tCO2e in 2021; the total electricity consumption in 2024 was 767,146 kWh, an increase of 7.72% compared to 712,160 kWh in 2021. This was mainly due to the busy Ennoconn and Vecow product projects in the third quarter of 2024, with frequent reliability testing using constant temperature and humidity machines, resulting in increased operational activity.

(3) Carbon Emission Annual Statistics for the Past Two Years:

Year		**2023**		**2024**	
Item(Unit)		Emissions (metric tons of CO2e)	Intensity (metric tons CO2e/revenue NTD million)	Emissions (metric tons of CO2e)	Intensity (metric tons CO2e/revenue NTD million)
Entity (Parent Company)	Scope 1	25.2906	0.0002	24.4948	0.0001
	Scope 2	343.7899	0.0028	326.9263	0.0022
	Scope 3	2,813.3288	0.0236	3,726.954	0.0253
	Subtotal	3,182.4093	0.0266	4,077.5165	0.0277
1 Important listed/OTC subsidiaries and main operating locations	Scope 1	[2]5,034.3221		[3]3,151.1271	
	Scope 2	[2]23,806.9696		[3]13,145.4863	
	Subtotal	[2]28,841.2917		[3]16,298.4524	

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	

Total	32,023.7010	0.2632	20,853.4877	0.1418

1: Marketech International Corp., CASwell, Goldtek, Ennoconn (Suzhou), Kontron, Vecow

2: Self-reported data has not yet obtained third-party verification

3: CASwell, Ennoconn (Suzhou), Kontron

2. Future Quantitative Management Targets for Water Resources

(1) Ennoconn Technology is not a high water-consuming industry. Water usage is primarily for employee daily use, with the main source being tap water. Therefore, when planning water resource reduction, the focus is on equipment maintenance or reduction, while considering environmental hygiene and disease prevention, such as: installing touch-control water-saving valves on faucets, and adjusting water pressure without affecting employee water usage. Additionally, to reduce the impact of domestic wastewater on the drainage system, in line with the company's green procurement policy, we purchase cleaning products and hand soaps that have environmental certification and contain ingredients with lower environmental impact on water systems. As for water risk assessment, Taipei Ennoconn is not located in a high water stress area. However, to address climate change risks that may affect Taiwan's unstable water conditions, potentially causing drought or flooding crises, Ennoconn Technology tracks water usage annually and has set a target to reduce per capita water consumption by 3% by 2026. This aims to gradually reduce water usage, along with planning for water recycling facilities or wastewater reuse programs.

In 2024, per capita water consumption was 19.5 cubic meters, showing a 4.28% increase compared to the 2021 per capita water consumption of 18.7 cubic meters, primarily due to an 8.38% growth in the number of employees.

(4) Corporate social responsibility risk assessment

Based on the materiality principle of corporate social responsibility (CSR), the Company conducts risk assessment on relevant environmental, social, or corporate governance issues and formulates relevant risk management policies or strategies for the assessed risks as follows.

Significant Issues	Risk Evaluation Items	Risk management policies and strategies
Environment	Climate Change Environmental Protection Ecological	1. The Company is committed to environmental protection and has established the "Waste Management Regulations" and "Environmental and Energy Policy" for implementation. Through ISO

Item of promotion			Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
			Yes	No	Description	
		Conservation			environmental management systems and PDCA cycle management, we reduce the environmental impact of our daily operations. 2. The Company strictly implements energy saving and carbon reduction measures, reducing the impact of single-use waste on the environment through resource recycling and green procurement initiatives.	
	Society	Labor and occupational safety			1. The Company cares for each of its work partners and has established the "Occupational Safety and Health Policy," "Safety Commitment Letter," and "Occupational Safety and Health Work Rules." We also implement four key occupational safety programs: "Maternal Protection Program," "Ergonomic Hazard Prevention Program," "Abnormal Workload-Induced Disease Prevention Program," and "Workplace Violence Prevention Program" to maintain workplace safety and hygiene at Ennoconn, ensuring the safety of employees' lives, property, and the environment. Additionally, the company will continue to strengthen hazard awareness and education in office and plant areas to foster a safety-focused workplace culture, ensuring all employees can work safely. We care about employee health and collaborate with health examination centers to provide annual physical examinations for employees. 2. Maintaining annual ISO45001 recertification.	
	Society	Consumer rights and product safety			In terms of consumer rights, the Company offers product liability insurance for products sold to safeguard consumer rights and has set up communication channels on Company's website to establish direct contact and communication with stakeholders.	
	Corporate governance	Legal compliance			The Company has set up a dedicated corporate governance unit to regularly review and amend the Company's Management Procedures of the Prevention of Insider Trading and related measures and established the "Management Procedures of the	

Item of promotion	Implementation status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and its reasons
	Yes	No	Description	
			Prevention of Insider Trading" to regulate the operating procedures for confidentiality of major internal information and strengthen the promotion of not using undisclosed information to trade the Company's securities. Relevant measures are implemented by the Company's internal control system.	

6. Climate-related Information:

1. Climate related of implementation status

Item	Implementation status
1. Describe the oversight and governance of climate related risks and opportunities by the board of directors and management.	1. To improve the function of the Board, strengthen corporate governance and implement corporate social responsibility, on June 23, 2022, the Board of Directors has decided to establish a "Sustainability Development Committee".An environmental protection group, social responsibility group, corporate governance group and green business group are established in accordance with the Sustainability Development Committee Charter. 2. The "Sustainability Development Committee" regularly reports to the Board of Directors twice a year on the implementation results and future work plans of sustainable development, including identifying sustainability issues that need to be addressed and formulating response plans, goals and policy revisions for sustainability related issues, and monitoring the implementation of sustainable business matters. The directors also provide professional advice to the management team when they listen to the report each year. The board of directors will review the feasibility of strategies based on the report, and provide timely suggestions to the management team.
2. Describe how the identified climate risks and opportunities affect a company's business, strategy, and finances (short, medium, and long term)	The Company assesses the risks and opportunities relating to climate change brought to the Company in accordance with the TCFD Sustainability Reporting Standards,completing the relevant assessment in 2 The transformation risk mainly refers to the increase in operating costs due to policy changes in regulations and policies, while the physical risk mainly refers to the increase in electricity consumption caused by global warming due to extreme weather, or the delay in project progress or equipment damage caused by natural disasters such as typhoons and floods. In terms of opportunities, responding to national energy policy requirements, we see the ongoing

Item	Implementation status
	demand for green designs. In addition, climate change has caused greenhouse gas warming. With the goal of building a low-carbon economy worldwide, offering the ESG intelligent platform services have brought business opportunities to the Company. The Company adopts measures in response to the above related risks and opportunities. In terms of climate change risks, the Company promptly collects government policies and relevant laws and regulations to revise the schedule, assesses the impact and response plans in advance, and purchases relevant insurance for relevant equipment to avoid natural disaster losses.
3. State the financial impact of extreme weather events and transformation actions.	The company refers to the TCFD guidance framework to identify physical risks and transition risks that affect operations at the overall company level, discuss potential financial impacts through cross-departmental organizations, and accurately propose relevant response strategies. 1 Physical Risk Events and Financial Impacts: (1) Acute Risk: Primarily involving single, immediate climate disaster events, such as increasingly severe extreme weather events like typhoons, heavy rainfall, and flooding, which may affect the safety of employees' working environment and their physical health. (2) Chronic Risk: Long-term changes in climate patterns, such as increased probability of droughts, floods, heat waves, and rising sea levels due to global warming, causing companies to continuously increase their risk management costs, which impacts their finances. 1. Resulting in production capacity decline or disruption. 2. Impacting on workforce management and planning. 3. Increased operating costs. 4. Increased cost of infrastructure construction. 5. Server room equipment overheating shutdown 2 Transition Risk Events and Financial Impacts: (1) Policy and Regulatory Risks: Domestic and international regulatory policies, climate change adaptation policies, climate-related litigation or regulatory formulation, such as carbon fees, carbon taxes, energy management, ESG criteria implementation and green environmental labels, will change the operating costs of businesses. (2) Technology Risk: Development of green low-carbon product technologies, purchase of renewable energy, etc., such as: companies investing in renewable energy, but facing sunk costs due to unsatisfactory R&D outcomes. (3) Market Risk: Adjustments in supply and demand structure, changes in demand for products or services, such as: increased social and market awareness of carbon reduction, investors or customers beginning to demand low-carbon products, rising costs of raw materials, etc. In order to ensure market competitiveness, it is necessary to carry out transformation policies, green R&D innovation and ESG service solutions to meet

Item	Implementation status
	market demand. (4) Reputation Risk: Impressions and evaluations from customers, social media, and other stakeholders on whether the company is committed to low-carbon transformation and publicly discloses policy commitments and performance goals.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	1. The Company has established the "Risk Management Policy and Procedures" which was approved by the Board of Directors in 2020, serving as the highest guiding principle for the Company's risk management. The Company regularly evaluates risks annually and formulates risk management policies for various risks, covering management objectives, organizational structure, responsibility attribution, risk management procedures and other mechanisms, and implements them effectively to identify, measure, and control the Company's various risks, keeping the risks generated from business activities within an acceptable range. 2. Climate-related risks are managed by the Company's Sustainable Development Committee, which convenes a cross-departmental team of four sub-groups, and is committed to integrating and managing all potential strategic, operational, financial and hazardous risks that may impact operations and profitability in an active and cost-effective manner by referring to the 17 climate risks and 20 climate opportunities defined in the TCFD guidance framework, through the establishment of an enterprise risk management project. The goal is to provide appropriate risk management for all stakeholders, assess the frequency of risk events and the severity of their impact on the Company's operations using a risk matrix, define the priority and level of risks, and adopt corresponding risk management strategies based on the risk level, and report to the Board of Directors.
5. We define the priority and level of risks, and adopt corresponding risk management strategies based on the risk level. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used should be explained.	The Company assesses the two physical risks (flooding, heavy rainfall) due to climate change that have the greatest impact on operations, and conducts the following analysis using two climate scenarios. Assessment impact period: Mid-century (2060) 1. Climate scenario: RCP4.0, moderate emission scenario, with average temperature increase of 1.6°C to 2.5°C by 2060. 2. Climate scenario: RCP8.5, very high emission scenario: average temperature increase of 1.9°C to 3.0°C by 2060. The above scenario analysis factors: Heavy rainfall, flood event prediction results. Analysis Results: According to the simulation platform provided by the National Science and Technology Center for Disaster Reduction, with 1976-2005 as the base period, the flooding trend due to heavy rainfall reaching 600 mm of rainfall in twenty-four hours caused by the warming scenario in the mid-century is estimated. Ennoconn Corporation's main base is in Zhonghe District, New Taipei City, which will face the highest level five risk of physical impact from flooding. Therefore, the impact of heavy rainfall and flooding will affect the Company's transportation delivery dates and offices being unable to operate, which are important financial impacts.
6. In case of a	1. Implementing transformation plans in response to the three carbon

Item	Implementation status
transformation plan for managing climate related risks, please describe the plan, indicators and objectives used to identify and manage entity risks and transformation risks.	fee laws promulgated by the government in 2024. Although the Company's Scope 1 + Scope 2 carbon emissions do not reach the regulatory threshold of 25,000 tCO_2e, carbon reduction measures cannot be delayed, and carbon fees/carbon tax issues may still become operational costs for the Company in the future. The Company follows the Science-Based Targets (SBT) methodology to set short, medium, and long-term carbon emission reduction goals: using 2021 as the base year to establish short and medium-term targets, with a 42% reduction in Scope 1 + Scope 2 emissions by 2030, and net-zero emissions by 2050. 2. Total carbon emissions (Scope 1+2) in 2024 were 351.42 tCO_2e, a decrease of 11.49% compared to 397.02 tCO_2e in 2021. 3. Physical risk assessment indicates that by 2060, impacts from heavy rainfall and flooding will affect the operations of the Zhonghe office, which will influence the Company's transportation, delivery schedules, and may result in significant financial impacts such as inability to operate the office due to flooding.
7. If internal carbon pricing is used as a planning tool, the basis for pricing should be explained.	The Company has not yet used internal carbon pricing as a planning tool.
8. If climate-related targets are set, the activities covered, greenhouse gas emission scopes, planning timeline, and annual progress information should be explained; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, the source and quantity of carbon reduction credits being offset or the quantity of Renewable Energy Certificates (RECs) should be specified	1. The Company has established a short, medium, and long-term pathway to net-zero carbon emissions by 2050 based on Scope 1 and Scope 2 emissions in the base year (2021): 30% carbon reduction by 2025, 50% carbon reduction by 2030, with a long-term strategy to achieve net-zero emissions by 2050. Complete organizational greenhouse gas inventory and ISO 14064 verification every year and strengthen external information disclosure on the official website, Market Observation Post System, and sustainability reports. 2. In July 2024, through Ennoconn's subsidiary, Ennoconn International Investment Co., Ltd., an investment of NT$5 million was made to establish a 100% owned subsidiary named EnnoFill Power Co., Ltd. This accelerates the Ennoconn Group's renewable energy integration efficiency, helps achieve energy conservation and carbon reduction goals ahead of schedule, and promotes the group's energy transition and sustainable development. Through EnnoFill Power's green electricity trading platform and renewable energy certificate transactions, users can directly purchase green electricity and increase energy use transparency. Currently, the plan prioritizes use by Ennoconn and its group subsidiaries, gradually completing the overall RE100 goal in Taiwan. In 2025, small-scale operations are expected to begin, trading approximately 3,000,000 kWh of green electricity, with annual increases of at least 10,000,000 kWh of green electricity in subsequent years. This realizes the joint commitment of global enterprises to protect the earth and maximizes the environmental benefits of green electricity.
9. Greenhouse gas inventory and	Please also fill in the following table.

Item	Implementation status
verification status, reduction targets, strategies, and specific action plans	

1-1 The Company's Greenhouse Gas inventory and Verification Status in the Last Two Years

1-1-1 Greenhouse Gas Inventory Information

State the emission volume (metric tons of CO2e), intensity (metric tons of CO2e/million NTD), and data coverage of greenhouse gases in the last two years.

Year		2023		2024	
Item(Unit)		Emissions (metric tons of CO_2e)	Intensity (metric tons of CO_2e/revenue NTD million)	Emissions (metric tons of CO_2e)	Intensity (metric tons of CO_2e/revenue NTD million)
Entity	Scope 1	25.2906	0.0002	24.4948	0.0001
	Scope 2	343.7899	0.0028	326.9263	0.0022
	Scope 3	2,813.3288	0.0236	3,726.954	0.0253
	Subtotal	3,182.4093	0.0266	4,077.5165	0.0277
1 Important listed/OTC subsidiaries and main operating locations	Scope 1	[2]5,034.3221		[3]3,151.1271	
	Scope 2	[2]23,806.9696		[3]13,145.4863	
	Subtotal	[2]28,841.2917		[3]16,298.4524	
Total		32,023.7010	0.2632	20,853.4877	0.1418

Remarks

Inventory report boundary: Ennoconn Corporation, 3-6F, No. 10, Jiankang Road, Zhonghe District, New Taipei City

1: Marketech International Corp., CASwell, Goldtek, Ennoconn (Suzhou), Kontron, Vecow

2: Self-reported data has not yet obtained third-party verification

3: CASwell, Ennoconn (Suzhou), Kontron

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

Note 2: The data coverage of direct emissions and energy indirect emissions should be handled in accordance with the time schedule specified in Paragraph 2, Article 10 of this standard, and the information on other indirect emissions may be disclosed voluntarily.

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

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or revenue, at least data calculated in revenue (NT $million) should be disclosed.

1-1-2 Greenhouse Gas Verification Information

State the verification status for the last two years up to the date of printing the annual report, including the verification scope, verification organization, verification standards, and verification opinion.
In 2023, we commissioned Bureau Veritas (BV) as the third-party verification unit; in 2024, we commissioned DNV as the third-party verification unit to verify our greenhouse gas inventory data. Based on the verification process and procedures conducted by DNV, there is sufficient evidence to demonstrate that Ennoconn Corporation's greenhouse gas emissions statements for Category 1 and Category 2 are substantially correct and fairly present greenhouse gas data and related information, and are prepared in accordance with ISO 14064-1:2018, meeting the reasonable assurance level of the verification agreement. There is no evidence to suggest that Ennoconn Corporation's greenhouse gas emissions statements for Category 3, Category 4, and Category 5 are not substantially correct, do not fairly present greenhouse gas data and related information, and are not prepared in accordance with ISO 14064-1:2018, meeting the limited assurance level of the verification agreement.

Noe 1.It should be handled in accordance with the time schedule specified in Paragraph 2, Article 10 of this Standard. If the Company has not obtained a complete greenhouse gas verification opinion by the date of printing the Annual Report, it should be noted that "Complete verification information will be disclosed in the Sustainability Report". If the Company does not prepare a Sustainability Report, it should be noted that "Complete verification information will be disclosed on the Market Observation Post System", and complete verification information should be disclosed in the annual report of the following year.

Note 2.The verification organization should meet the relevant requirements for sustainability report assurance providers set by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

1-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans.

State the base year for greenhouse gas reduction and its data, reduction targets, strategies and specific action plans, and the achievement of reduction targets.
1. Future Quantitative Management Targets for Carbon Emissions In 2024, following the Science-Based Targets (SBT) methodology, we have established short, medium, and long-term carbon emission reduction targets: using 2021 as the base year for short and medium-term goals, aiming to reduce Scope 1 + Scope 2 emissions by 42% by 2030, and achieve net-zero emissions by 2050. 2. Measures to Achieve Targets To achieve energy conservation and carbon reduction targets, the Company is implementing a three-stage approach. First stage: We are actively working on equipment replacement, implementing energy-saving programs for the three major areas of air conditioning systems, electrical lighting, and data center power consumption before 2025. We conduct regular equipment inspections and replacements to avoid excessive energy consumption from outdated equipment, and prioritize the procurement of Level 1 energy-

saving labeled products certified by the Environmental Protection Administration. Second stage: We are actively engaging in energy transition, planning to purchase green electricity certificates and install related energy storage equipment by 2030; promoting greenhouse gas inventory among our supply chain and planning low-carbon transportation. Third stage: By 2050, we will implement carbon capital transformation, investing in natural carbon sinks, carbon credits, and negative carbon technologies to achieve net-zero carbon emissions by 2050. 3. The Company's Current Achievement Status In 2024, total carbon emissions (Scope 1+2) were 351.42 tCO2e, a decrease of 11.49% compared to 397.02 tCO2e in 2021; total electricity consumption in 2024 was 767,146 kWh, an increase of 7.72% compared to 712,160 kWh in 2021. This increase was mainly due to busy Ennoconn and Vecow product projects in the third quarter of 2024, with frequent reliability testing using constant temperature and humidity machines operating at high capacity.

Note 1.It should be handled in accordance with the time schedule specified in Paragraph 2, Article 10 of this standard.

Note 2.The base year should be the year in which the inventory of the consolidated financial report boundary is completed. For example, according to the regulations in Paragraph 2, Article 10 of this standard, companies with a capital of NT$10 billion or more should complete the inventory of the consolidated financial report for the year 2024 in 2025, so the base year is 2 If the company has completed the inventory of the consolidated financial report earlier, the earlier year can be used as the base year. In addition, the data for the base year can be calculated based on a single year or the average of several years.

The Company's Implementation of Ethical Corporate Management and Measures Adopted:

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
1. Establishing Integrity Management Policies and Programs (1) Does the Company establish ethical corporate management policies, declare its ethical corporate management policies and procedures in its guidelines and external documents, and do the Board of Directors and management work proactively to implement their commitment to those management policies?	V		(1) The Company has formulated the Code of Ethical Conduct and the Ethical Corporate Management Best Practice Principles, as approved by the Board of Directors, specifying the matters that the Company's personnel should pay attention to upon performance of businesses.	No significant deviation

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
(2) Does the Company establish an assessment mechanism for the risk of unethical conduct, regularly analyze and evaluate the business activities with high- potential unethical conduct within its business scope, and formulate a scheme to prevent unethical conduct, and at least cover the precautionary measures for the acts in "Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?" (3) Does the Company specify operation procedures, conduct guidelines, punishments for violation, and rules for appeal in the scheme for preventing unethical conduct and implement them accordingly?	V V		(2) The Company strictly complies with corporate ethics and adheres to the corporate culture of integrity and honesty to create a sustainable business environment. (3)The Company regularly organizes corporate ethic education training and promotion for all employees. New employees are given a code of conduct on the day of taking office, which conveys the rights and obligations of employees. Moreover, the Company incorporates ethical corporate management into performance evaluation of employees and human resource policies and has established a clear and effective reward, punishment, and appeal system.	
2. Implementation of Ethical Corporate Management (1) Does the Company evaluate business partners' ethical records and include ethics-related clauses	V		(1)Before establishing business relationship with others, the Company first assesses the legality and ethical	

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
in the business contracts signed with the counterparties?			corporate management policy of agents, suppliers, customers, and other business counterparties, and evaluates whether they have any records of unethical conduct in the past to ensure that their business practices are fair, transparent and will not ask for, offer or accept bribe.	No significant deviation
(2) Does the Company establish an exclusively dedicated unit under the Board to implement ethical corporate management, and report to the Board regularly (at least once a year) regarding its ethical corporate management policy, the scheme for preventing unethical conduct, and supervision of its implementation?	V		(2) The Company has designated the "General Manager's Office" as the dedicated unit for promoting ethical corporate management to implement and supervise the amendment, execution, interpretation and performance of these procedures and conduct guidelines. In addition, provide consulting services, notification contents and registration documents, and regularly report the implementation status to the Board of Directors each year, while the latest reporting date was March 14, 2025	
(3) Does the Company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	V		(2) In the event of a conflict of interest, employees can report to the head of the department or the president.	
(4)Does the Company establish effective systems for both accounting and internal control to implement ethical corporate management, and does the internal audit unit draw up relevant audit plans based on evaluation	V		(4)The Company has established an effective accounting and internal control system, which are reviewed regularly and revised from time to time according to changes of laws and regulations and practical needs. They are also regularly examined to	

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
results of the risk of unethical conduct, and check the compliance of the scheme for preventing unethical conduct, or entrust CPAs to carry out the audit?			ensure that the design and implementation of the system remain effective, achieve corporate governance and risk control, and implement ethical corporate management. The Company's Corporate Sustainability Committee is the dedicated unit that implements ethical corporate management-related operations and supervise the implementation, and reports to the Board of Directors on a regular basis.	
(5)Does the company regularly hold internal and external educational training on ethical corporate management?	V		(5)From time to time, the Company promotes the principle of integrity management in various meetings, to ensure that colleagues implement the relevant norms of ethical corporate management both internally and externally. 1. The Company includes "Promotion of Ethical Corporate Management Best Practice Principles" course in annual new employee training. In 2024, we held 3 sessions in the first quarter, 4 sessions in the second quarter, 10 sessions in the third quarter, and 3 sessions in the fourth quarter, with a total of 35 training hours for 35 participants. These sessions help new employees understand the importance of ethical management and behavior, emphasizing integrity assessment before establishing business relationships with customers and	

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
			suppliers, and avoiding transactions with those who lack integrity. 2. The Company conducts "Training on ethical corporate management and Insider Trading Prevention" at least once a year for Directors, Managerial officers, and all employees. In 2024, the training was held on June 25 and August 27, with a total of 2 hours of training for 183 participants. 3. At the time of on-boarding, new employees sign the "Integrity and Intellectual Property Rights Agreement". 4. On December 11, 2024, the Company conducted a training course on "Internal Material Information and Prevention of Insider Trading" for Directors, Managerial officers, and all employees, with a duration of 0.5 hours and 189 participants in total.	
3. Implementation Status of the Company's Whistleblowing System (1) Does the Company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party? (2) Does the Company establish standard operating procedures for the reported matters and the	V V		When the Company identifies or receives reports of any employee engaging in dishonest conduct, and such conduct is confirmed to be in violation of applicable laws or the Company's integrity management policies and regulations, the Company will immediately require the individual to cease such conduct and take appropriate disciplinary actions.	No significant deviation

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td>relevant confidential mechanism?
(3)Does the Company provide protection to whistleblowers against receiving improper treatment?</td><td>V</td><td></td><td>Where necessary, legal action may be pursued to seek compensation for damages in order to protect the Company’s reputation and interests.</td><td></td></tr>
<tr><td>4. Enhancing of Information Disclosure
Does the Company disclose its ethical corporate management principles and the results of its implementation on the Company website and Market Observation Post System (MOPS)?</td><td>V</td><td></td><td>Our company has disclosed the content of its adopted code of conduct for ethical management and the progress of its implementation on the company website and the Market Observation Post System (MOPS)</td><td>No significant deviation</td></tr>
<tr><td colspan="5">5. If the Company has established its own ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies, please describe the implementation and any deviations from the Principles:
The Company has established the “Procedures for Ethical Corporate Management and Guidelines for Conduct.”There was no material discrepancy between its implementation status and “Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies.”</td></tr>
<tr><td colspan="5">6. Other important information to facilitate a better understanding of the Company’s ethical corporate management:
(1) The Company’s website, annual report, and prospectus all disclose compliance with the ethical corporate management principles.
(2) The Company’s Board of Directors closely implements the system of recusal due to conflicts of interest.
(3) The Company always pays attention to the development of relevant norms of ethical corporate management at home and abroad and formulates the Company’s relevant management measures.
(4) The Company's Whistleblowing System

1. Whistle-blowing Channels: The Company encourages internal and external personnel to report unethical conduct or misconduct. In September 2015, the Company announced and provided information on the whistle-blowing channels for internal and external personnel and stakeholders at the stakeholder area of the Company’s website.

2. Whistle-blowing System:The Company’s whistle-blowing system is stipulated in Article 21 of the</td></tr>
</table>

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
			"Ethical Corporate Management Best Practice Principles." The content is as follows: "The company encourages internal and external personnel to report unethical conduct or misconduct. The Company has established a whistle-blowing system on the Company's website for internal and external personnel to use." The whistleblower should provide at least the following information.	

(1) The whistle blower's name, ID number, address, telephone number, and e-mail where they can be reached.

(2) The reported individual's name or other information that shows the identity of the reported individual.

(3) Specific evidence available for investigation.

The Company's relevant personnel handling the report shall make a written statement that the whistleblower's identity and the content of the report shall be kept confidential, and the Company promises to protect the whistleblower from being improperly treated due to the whistle-blowing. The Company's dedicated unit will handle it according to the following procedures:

(1) If the case involves ordinary employees, it shall be reported to the General Manager. If the case involves Directors or Senior Executives, it shall be reported to Independent Directors.

(2) The responsible unit of this Company and the supervisors or personnel reported in the preceding paragraph shall immediately identify relevant facts, and if necessary, provide assistance from regulatory compliance or other relevant departments.

(3) If it is confirmed that the accused has indeed violated relevant laws and regulations or the ethical corporate management policies and regulations of this Company, it shall immediately require the accused to stop relevant acts and take appropriate measures, and if necessary, request compensation for damages through legal procedures to safeguard the reputation and rights of the Company.

(4) Written documents shall be retained for the acceptance of the complaint, the investigation process, as well as investigation results, and shall be retained for five years. Their retention may be done electronically. Before the expiration of the retention period, in the event of a lawsuit related to the whistleblowing content, the relevant information shall be retained until the conclusion of the litigation.

(5)If the report is verified to be true, the relevant units of the company should be responsible for

Evaluation Items	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE or TPEx Listed Companies and reasons
	Yes	No	Description	
reviewing the relevant internal control systems and operating procedures, and proposing improvement measures to prevent the recurrence of the same behavior. (6) The competent department of the Company shall regularly report its subsequent review and improvement measures to the Board of Directors at least once a year, and the latest report for the year 2024 was submitted to the Board of Directors on March 14, 2025.				

(8)Other Important Information Regarding Corporate Governance:

1. The Company has established the “Management Procedures of the Prevention of Insider Trading” and announced the procedures to its managers and employees.
2. The Company’s newly elected directors will be given the director’s brochure when they take the office, which contains various laws and regulations (including the Management Procedures of the Prevention of Insider Trading as mentioned in the preceding paragraph) and precautions to be taken to facilitate the new directors to comply.
3. The Company approved formulation of an intellectual property management plan associated with its operating goals at its Board of Directors’ meeting on November 11, 2021 The implementation status of the Company’s 2024 intellectual property management plan was reported and on November 13, 2024 submitted for reporting to the Board of Directors from five major aspects, i.e. patent management, trademark management, copyright management, business secret protection, and management resources and division of manpower.
4. On November 10, 2022, our board of directors approved the revision of the "Corporate Governance Best Practice Principles," which added a new provision stating that "Directors are prohibited from trading their stocks during a closed period of thirty days prior to the announcement of the annual financial report and fifteen days prior to the announcement of each quarterly financial report."

(9)Implement Status of Internal Control System

1. Statement of Internal Control System

Ennoconn Corporation
Statement of Internal Control System

Date: March 14, 2025

The Company's 2024 Internal Control System is stated as follows based on self-evaluation result:

1. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system is the responsibility of the Board of Directors and managers, and the Company has established an internal control system. The internal control system is designed to provide reasonable assurance for the effectiveness and efficiency of the operations (including profitability, performance, and protection of assets), reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations.
2. The internal control system has its inherent limitations. No matter how well it is designed, an effective internal control system can only provide reasonable assurance for the achievement of the three objectives mentioned above. Furthermore, the effectiveness of the internal control system may change due to the environment and circumstances change. However, the internal control system of the Company has self-monitoring mechanisms in place, and the Company will take corrective action against any defects identified.
3. The Company uses the assessment items specified in the “Regulations Governing Establishment of Internal Control Systems by Public Companies” (hereinafter referred to as the “Regulations”) to determine whether the design and implementation of the internal control system are effective. The "Processing Guidelines" use internal control system assessment items that, based on the management control process, divide the internal control system into five components: 1. Control Environment, 2. Risk Assessment, 3. Control Activities, 4. Information and Communication, and 5. Monitoring Activities. Each constituent element includes a certain number of items. For more information on such items, please refer to the “Regulations.”
4. The Company has adopted the aforesaid assessment items for the internal control system to determine whether the design and implementation of the internal control system are effective.
5. Based on the assessment results, our Company believes that our internal control system (including the supervision and management of subsidiaries) as of December 31, 2024 has been designed and implemented effectively. This includes understanding the effectiveness of operations and the degree to which efficiency targets have been achieved, reliable reporting, timely disclosure, transparency, compliance with relevant regulations and laws, and adherence to relevant internal control system design and execution. Our internal control system is able to reasonably ensure the achievement of the above objectives.
6. This statement will constitute the main content of the Company’s Annual Report and the prospectus and will be disclosed to the public. Any falsehood or

concealment with regard to the above contents will constitute legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

7. It is hereby stated that the Statement has been approved by the Board of Directors of the Company on March 14, 2025. Among the 7 Directors present, 0 expressed objections, and all agreed to the content of this Statement, which is hereby declared.

Ennoconn Corporation

Chairman: Chu, Fu-Chuan

President: Tsai, Neng-Chi

If a CPA has been hired to carry out a special audit of the internal control system, the CPA audit report shall be disclosed: None

(10)Major Resolutions of Shareholders' Meeting and Board of Directors' Meetings During the Most Recent Year up to the Publication Date of the Annual Report:

Type of meeting	Date of meeting	Major resolution
Board of Directors	2024.01.18 The 14th Meeting of the 10th Session	(1) Approved the amendment to the Company's "Investment Cycle". (2)Approved the issuance of new shares for the conversion of the Company's 3rd and 4th domestic unsecured convertible bonds into common shares in the four quarter of 2023 (3)Approved the amendment to the Company's "Management Procedures of the Prevention of Insider Trading". (4)Approved the proposal for the Company to apply for loan commitments from two banks. (5)Approved the Company's 2024 Annual Operation Plan. (6) Approved the 2023 Year-End Performance Bonus
Board of Directors	2024.03.07 The 15th Meeting of the 10th Session	(1)Approved the amendment to the Company's "Articles of Incorporation". (2)Approved the proposal for convening the 2024 Annual shareholders' meeting of the Company. (3)Approved the amendment of the Company's " Regulations Governing Procedure for Board of Directors' Meetings" and "Audit Committee Charter". (4)Approved the proposal for the Company to apply for loan commitments from two banks.
Board of Directors	2024.03.15 The 16th Meeting of the 10th Session	(1)Approved the Company's 2023 Self-Closing Consolidated Financial Report.
Board of Directors	2024.03.29 The 17th Meeting of the 10th Session	(1)Approved the Company's 2023 Annual Business Report. (2)Approved the company's 2023 consolidated and individual financial statements. (3)Approved the total amount of directors' and employees' compensation for 2023 (4)Approved the company's 2023 profit distribution proposal. (5)Approved the company's 2023 cash dividend distribution proposal. (6)Added agenda item for convening the Company's 2024 Annual shareholders' meeting of the Company. (7)Approved the proposal to release the President of the Company from the non-competition restriction. (8)Approved the proposal for the Company's 2023 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System".
Board of Directors	2024.03.16 The 18th Meeting of the 10th Session	(1)Approved the amendment to the Company's "Articles of Incorporation".

Type of meeting	Date of meeting	Major resolution
Board of Directors	2024.05.09 The 19th Meeting of the 10th Session	(1)Approved the Company's Consolidated Financial Report for the first quarter of 2024 (2)Approved the amendment of the Company's "Pre-Approval Policy for Non-Assurance Services Provided by Certified Public Accountants". (3)Approved the proposal for the certification service fee of KPMG Taiwan for the year 2024. (4)Approved the proposal to issue new shares for the conversion of the Company's domestic 3rd, 4th, and 5th unsecured convertible corporate bonds into common stocks in the 1st quarter of 2024. (5)Approved the proposal for the Company's 2023 ESG Sustainability Report. (6)Approved the proposal for the Company to apply for credit facilities from four banks.
Board of Directors	2024.08.13 The 20th Meeting of the 10th Session	(1)Approved the correction of the Company's 2023 profit distribution proposal. (2)Approved the Company's consolidated financial statements for the second quarter of 2024. (3)Approved the proposal for the Company to increase the capital of its subsidiary Ennoconn International Investment Co., Ltd. (hereinafter referred to as "Ennoconn") by cash injection. (4)Approved the proposal to amend the Company's "Ethical Corporate Management Best Practice Principles". (5)Approved the Company's detailed distribution of directors' compensation in 2023 (6)Approved the Company's distribution of compensation to managerial officers in 2023 (7)Approved the salary adjustment plan for managerial officers. (8)Approved the proposal for the issuance of new shares for the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds into common shares in the second quarter of 2024. (9)Approved the proposal for the Company to apply for credit lines from six banks.
Board of Directors	2024.09.04 The 21th Meeting of the 10th Session	(1)Approved the proposal for the Company to acquire ordinary shares of Nera Telecommunications Ltd. (Singapore stock code N01.SI, hereinafter referred to as "Nera") through its subsidiary Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as "ESS") by way of a tender offer. (2)Approved the proposal for the Company to increase the capital of its Singapore subsidiary Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as "ESS") by cash injection to meet the requirements of the tender offer described in the first proposal. (3)Proposed to add a new fund lending quota of SGD 12 million to the Company's subsidiary Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as "ESS") to meet the requirements of the tender offer described in the first proposal.

Type of meeting	Date of meeting	Major resolution
Board of Directors	2024.11.13 The 22th Meeting of the 10th Session	(1)Approved the Company's consolidated financial statements for the third quarter of 2024. (2)Approved the salary adjustment plan for managerial officers. (3)Approved the assessment of CPA's independence and competence (4)Approved the evaluation of the qualifications and independence of the Company's independent directors. (5)Approved the Audit Plan for 2025 (6)Approved the establishment of the "Operating Procedures for the Preparation and Assurance of Sustainability Report" in the Company's internal control system. (7)Approved the establishment of the "Operating Procedures for Sustainability Information Management" in the Company's internal control system. (8)Approved the amendment to the Company's "Corporate Governance Best Practice Principles". (9)Approved the company's ESG implementation goals for 2025. (10) Approved the issuance of new shares for the conversion of the Company's 4th and 5th domestic unsecured convertible bonds into common shares in the third quarter of 2024 (11) Approved the proposal for the Company to apply for loan commitments from three banks.
Board of Directors	2025.01.15 The 23th Meeting of the 10th Session	(1) Approved the Company's 2025 Annual Operation Plan. (2)Approved the re-election of the 11th term Directors (including Independent Directors) of the Company. (3)Approved the Company's proposal to convene the 2025 Annual shareholders' meeting (4)Approved the Company's endorsement and guarantee for its subsidiary Vecow Japan Corporation. (5)Approved the issuance of new common shares for the 4th quarter of 2024 due to the conversion of the Company's 4th and 5th domestic unsecured convertible corporate bonds. (6)Approved the Company's proposal to apply for a credit facility from Sumitomo Mitsui Bank. (7)Approved the Company's Remuneration Regulations for Directors. (8)Approved 2024 Year-end Performance Bonus for Managerial Officers.
Board of Directors	2025.03.14	(1)Approved the Company's 2024 self-prepared consolidated financial statements (2)Approved the submission of the company's 2024 "Statement on Internal Control System Effectiveness" and "Statement of Internal Control System".

Type of meeting	Date of meeting	Major resolution
Board of Directors	2024.03.28	(1) Approved the Company's 2024 Annual Business Report. (2)Reported the Company’s 2024 Consolidated and Individual Financial Statements. (3)Approved the total amount of directors' and employees' compensation for 2024 (4)Approved the Company's 2024 profit distribution proposal. (5)Approved the company's 2024 cash dividend distribution proposal.
Annual Shareholders’ Meeting	2024.05.31	(1)Acknowledgment of 2023 financial statements and business report. Implementation status: The resolution was approved, and the relevant resolution content was recorded in the meeting minutes. (2)Acknowledgment of the profit distribution for the year 2023. Implementation status: The cash dividend was adjusted to NT$11.35226045 per share, totaling NT$1,559,072,498, due to changes in the total share capital resulting from the conversion of the Company's convertible corporate bonds into common shares. The dividend was distributed on August 28, 2024. (3)Approved the amendment to the Company's "Articles of Incorporation". Implementation status: Approved.

(10) Main content of any recorded or written statements made by directors or supervisors who had dissenting opinions on important resolutions passed by the Board of Directors in the most recent year and up to the date of the annual report: None.

3. Information on CPA Fees

(1) Range of CPA Fees

Unit: NT Thousand

Name of CPA firm	Name of CPA		Audit period of CPA	Audit fee	Non-audit fee	Total	Remarks
KPMG Taiwan	Xiao, Pei-Ru	Yu Chi-Lung	2024.01.01~2024.12.31	2,910	75	2,985	None

Note 1: If the Company changed any CPA or CPA firm in current year, audit periods shall be specified separately, the reason for the change shall be specified in the remarks column, and the audit and non-audit fees paid shall be disclosed. There should be remark to explain the content of the non-audit fees.

Please specify non-audit fees: None

(2)When non-audit fees paid to the CPAs, to the accounting firm of the CPA, and/or to any affiliated enterprise of such accounting firm are one quarter or more of the audit fees paid thereto, the amounts of both audit and non-audit fees, as well as details of non-audit services, shall be disclosed:

Unit: NT$ thousand

Audit fee	Non-audit fee					Remarks
	System design	Business registration	Human resources	Others	Subtotal	
2,910	0	75	0	0	2,985	None

(3) When the Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts and percentage of the audit fees before and after the change and the reasons shall be disclosed: Not applicable.

(4) If the audit fee decreased by more than 10% compared to the previous year, the amount and percentage of decrease and the reason should be disclosed: None.

4. Information on CPA Replacement

None.

5. The company's Chairman, President, or Managerial Officer in Charge of Finance or Accounting Matters that Held a Position in the Accounting Firm of its CPA or in an Affiliates in the Most Recent Year

None.

6. Transfer & Pledge of Equity by Directors, Managerial Officers and Shareholders

7. Holding more than 10% of the Company's Shares in the Most Recent Year and up to the Publication Date of this Annual Report

(1) Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by a Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10%:

Title	Name	2024		2025 up to March 31	
		Number of Shares Held Increase (Decrease)	Number of Pledged Shares Increase (Decrease)	Number of Shares Held Increase (Decrease)	Number of Pledged Shares Increase (Decrease)
Chairman and CEO	Chu, Fu-Chuan	(350,000)	(500,000)	0	0
Corporate Director and Major Shareholder	Baoxin International Investments Ltd.	0	0	0	0
Director	Baoxin International Investments Ltd. Representative: Hung, Mei-Huei	0	0	0	0
Director	Baoxin International Investments Ltd. Representative: Chuan-Wang Chang	0	0	0	0
Independent Director	Su, Yu-Hui	0	0	0	0
Independent Director	Chan, Hsin-I	0	0	0	0
Independent Director	Wen, Miao-Hsin	0	0	0	0
Independent Director	Tu, Huang-Hsu	0	0	0	0
President	Tsai, Neng-Chi	0	0	0	0
President, Mainland China Branch	Lou, Chao-Tsung	0	0	0	0
Associate Manager, R&D Center	Chang, Sheng-Hsiung	0	0	0	0
CFO	Chuang, Tsung-Hsien	0	0	0	0
Associate Manager, Information Department	Chang, Wen-Ta	0	0	0	0
Director of Corporate Governance	Chou, Hung-Chih	0	0	0	0

(2) Directors, Managers, and Shareholders with a Stake of more than 10 percent and the Counterparty of the Equity Transfer are Affiliates: None

(3) Directors, Managers, and Shareholders with a Stake of more than 10 percent and the Counterparty of the Equity Pledge are Affiliates: None

7. Information on the Top Ten Shareholders and their Relationships

March 31, 2025: Unit: Shares; %

Name (NOTE 1)	Shares Held By Shareholding		Shares Held By Spouse & Minor Of Shareholders		Total Shareholding By Nominees		Name or relationship between or among the top 10 shareholders who are related parties or spouses and relatives within the second degree of kinship.		Remarks
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name	Relationship	
Baoxin International Investments Ltd.	33,178,779	24.12%	0	0	0	0	Hong Yang Venture Capital Corporation	Same ultimate parent company	None
Baoxin International Investments Ltd. Representative: Huang, De- Cai	0	0.00%	0	0	0	0	None	None	None
Chunghwa Post Co., Ltd.	5,474,000	3.98%	0	0	0	0	None	None	None
Chunghwa Post Co., Ltd. Representative: Wang Kwo-tsai	0	0.00%	0	0	0	0	None	None	None
Taipei Fubon Commercial Bank Co., Ltd. - Custodian for Fuh Hwa Taiwan Technology High Dividend ETF Securities Investment Trust Fund Account	4,968,000	3.61%	0	0	0	0	None	None	None
Citibank (Taiwan) Commercial Bank entrusted with the dedicated investment account of Google Inc.	4,880,000	3.55%	0	0	0	0	None	None	None
Hua Nan Commercial Bank Custodianship for Yuanta Taiwan High-Yield Value ETF Securities Investment Trust Fund	4,245,000	3.09%	0	0	0	0	None	None	None
New Labor Pension Fund	3,200,000	2.33%	0	0	0	0	None	None	None
Hong Yang Entrepreneurship Investment Co., Ltd.,	2,063,433	1.50%	0	0	0	0	Baoxin International Investments Ltd.	Same ultimate parent company	None
Hyield Venture Capital Co., Ltd. Representative: Huang, De- Cai	0	0.00%	0	0	0	0	None	None	None
KGI Life Insurance Co., Ltd	1,839,000	1.34%	0	0	0	0	None	None	None
Fubon Life Insurance Co., Ltd. Representative: Wang, Alan	0	0.00%	0	0	0	0	None	None	None
TransGlobe Life Insurance Inc.	1,751,000	1.27%	0	0	0	0	None	None	None
TransGlobe Life Insurance Inc. Representative: Lin,Wen-Hui	0	0.00%	0	0	0	0	None	None	None
Citibank (Taiwan) Commercial Bank - Custodian for Norges Bank Investment Account	1,494,450	1.09%	0	0	0	0	None	None	None

Note 1. Information on Top Ten Shareholders and Their Relationships.

8. Number of Shares in the Same Investee and Total Shareholding Ratio Held by the Company, its Directors, Supervisors and managerial Officers, and Any Companies Controlled either Directly or Indirectly by the Company

December 31, 2024
Unit: shares; %

Investee company	Investment		Investee directors, supervisors or managerial officers or any companies directly or indirectly controlled by the Company		Total investment	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
The Innovation System Integration Limited (HK)	518,216,530	100.00%	-	-	518,216,530	100.00%
Ennoconn International Investment Co., Ltd.	820,635,000	100.00%	-	-	820,635,000	100.00%
Caswell Inc.	20,000,000	27.27%	3,250,000	4.43%	23,250,000	31.70%
Ennoconn Investment Holdings Co., Ltd	309,510,000	100.00%	-	-	309,510,000	100.00%
AIS Cayman Technology	4,028,217	37.64%	6,672,469	62.36%	10,700,686	100.00%
Ennoconn Solutions Singapore Pte. Ltd	16,000,000	100.00%	-	-	16,000,000	100.00%

Note: The Company adopts long-term investment using the equity method.

3. Shares and Fundraising

1. Capital and Shares:

(1)Capital Formation:

Unit: Shares NT$

Date	Issuance price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital increase by assets other than cash	Others
1999.07.12 (Note 1)	10	4,000,000	40,000,000	1,000,000	10,000,000	Initial capital	-	-
1999.10.25 (Note 2)	10	4,000,000	40,000,000	4,000,000	40,000,000	Cash capital increase of 30,000,000	-	-
2001.01.15 (Note 3)	10	10,000,000	100,000,000	10,000,000	100,000,000	Cash capital increase of 60,000,000	-	-
2005.05.25 (Note 4)	20 10	10,000,000	100,000,000	4,000,000	40,000,000	Capital contributions by claims of 20,000,000 Capital decrease of 80,000,000	-	-
2005.06.24 (Note 5)	20	10,000,000	100,000,000	5,000,000	50,000,000	Cash capital increase of 10,000,000	-	-
2006.05.11 (Note 6)	10 10 10	60,000,000	600,000,000	14,000,000	140,000,000	Cash capital increase of 70,000,000 Capital increase from earnings 18,489,850 Capital increase from employee bonus by 1,510,150	-	-
2006.10.04 (Note 7)	10	60,000,000	600,000,000	16,800,000	168,000,000	Cash capital increase of 28,000,000	-	-
2007.03.06 (Note 8)	12.5	60,000,000	600,000,000	36,800,000	368,000,000	Cash capital increase of 200,000,000	-	-
2007.06.22 (Note 9)	10	60,000,000	600,000,000	37,793,600	377,936,000	Capital increase from earnings 9,936,000	-	-
2008.08.21 (Note 10)	10 10	60,000,000	600,000,000	40,040,000	400,400,000	Capital increase from earnings 19,136,000 Capital increase from employee	-	-

3. Shares and Fundraising

Date	Issuance price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital increase by assets other than cash	Others
						bonus 3,328,000		
2009.08.25 (Note 11)	10 12.26	60,000,000	600,000,000	41,675,111	416,751,110	Capital increase from earnings 14,014,000 Capital increase from employee bonus by 2,337,110	-	-
2010.08.13 (Note 12)	10 13.58	60,000,000	600,000,000	46,185,340	461,853,400	Capital increase from earnings 38,757,860 Capital increase from employee bonus by 6,344,430	-	-
2011.09.26 (Note 13)	10 14.24	60,000,000	600,000,000	47,409,788	474,097,880	Capital increase from earnings 11,084,480 Capital increase from employee bonus by 1,160,000	-	-
2012.09.17 (Note 14)	25 10 13.96	60,000,000	600,000,000	53,945,984	539,459,840	Cash capital increase of 50,000,000 Capital increase from earnings 9,481,960 shares Capital increase from employee bonus 5,880,000 shares	-	-
2013.07.17 (Note 15)	10 42.42	100,000,000	1,000,000,000	60,450,341	604,503,410	Capital increase from earnings 60,635,280 shares Capital increase from employee bonus 4,408,290 shares	-	-
2014.04.16 (Note 16)	128	100,000,000	1,000,000,000	66,530,341	665,303,410	Cash capital increase of 60,800,000	-	-
2015.01.21 (Note 17)	236	100,000,000	1,000,000,000	68,680,341	686,803,410	Share swap of 21,500,000	Share swap for Caswell Inc. 8,600 thousand shares	-

Date	Issuance price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital increase by assets other than cash	Others
2015.11.30 (Note 18)	10	100,000,000	1,000,000,000	68,875,760	688,757,600	Converted 1,954,190 shares from the first domestic convertible corporate bonds	-	-
2016.02.15 (Note 19)	10	100,000,000	1,000,000,000	69,728,698	697,286,980	Converted 8,529,380 shares from the first domestic convertible corporate bonds	-	-
2016.05.19 (Note 20)	10	100,000,000	1,000,000,000	70,495,867	704,958,670	Converted 7,671,690 shares from the first domestic convertible corporate bonds	-	-
2016.08.11 (Note 21)	388	100,000,000	1,000,000,000	74,995,867	749,958,670	Cash capital increase 45,000,000 shares	-	-
2016.08.29 (Note 22)	10	100,000,000	1,000,000,000	75,618,210	756,182,100	Converted 6,223,430 shares from the first domestic convertible corporate bonds	-	-
2016.11.22 (Note 23)	10	100,000,000	1,000,000,000	76,152,738	761,527,380	Converted 5,345,280 shares in the first and second domestic convertible corporate bonds	-	-
2016.02.06 (Note 24)	10	100,000,000	1,000,000,000	76,300,802	763,008,020	Converted 5,345,280 shares in the first and second domestic convertible corporate bonds	-	-
2016.05.31 (Note 25)	10	100,000,000	1,000,000,000	76,388,434	763,884,340	Converted 5,345,280 shares in the first and second domestic convertible corporate bonds	-	-
2017.08.07	10	100,000,000	1,000,000,000	76,398,052	763,980,520	Converted	-	-

3. Shares and Fundraising

Date	Issuance price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital increase by assets other than cash	Others
(Note 26)						5,345,280 shares in the first and second domestic convertible corporate bonds		
2017.12.07 (Note 27)	10	100,000,000	1,000,000,000	76,527,598	765,275,980	Converted 5,345,280 shares in the first and second domestic convertible corporate bonds	-	-
2018.02.01 (Note 28)	10	100,000,000	1,000,000,000	76,528,811	765,288,110	Converted 1,213 shares in the second domestic convertible corporate bonds	-	-
2018.05.24 (Note 29)	10	100,000,000	1,000,000,000	77,365,249	773,652,490	Converted 836,438 shares in the second domestic convertible corporate bonds and first overseas convertible corporate bonds	-	-
2019.03.13 (Note 30)	10	100,000,000	1,000,000,000	83,574,472	835,744,720	Cash capital increase 60,000,000 shares	-	-
2020.09.21 (Note 31)	10	250,000,000	2,500,000,000	91,866,420	918,664,200	Capital increase from earnings 8,291,948 shares	-	-
2020.12.02 (Note 32)	10	250,000,000	2,500,000,000	93,272,019	932,720,190	Converted 1,405,599 shares in the third domestic convertible corporate bonds	-	-
2021.02.13 (Note 33)	10	250,000,000	2,500,000,000	96,812,019	968,120,190	The Company increased its capital through the issuance of 3,540,000 new shares and made a share swap with its subsidiary AIS (Cayman)	Swapped 4,028,217 shares with AIS (Cayman)	-
2022.01.07 (Note 34)	10	250,000,000	2,500,000,000	101,812,019	1,018,120,190	Issuance of 5,000,000 ordinary	-	-

Date	Issuance price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital increase by assets other than cash	Others
						shares for the Company's capital increase in cash		
2022.01.19 (Note 35)	10	250,000,000	2,500,000,000	106,692,019	1,066,920,190	Issuance of 4,880,000 privately-placed common shares for the Company's capital increase in cash	-	-
2022.05.25 (Note 36)	10	250,000,000	2,500,000,000	106,037,019	1,060,370,190	The Company reduced capital of 655,000 shares due to cancellation of treasury shares	-	-
2023.05.24 (Note 37)	10	250,000,000	2,500,000,000	108,765,088	1,087,650,880	Converted 2,728,069 shares in the third and fourth domestic convertible corporate bonds		
2023.07.31 (Note 38)	10	250,000,000	2,500,000,000	124,135,426	1,241,354,260	Converted 2,728,069 shares in the third and fourth domestic convertible corporate bonds		
2023.12.06 (Note 39)	10	250,000,000	2,500,000,000	128,216,182	1,282,161,820	Converted 2,728,069 shares in the third and fourth domestic convertible corporate bonds		
2024.02.15 (Note 40)	10	250,000,000	2,500,000,000	131,999,868	1,319,998,680	Converted 3,783,686 shares in the third and fourth domestic convertible corporate bonds		
2024.05.30 (Note 41)	10	250,000,000	2,500,000,000	137,027,048	1,370,270,480	Converted 5,027,180 shares in the third, fourth and fifth domestic convertible corporate bonds		
2024.09.09 (Note 42)	10	250,000,000	2,500,000,000	137,077,103	1,370,771,030	Converted 50,055 shares in the fourth and fifth domestic convertible		

3. Shares and Fundraising

Date	Issuance price	Authorized capital		Paid-in capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Share Capital Source	Capital increase by assets other than cash	Others
						corporate bonds		
2024.12.02 (Note 43)	10	250,000,000	2,500,000,000	137,394,617	1,373,946,170	Converted 317,514 shares in the fourth and fifth domestic convertible corporate bonds		
2025.02.12 (Note 44)	10	250,000,000	2,500,000,000	137,537,166	1,375,371,660	Converted 142,549 shares in the fourth and fifth domestic convertible corporate bonds		

Note 1: An approval letter No. 883287790 issued by the Construction Management Office, Public Works Department, Taipei City Government on September 16, 1999
Note 2: Approval letter No. 8834770-2 from the Department of Construction of Taipei City Government dated October 25, 1999
Note 3:An approval letter No. 0900100965 issued by the Ministry of Economic Affairs on January 15, 2001
Note 4: An approval letter No. 09432172260 issued by the Ministry of Economic Affairs on May 25, 2005
Note 5: Approval letter No. 09432336280 from the Ministry of Economic Affairs dated June 24, 2005
Note 6: Approval letter No. 09532165220 from the Ministry of Economic Affairs dated May 11, 2006
Note 7: Approval letter No. 09532926230 from the Ministry of Economic Affairs dated October 4, 2006
Note 8: Approval letter No. 09631769360 from the Ministry of Economic Affairs dated March 6, 2007
Note 9: Approval letter No. 09632312080 from the Ministry of Economic Affairs dated June 22, 2007
An approval letter No. 0973049365 issued by the Economic Development Bureau, Taipei County Government on August 21, 2008
Note 11: Ministry of Economic Affairs letter No. 09832930520 dated August 25, 2009
An approval letter No. 0993148047 issued by Taipei County Government on August 13, 2020
Note 13: New Taipei City Government registration No. 1005059538 dated September 26, 2011
Note 14: Ministry of Economic Affairs letter No. 10101192660 dated September 17, 2012
Note 15: Ministry of Economic Affairs letter No. 10201140690 dated July 17, 2013
Note 16: Ministry of Economic Affairs letter No. 10301065980 dated April 16, 2014
Note 17: Ministry of Economic Affairs letter No. 10401002010 dated January 21, 2015
Note 18: Ministry of Economic Affairs letter No. 10401247880 dated November 30, 2015
In the Ministry of Economic Affairs' document No. 10501027780, authorized for commercial cases on February 15, 2016
Note 20: Ministry of Economic Affairs letter No. 10501104050 dated May 19, 2016
Note 21: Ministry of Economic Affairs letter No. 10501193160 dated August 11, 2016
Note 22: Ministry of Economic Affairs letter No. 10501209510 dated August 29, 2016
Note 23: Ministry of Economic Affairs letter No. 10501266500 dated November 22, 2016
Note 24: Ministry of Economic Affairs letter No. 10601014510 dated February 6, 2017
Note 25: Ministry of Economic Affairs letter No. 10601069670 dated May 31, 2017
Note 26: Ministry of Economic Affairs letter No. 10601112420 dated August 7, 2017
Note 27: Ministry of Economic Affairs letter No. 10601164100 dated December 7, 2017
Note 28: Ministry of Economic Affairs letter No. 10701012860 dated February 1, 2018
Note 29: Ministry of Economic Affairs letter No. 10701057310 dated May 24, 2018
Note 30: Ministry of Economic Affairs letter No. 10801036000 dated April 3, 2019
Note 31: Ministry of Economic Affairs letter No. 10901180310 dated September 21, 2020
Note 32: Ministry of Economic Affairs letter No. 10901223000 dated December 2, 2020
Note 33: Ministry of Economic Affairs letter No. 11001029270 dated February 23, 2021
Note 34: Ministry of Economic Affairs letter No. 11101001020 dated January 7, 2022
Note 35: Ministry of Economic Affairs letter No. 11101007710 dated January 19, 2022
Note 36: Ministry of Economic Affairs letter No. 11101084530 dated May 25, 2022
Note 37: Ministry of Economic Affairs letter No. 11230086450 dated May 24, 2023
Note 38: Ministry of Economic Affairs letter No. 11230136950 dated July 31, 2023
Note 39: Ministry of Economic Affairs letter No. 11230226240 dated December 6, 2023
Note 40: Ministry of Economic Affairs letter No. 11330013040 dated February 15, 2024
Note 41: Ministry of Economic Affairs letter No. 11330085340 dated May 30, 2024
Note 42: Ministry of Economic Affairs letter No. 11330157860 dated May 30, 2024
Note 43: Ministry of Economic Affairs letter No. 11330207060 dated December 2, 2024
Note 44: Ministry of Economic Affairs letter No. 11430009720 dated February 12, 2025

(2) Types of issued shares:

March 31, 2025: Unit: Shares;

Types of Shares	Authorized capital			Remarks
	Outstanding shares	Unissued Shares	Total	
common shares	137,539,720	112,460,280	250,000,000	Outstanding Shares includes privately-placed common shares 4,880,000 shares

2. List of Major Shareholders:

March 31, 2025: Unit: Shares;

Shares / Name of Major Shareholders	Number of shares held	Shareholding Ratio
Baoxin International Investments Ltd.	33,178,779	24.12%
Chunghwa Post Co., Ltd.	5,474,000	3.98%
Taipei Fubon Commercial Bank Co., Ltd. - Custodian for Fuh Hwa Taiwan Technology High Dividend ETF Securities Investment Trust Fund Account	4,968,000	3.61%
Citibank (Taiwan) Commercial Bank entrusted with the dedicated investment account of Google Inc.	4,880,000	3.55%
Hua Nan Commercial Bank - Custodian for Yuanta Taiwan High-Value High Yield ETF Securities Investment Trust Fund Account	4,245,000	3.09%
New Labor Pension Fund	3,200,000	2.33%
Hong Yang Entrepreneurship Investment Co., Ltd.,	2,063,433	1.50%
KGI Life Insurance Co., Ltd	1,839,000	1.34%
TransGlobe Life Insurance Inc.	1,751,000	1.27%
Citibank (Taiwan) Commercial Bank - Custodian for Norges Bank Investment Account	1,494,450	1.09%

3. The Company's Dividend Policy and Implementation Status:

(1) Company Dividend Policy

Article 20 of the Company’s Articles of Incorporation:

If the Company has profits for the year, no less than 2% shall be allocated as employee compensation. The Board of Directors shall resolve whether to distribute such compensation in the form of stock or cash. The recipients of such distribution may include employees of controlling or subsidiary companies who meet certain conditions, and the relevant procedures shall be authorized by the Board of Directors. The Company may, from the aforementioned profit amount, allocate no more than 2% as Directors' compensation by resolution of the Board of Directors. Employee compensation and directors' remuneration distribution proposal shall be submitted and reported to Shareholders' Meeting.

However, in case of any accumulated losses to the Company, it shall reserve certain amount for recovery of the losses, and then allocate employee compensation and directors' compensation according to the said ratio.

Article 20-1 of the Company's Articles of Incorporation:

If there are current net profits after tax specified in the Company's annual final accounts, they shall be distributed in the following order:

1. Recovery of losses.
2. 10% of such profits shall be withdrawn as statutory surplus reserve in accordance with laws, but if accumulated statutory surplus reserve reaches the Company's total capital, this provision shall not apply.
3. Others profits shall be withdrawn or reversed as special surplus reserve in accordance with laws and regulations.
4. After deducting the amounts specified in items (1) to (3) from the "current net profit" of the annual closing, along with the accumulated undistributed earnings at the beginning of the period as well as the undistributed earnings adjustment amount for the current year, the Board of Directors shall prepare a distribution proposal for the distributable earnings and submit it to the Shareholders' Meeting for resolution.

The Company authorizes the Board of Directors to approve the distribution of dividends and bonuses or the legal reserve and capital surplus stipulated in Paragraph 1, Article 241 of the Company Act, in whole or in part, in the form of cash with the consent of majority of attending directors which represents more than two-third of all directors pursuant to Paragraph 5, Article 240 of the Company Act and report to the shareholders' meeting.

The Company is in a growth stage at present, and distribution plan shall be made by its Board of Directors for distribution of earnings based on development and expansion of its business in the future by considering the Company's future demands for capital expenditures, budgets and funds, and such distribution may be conducted after it is resolved by Shareholders' Meeting. However, in terms of dividend distribution, no less than 10% of the dividends to be distributed in the then current year shall be distributed in cash.

In terms of the dividend distribution of the Company, it shall be not less than 40% of the accumulated earnings available for distribution in principle.

(2)The dividend distribution proposed at this Shareholders' Meeting

The 2024 earnings distribution proposal was approved by the Company's Board of Directors on March 28, 2025 (yet to be resolved by the Shareholders' Meeting)

1. Cash dividends from earnings: 12.20 (NTD/share).
2. Stock dividends from earnings: 0 (NTD/share).
3. Cash distribution from legal reserve and capital reserve: 0 (NTD/share).
4. Total amount of cash (dividends) distributed to shareholders: NTD 1,677,984,584.
5. Total amount of stock (dividends) distributed to shareholders: NTD 0.

(3) If it is expected that there will be material changes in the dividend policy, it shall be explained:

As of the publication date of the Annual Report, the Company has no plans to change its dividend policy.

4. The impact on the Company's Business Performance and Earnings per Share of any Stock Dividend Distribution Proposed or Adopted at This Shareholders' Meeting: Not applicable.

5. Employees' bonuses and directors' Copensation

(1) For the percentages or ranges with respect to an employee, director, and supervisor compensation, as set forth in the Company's Articles of Incorporation:Refer to 6.(1).

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

1. Basis for estimating the amount of employees' and directors' compensation for this period: Please refer to above mentioned 6.(1) description regarding Dividend Policy.
2. The basis for calculating the number of shares of employees' compensation based on stock distribution in the current period: None
3. Accounting treatment when there is a difference between the actual distribution amount and the estimated amount for this period: Treated as a change in accounting estimate and recognized in the profit or loss of the actual distribution year.

(3) Information on distribution of compensation approved by the Board of Directors:

The amount of compensation distributed for employees and directors in cash or stock. If there is any discrepancy between that recognized expenses and the estimated figure for the fiscal year, the discrepancy, cause, and the status of treatment shall be disclosed:

The Company’s 2024 employee and director's compensation was resolved by the Board of Directors on March 28, 2025 The Company’s cash compensation distributed to employees in 2024 totaled at NT$90,200,000, accounting for 2.91% of the 2024 final accounts profit. While the compensation to directors totaled at NT$6,000,000, accounting for 0.19% of the 2024 final accounts profit. The estimated employee cash compensation was NT$90,200,000, and director compensation was NT$6,000,000 in 2024, which were respectively estimated at the pre-tax profits as stated in 6.

1. Dividend Policy and there is no discrepancy from the annual estimated amount.
2. The ratio of employee compensation distributed in stock to the sum of net income after tax and total employee compensation for this period: The Company distributed employee bonuses in cash for the year 2023, and there was no employee compensation distributed in stock.

(4) The actual distribution of employee and director compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee and director compensation, the discrepancy, cause, and the status of treatment shall be disclosed:

In the Company’s 2023 earnings distribution, the compensation distribution for employees and directors is as follows

Unit: NT$r

2023	Amount recognized in the Financial Statements	Actual distribution amount approved by the Board of Directors	Difference	Cause for difference
Employee compensation	85,000,000	85,000,000	0	None
Director compensation	2,600,000	2,600,000	0	
Total	87,600,000	87,600,000	0	

6. Company Shares Bought Back by the Company (Executed and Completed)

Purpose of buyback	Shares transferred to employees
Period of buyback	2017.03.30-2017.05.08
Range of buyback price	NT$ 388 – 500
Type and number of bought-back shares	common shares 1,000,000 shares
Amount of bought-back shares	NT$356,652,934
The ratio of bought-back shares in the shares planned to be bought back (%)	66.67%
Number of shares canceled and transferred	1,000,000 shares
Cumulative number of the Company's shares held	0 shares (The Company completed capital reduction due to cancellation of treasury stocks in May 2022)
The ratio of the cumulative number of the Company's shares held in the total number of shares issued (%)	0%

7. Issuance of Corporate Bonds

(1) Domestic and overseas corporate bonds:

Types of Corporate Bonds	The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
Issuance Date	November 16, 2021	Augusr 16, 2023	September 2, 2021
Par Value	NT$100,000 each	NT$100,000 each	NT$100,000 each
Issuance and trading place	Taipei Exchange	Taipei Exchange	N/A
Issuance price	Issued at 5% of the par value	Issued at 5% of the par value	Issued at par value in full
Total Amount	NT$1,005,000,000	NT$ 3,015,000,000	NT$ 1,500,000,000
Interest rate	Coupon rate 0%	Coupon rate 0%	Coupon rate 0%
Term	Issuance Period of five years: issued on November 16, 2021, maturing on November 16, 2026	Issuance Period of three years; issued on August 16, 2023, maturing on August 16, 2026	Issuance Period of five years: issued on September 2, 2021, maturing on September 2, 2026
Guarantor institution	N/A	N/A	N/A
Trustee	Bank SinoPac Co., Ltd.	Bank SinoPac Co., Ltd.	None
Underwriter	IBF Securities Co., Ltd.	KGI Securities Co, Ltd.	None
Certified attorney	Handsome Attorneys-at- law: Chiu, Ya-Wen	Handsome Attorneys-at- law: Chiu, Ya-Wen	None
CPA	Deloitte & Touche CPAs Liu, Shui-Enand, and Yang, Ching-Ting	KPMG Taiwan CPAs Xiao, Pei-Ru, and Yu, Ji-Long,	None
Repayment method	The Company will make repayment by lump sum in cash for the bonds held by the bonds holders based on the denomination upon maturity of such bonds, unless the convertible corporate bonds are converted into the Company's common shares by their holders according to Article 10 of these Rules, or	Unless the holders of these convertible corporate bonds convert them into the Company's common shares pursuant to Article 10 of these Regulations, or the Company redeems them prior to maturity pursuant to Article 18 of these Regulations, the Company shall redeem the bonds held by the	The Company will make repayment by lump sum in cash for the bonds held by the bonds holders based on the denomination upon maturity of such bonds, unless the convertible corporate bonds are converted into the Company's common shares by their holders according to Article 10 of these

Types of Corporate Bonds	The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
	redeemed by the Company ahead of schedule according to Article 17 of these rules, or bought back from the business place of securities firm and canceled, or their holders exercise their rights to sell them back according to Article	bondholders in cash at face value in one lump sum upon maturity.	Rules, or redeemed by the Company ahead of schedule according to Article 17 of these rules, or bought back from the business place of securities firm and canceled, or their holders exercise their rights to sell them back according to Article
Outstanding amount	NT$23,100,000	NT$2,999,700,000	NT$1,500,000,000
Terms for redemption or early repayment	1. From the day after three months from the issuance date (February 17, 2022) until forty days before the expiration of the issuance period (October 7, 2026), if the closing price of the Company's common shares on the securities dealers' business premises exceeds the conversion price by thirty percent (30%) or more for thirty consecutive business days, the Company may, within the subsequent thirty business days, send a "Bond Redemption Notice" with a thirty-day maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned period shall not be the conversion suspension period	1. From the day after three months from the issuance date (November 17, 2023) until forty days before the expiration of the issuance period (July 7, 2026), if the closing price of the Company's common shares exceeds the conversion price by 30% (inclusive) for thirty consecutive business days, the Company may, within the subsequent thirty business days, send a "Bond Redemption Notice" with a thirty-day maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned period shall not be the conversion suspension period for these convertible	If, during the period from the date (September 3, 2024) immediately after it reaches three years from the issuance date of the privately-placed convertible corporate bonds to the fortieth day (July 24, 2026) before expiration of their issuance period, the closing price of the Company's common shares exceeds more than 30% (inclusive) of the then current conversion price for consecutive 30 business days, the Company may, within 30 business days thereafter, send a "Bonds Redemption Notice" with a 30-day maturity period (the said period shall be calculated from the date when the Company sends the Notice, and the expiration date of such period shall be the base date for redemption of the bonds, and the

Types of Corporate Bonds	The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
	specified in Article 9 of these Regulations) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of sending the "Bond Redemption Notice"; for investors who subsequently acquire these convertible corporate bonds due to trading or other reasons, notification shall be made by public announcement), and the Company shall request the Taipei Exchange to announce the exercise of the Company's redemption right. When executing the call request, the Company shall redeem all outstanding convertible bonds in cash at face value within 5 business days after the bond redemption record date. 2. From the day after three months from the issuance date (February 17, 2022) until forty days before the expiration of the issuance period (October 7, 2026), if the outstanding balance of these convertible corporate bonds is less than ten percent of the original total issuance amount, the Company may, at any time thereafter, send a "Bond Redemption Notice" with a thirty-day	corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of sending the "Bond Redemption Notice"; for bondholders who subsequently acquire these convertible corporate bonds due to trading or other reasons, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem all their bonds in cash, and the Company shall request the Taipei Exchange to make an announcement. When executing the redemption request, the Company shall redeem its outstanding convertible corporate bonds in cash at face value within five business days (including the fifth business day) after the bond redemption base date. 2. From the day after three months from the issuance date (November 17, 2023) until forty days before the expiration of the issuance period (July 7, 2026), if the outstanding balance of these convertible	said period shall not be the stopped conversion period specified in Article 9 of these Rules) to bonds holders by registered mail, and shall redeem all the outstanding privately- placed convertible corporate bonds in cash at the par value of the bonds within five business days after the base date for redemption of the bonds. 2. From the day after three years from the issuance date (September 3, 2024) until forty days before the expiration of the issuance period (July 24, 2026), if the outstanding balance of these privately-placed convertible corporate bonds is less than 10% of the original total amount, the Company may, at any time thereafter, send a "Bond Redemption Notice" with a thirty-day maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned period shall not be the conversion suspension period as specified in Article 9 of

Types of Corporate Bonds	The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
	maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned period shall not be the conversion suspension period specified in Article 9 of these Regulations) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of sending the "Bond Redemption Notice"; for investors who subsequently acquire these convertible corporate bonds due to trading or other reasons, notification shall be made by public announcement), and the Company shall request the Taipei Exchange to announce the exercise of the Company's redemption right, and within five business days after the bond redemption base date, redeem all outstanding convertible corporate bonds in cash at face value. 3. If the bondholders do not respond in writing to the Company's stock transfer agent (effective upon delivery, with the	corporate bonds is less than 10% of the original total face value, the Company may, at any time thereafter, send a "Bond Redemption Notice" with a thirty-day maturity period by registered mail (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of that period shall be the base date for bond redemption, and the aforementioned period shall not be the conversion suspension period for these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of sending the "Bond Redemption Notice"; for bondholders who subsequently acquire these convertible corporate bonds due to trading or other reasons, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem the convertible corporate bonds of those bondholders in cash, and the	these Regulations) to the bondholders, and within five business days after the bond redemption base date, redeem all outstanding private placement convertible corporate bonds in cash at face value. 3. If the bondholders do not respond in writing to the Company's stock transfer agent (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption base date specified in the "Bond Redemption Notice," the Company will redeem all outstanding private placement convertible corporate bonds in cash at face value within five business days after the bond redemption base date.

Types of Corporate Bonds	The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
	postmark date serving as proof for mailed responses) before the bond redemption base date specified in the "Bond Redemption Notice," the Company will redeem all outstanding convertible corporate bonds in cash at face value within five business days after the bond redemption base date. 4. If the Company executes the call request, the last period for bondholders to request conversion shall be the second business day after the delisting date of this convertible bond.	Company shall request the Taipei Exchange to make an announcement. When executing the redemption request, the Company shall redeem the convertible corporate bonds of those bondholders in cash at face value within five business days after the bond redemption base date. 3. If the bondholders do not respond in writing to the Company's stock transfer agent (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption base date specified in the "Bond Redemption Notice," the Company will redeem the convertible corporate bonds they hold in cash at face value within five business days (including the fifth business day) after the bond redemption base date. 4. If the Company executes the call request, the last period for bondholders to request conversion shall be the second business day after the delisting date of this convertible bond.	

Types of Corporate Bonds		The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
Restrictions		None	None	None
Name of credit rating institution, date of rating, and rating grade of corporate bonds		N/A	N/A	N/A
Other Rights	Amount of converted (exchanged or subscribed) common shares, global depositary receipts, or other securities as of the publication date of this annual report	As of March 31, 2025, 9,769 bonds have been converted, each with a face value of NT$100,000, for a total bond conversion amount of NT$976,900,000, resulting in a cumulative conversion of 4,710,654 ordinary shares.	As of March 31, 2025, 3 bonds have been converted, each with a face value of NT$100,000, for a total bond conversion amount of NT$300,000, resulting in a cumulative conversion of 1,014 ordinary shares.	As of March 31, 2025, 0 bonds have been converted, each with a face value of NT$100,000, for a total bond conversion amount of NT$0, resulting in a cumulative conversion of 0 ordinary shares.
	Rules for issuance and conversion (exchange or subscription)	Refer to Appendix 1 below	Refer to Appendix 2 below	Refer to Appendix 3 below

Types of Corporate Bonds	The fourth Domestic Unsecured Convertible Corporate Bonds	The fifth Domestic Unsecured Convertible Corporate Bonds	The first domestic privately-placed unsecured convertible corporate bonds
Possible dilution of equity and effect on existing shareholders' equity	Based on the current conversion price, if all remaining corporate bonds were to be converted into ordinary shares, the Company would need to issue an additional 619,259 ordinary shares, resulting in a share capital dilution rate of 0.45%, which would have a limited impact on shareholders' equity.	Based on the current conversion price, if all remaining corporate bonds were to be converted into ordinary shares, the Company would need to issue an additional 10,169,152 ordinary shares, resulting in a share capital dilution rate of 6.91%, which would have a limited impact on shareholders' equity.	Based on the current conversion price, if all remaining corporate bonds were to be converted into ordinary shares, the Company would need to issue an additional 7,625,826 ordinary shares, resulting in a share capital dilution rate of 5.27%, which would have a limited impact on shareholders' equity.
Name of the custodian of the	N/A	N/A	N/A

(2)Those who have issued convertible corporate bonds that can be converted into ordinary Share, global depositary receipts, or other securities should be listed in the following table:

Types of Corporate Bonds		The Fourth Domestic Unsecured Convertible Corporate Bonds			The Fifth Domestic Unsecured Convertible Corporate Bonds			The first domestic privately-placed unsecured convertible corporate bonds		
Item / Year		2023	2024	For the Period ended March 31 2025	2023	2024	For the year 2025 as of March 31	2023	2024	For the Period ended March 31 2025
Convertible Corporate Bond Market Price (NT$)	The maximum	148.3	185.0	152.0	113.3	130.0	124.0	N/A		
	The minimum	109.9	128.8	152.0	105.5	107.0	111.0			
	Average	127.2	150.7	152.0	108.3	118.5	117.1			
Conversion price		202.5	195.7	195.7	295.0	285.1	285.1			
Issuance date and conversion price at the time of issuance		They were issued on November 16, 2021, and the conversion price at the issuance time was NT$221.1			They were issued on August 16, 2023, and the conversion price at the issuance time was NT$295			They were issued on September 12, 2021,and the conversion price at the issuance time was NT$220.7		
Method for performing conversion obligations		Issuance of new shares			Issuance of new shares			Issuance of new shares		

8. Issuance of Preferred Shares : None.

9. Participation in Issuance of Global Depository Receipts : None.

10. Issuance of Employee Warrants : None.

11. Name of Managerial Officer Holding Employee Warrants and Top Ten Employees in terms of Subscription of Warrants, and the Obtaining Status As of the Publication Date of this Annual Report: None

12. Issuance of New Shares with Restricted Employee's Rights : None.

13. Name of Managerial Officer Holding the New Shares with Restricted Employee's Rights and Top Ten Employees in terms of Subscription of Such New Share, and the Acquisition Status As of the Publication Date of this Annual Report: None

14. Issuance of New Shares due to Acquisitions or Acceptance or Transfer of Shares in Other Company: None

15. Implementation Status of Fund Usage Plan

(1) Issuance of the fourth domestic unsecured convertible corporate bonds in November 2021:

Issuance of the Company's fourth domestic unsecured convertible corporate bonds has been completed in November 2021, and NT$1,005,000 thousand has been raised from such issuance, and such amount has been used in full for repayment of bank loan in the 4th quarter of 2021 as planned, which can save interest expenses and reduce the Company's dependence on financial institutions to improve the Company's financial structure and debt solvency.

(2)Issuance of the first domestic privately-placed unsecured convertible corporate bonds issued in September 2021:

Issuance of the Company's first domestic privately-placed unsecured convertible corporate bonds has been completed in September 2021, and NT$1,500,000 thousand has been raised from such issuance, and such amount has been used in full for making increase in working capital in the 4th quarter of 2021 as planned to improve the Company's financial structure and debt solvency.

(3)Issuance of common shares for cash capital increase in December 2021:

Issuance of the Company's common shares for cash capital increase in 2021 has been completed in December 2021, and NT$975,000 thousand has been raised from such issuance, and such amount has been used in full for repayment of bank loan and making increase in working capital in the 1st quarter of 2022 as planned, including NT$715,000 thousand used for repayment of bank loan and NT$260,000 thousand used for making increase in working capital, which can save interest expenses and reduce the Company's dependence on financial institutions to improve the Company's financial structure and debt solvency.

(4) Issuance of privately-placed common shares for cash capital increase in January 2022:

Issuance of the Company's privately-placed common shares for cash capital increase in 2022 has been completed in January 2022, and NT$1,107,369,600 has been raised from such issuance. The amount used in full for repayment for the Company's first overseas unsecured convertible corporate bonds in the 1st quarter of 2022 through plans to improve the Company's financial structure and debt solvency.

(5) Issuance of the fifth domestic unsecured convertible corporate bonds in August 2023:

Issuance of the Company's fifth domestic unsecured convertible corporate bonds has been completed in August 2023, and NT$3,015,000 thousand has been raised from such issuance. The amount has been used in full for repayment of bank loan in the 3th quarter of 2023 through plans to improve the Company's financial structure and debt solvency, saving interest expenses and reducing the Company's dependence on financial institutions.

Ennoconn Corporation
Rules for Issuance and Conversion of the Fourth Domestic Unsecured Convertible Corporate Bonds

1. Name of Bonds
The 4th domestic unsecured convertible corporate bonds (hereinafter referred to as "the convertible corporate bonds") of Ennoconn Corporation (hereinafter referred to as "the Company").
2. Issuance Date
November 16, 2021 (hereinafter referred to as the "issuance date").
3. Issuance Period
The issuance period is five years, and they were issued on November 16, 2021, and will be matured on November 16, 2026 (hereinafter referred to as the "maturity date").
4. Total Issuance Amount, Par Value and Issuance Price
The par value of each convertible corporate bond is NT$100,000, and 10,000 convertible corporate bonds were issued in total, and total issued par value was NT$1 billion only, and the bonds were issued at 5% of the par value, and the total amount actually issued was NT$1,005,000 thousand only.
5. Coupon Rate of the Bonds
The coupon rate per annum is 0%.
6. Date and Methods of Repayment
Subject to Article 5 of these Rules, coupon rate of the convertible corporate bonds is 0%, therefore, interest payment date and method are not required to be established. The Company will make repayment by lump sum in cash for the convertible corporate bonds held by the bonds holders at their par value within 10 business days immediately after maturity of such bonds, unless the convertible corporate bonds are converted into the Company's common shares by their holders (hereinafter referred to as "bonds holders") according to Article 10 of these Rules, or redeemed by the Company ahead of schedule according to Article 17 of these Rules, or bought back from the business place of securities firm and canceled by the Company, or the bonds holders exercise their sell-back rights according to Article 18 of these Rules. The date above may be postponed to the next business day if the TWSE is closed on the date.
7. Guarantee Status
Convertible corporate bonds are unsecured bonds. However, where after the convertible corporate bonds are issued, the Company issues or privately offers other secured corporate bonds with equity warrants or secured convertible corporate bonds, the convertible corporate bonds shall also be set at the creditor's rights of the same grade or security property rights of the same order as the secured corporate bonds with

equity warrants or secured convertible corporate bonds.

8. Conversion Objects

For the Company’s common shares, the Company will perform the conversion obligation by issuing new shares, and the new shares will be delivered by book- entry and shall not be printed physically.

9. Conversion Period

Bondholders may, from the day following the expiration of three months after the issuance date of these convertible corporate bonds (February 17, 2022) until the maturity date (November 16, 2026), request conversion into the Company's common shares at any time through securities brokers who will notify Taiwan Depository & Clearing Corporation (hereinafter referred to as "TDCC") to request the Company's stock agent to process the conversion according to these Regulations, except during the following periods: (1) periods when common shares are legally suspended from transfer; (2) from fifteen business days prior to the record date for suspension of transfer for ex-rights/ex-dividend purposes for bonus shares distribution, cash dividend distribution, or subscription of new shares for cash capital increase, to the record date for rights/dividend distribution; (3) from the record date for capital reduction to the day before the commencement of trading of shares issued after capital reduction; and (4) from the commencement date of suspension of conversion for changing the par value of shares to the day before the commencement of trading of newly exchanged shares. Such conversion shall be processed in accordance with Articles 10, 11, 13, and 14 of these Regulations.

10. Procedures for Requesting a Conversion

(1) For bondholders who process the conversion through TDCC via book-entry transfer, they shall complete a "Book-Entry Transfer Application Form for Conversion/Redemption/Put Option of Convertible Corporate Bonds" (marked as "conversion") with their original securities broker. The original securities broker will submit the application to TDCC. After accepting the application, TDCC will notify the Company's stock agent electronically. The conversion shall take effect upon delivery and cannot be revoked. The conversion procedures shall be completed within five business days after delivery, and the Company's common shares will be directly transferred to the bondholder's TDCC account.

(2)Where overseas ethnic Chinese and foreigners apply for conversion of the convertible corporate bonds into the Company’s common shares, it shall all be handled through book-entry operations by TDCC.

11. Conversion Price and Its Adjustment:

(1)Method for determination of conversion price

November 8, 2021 is used as the base date for determining the conversion price, the simple arithmetic average of the closing prices of the Company’s common shares on the one, three or five business days before the base date shall be used as benchmark price, and the conversion price of the convertible corporate bonds shall be calculated as follows: the benchmark price is multiplied by the conversion premium rate of 107% (rounding the result to one NT$ number immediately after decimal point). If there are ex-rights or ex-dividend events prior to the base date, the closing prices used for calculating the conversion price should first be adjusted to reflect the ex-rights or ex-dividend prices; if there are ex-rights or ex-dividend events after the conversion price is determined but before the actual issuance date, the conversion price should be adjusted according to the conversion price adjustment formula in item (2) of this Article. According to the method above, the conversion price of the convertible corporate bonds upon issuance is determined at NT$221.1 per share.

(2) Adjustment to conversion price

1. After the issuance of these convertible corporate bonds, when the number of the Company's issued (or privately-placed) common shares increases (including but not limited to cash capital increases, capitalization of earnings, capitalization of capital reserves, issuance of new shares due to mergers or acquisitions of other companies' shares, stock splits, and participation in the issuance of Global Depositary Receipts through cash capital increases, etc., whether through public offering or private placement), except for the conversion of various securities issued or privately placed by the Company with rights to convert into or subscribe for common shares, or issuance of new shares for employee bonuses, the Company shall adjust the conversion price according to the following formula (calculated to the nearest NT$0.1, with amounts less than NT$0.05 rounded down and no adjustment made for upward adjustments). The Company shall notify the Taipei Exchange (hereinafter referred to as "TPEx") to make an announcement, and the adjustment shall take effect on the ex-rights record date for the issuance of new shares (Note 1). If the increase in common shares is due to a change in the par value of shares, the adjustment shall take effect on the record date for the exchange of new shares, or on the payment completion date if actual payment operations are involved. If the issue price of new shares is changed after the ex-rights date for the issuance of new shares through a cash capital increase, then the conversion price shall be recalculated according to the

following formula based on the updated new share issue price and the current market price per share (using the reference date determined by the Company for setting the updated new share issue price as the reference date for determining the updated market price per share). Where the adjusted conversion price is lower than the original adjusted conversion price announced before the base date of the ex-rights, an official letter shall be sent to TPEx for making a public announcement for such an adjustment.

(1) Upon Issuance of new Shares:

$$\text{Conversion price after adjustment} = \frac{\text{conversion price before adjustment} \times \left[\text{Number of shares issued (Note 2)} + \dfrac{(\text{Amount per share (Note 3)} \times \text{Number of newly issued or privately-placed shares})}{\text{market price per share (Note 4)}} \right]}{\text{Number of shares issued (Note 2)} + \text{Number of newly issued or privately-placed shares}}$$

Note 1: In the case of a stock split, the reference date shall be the record date for the split; in the case of cash capital increase through book building or cash capital increase for issuing Global Depositary Receipts, as there is no ex-rights date, the adjustment shall be made on the date when the payment for shares is completed; in the case of a merger or acquisition capital increase, the adjustment shall be made on the record date of the merger or acquisition; in the case of cash capital increase through private placement, the adjustment shall be made on the delivery date of the privately placed securities. If the issue price of the new shares is changed after the ex-rights date for the cash capital increase, the conversion price shall be re-adjusted based on the updated issue price. If the adjusted conversion price after re-calculation is lower than the previously announced adjusted conversion price before the ex-rights date, the company shall request the GreTai Securities Market to re-announce the adjusted conversion price.

Note 2: The number of issued shares refers to the total number of issued shares of common shares (including public offering and private placement) minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred.

Note 3: If the payment per share is stock dividends or stock split, the amount of payment is zero. In the issuance of new shares through acquisitions of shares of other companies, the payment per share is the net value per share multiplied by the share swap ratio based on the acquired company's most recent financial statements certified or verified by the CPA. In the issuance of new shares through acquisitions of shares of other companies, the payment per share is the net value per share multiplied by the share swap ratio based on the acquired company’s most recent financial statements certified or verified by the CPA.

Note 4: The real-time price per share shall be determined based on a simple arithmetic average of the closing prices of the Company's common shares on the one, three or five business days before the base date of ex-rights, price determination, stock consolidation and split, or private placement of securities.

(2) Upon Change in the par Value of Stocks

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before the change in par value (Note 5) / Number of common shares issued after the change in par value)

Note 5. The number of issued shares refers to the total number of issued common shares (including public-offered and privately-placed shares) minus the number of treasury shares bought back by the Company but not been canceled or transferred.

2. After the issuance of these convertible corporate bonds, in the event of the Company distributing cash dividends for common shares, the Company shall adjust the conversion price downward on the ex-dividend record date according to the following formula (calculated to the nearest NT$0.1, with amounts less than NT$0.05 rounded down and no adjustment made for upward adjustments), and shall notify the TPEx to announce the adjusted conversion price. The provision for the conversion price reduction does not apply to the requests for conversion filed before the base date (exclusive) of ex- dividends. The adjustment formula is as follows:

Adjusted conversion price = Pre-adjustment conversion price × (1 - Ratio of cash dividends per common share to market price per share (Note 6)

Note 6. The real-time price per share shall be calculated at the simple arithmetic average of the closing prices of the Company's common shares on one, three or five business days before the date of the ex-dividend announcement and the suspension of the transfer of cash dividends.

3. After the issuance of the convertible corporate bonds, where the Company publicly re-offers and re-issues or privately offers various securities with common shares conversion rights or stock options at a conversion or subscription price lower than the real-time price per share (Note 7), the Company shall adjust the conversion price (rounding the number to NT dollar one decimal point; the numbers above one decimal point will not be adjusted) of the convertible corporate bonds according to the formula below. An official letter shall be sent to TPEx for making a public announcement for such an adjustment. It shall be adjusted upon the date of the issuance of the aforementioned securities or stock options
or upon the delivery of the privately offered securities:

= conversion price × 【 Number of shares + (Conversion or subscription price of newly issued or × Number of shares that can be converted or) 】 before adjustment | issued (Note 8) | privately-placed securities with common stock conversion rights or subscription rights | subscribed through the newly issued or privately placed securities with common stock conversion rights or subscription rights

Conversion price after adjustment

Market price per share (Note 7)

Number of shares issued (Note 8) + Number of shares that can be converted or subscribed through the newly issued or privately-placed securities with common stock conversion rights or subscription rights

Note 7: The current market price per share shall be calculated based on the simple arithmetic average of the Company's common stock closing prices for either the 1, 3, or 5 business days prior to the pricing date for the re-issuance (or privately-placed) of securities with common stock conversion rights or subscription rights. Where there is an event of ex-rights or ex-dividend before the base date of determining the conversion price, the closing price at which the conversion price is calculated after sampling shall be set as the price after ex-rights or ex-dividend.

Note 8. The number of issued shares shall include the number of issued common shares through public offering and privately-placed minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred. Where the re-issuance or private placed of various securities with ordinary shares conversion rights or stock options is funded by treasury shares, the number of issued shares in the adjustment formula shall deduct the number of the shares that can be converted or subscribed for newly issued or privately-placed securities.

4. After the issuance of these convertible corporate bonds, if the Company reduces its capital resulting in a decrease in common shares for reasons other than the cancellation of treasury shares, the adjusted conversion price shall be calculated according to the following formula (calculated to the nearest NT$0.1, with amounts below that rounded off), and the Company shall notify the TPEx to make an announcement. The adjustment shall be made on the capital reduction record date, or in the case of a decrease in common shares due to a change in par value, the adjustment shall be made on the new share distribution record date:

(1) Upon Recovery of Losses by Capital Reduction:

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before capital reduction (Note 9) / Number of common shares issued after capital reduction)

(2) Cash Refund Capital Reduction:

Adjusted conversion price = (Pre-adjustment conversion price - Amount of cash refunded per share) × (Number of common shares issued before capital reduction (Note 9) / Number of common shares issued after capital reduction)

(3) Upon Change in the par Value of Stocks

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before the change in par value (Note 9) / Number of common shares issued after the change in par value)

Note 9. The number of issued shares refers to the total number of issued shares of common shares (including public offering and privately-placed) minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred.

12. Listing and Termination of Listing of the Company’s convertible corporate bonds

The convertible corporate bonds shall apply to TPEx for listing and trading before the date of issuance, and the listing shall be terminated when the total number is converted into common shares or when all the shares are repurchased or repaid by the Company. The matters above are announced by the Company with the approval of TPEx.

13. Handling of the Insufficient Amount for One Share upon Conversion

Upon conversion into the Company's common shares, if there are odd lots less than one share, the Company will make repayment for them in cash (rounding the result to one NT$ number immediately after decimal point), except for the amount to be used for offsetting the transfer service fee to be charged by TDCC.

14. Listing of New Shares after Conversion

Where the convertible corporate bonds are converted into the Company’s common shares, the converted common shares are listed and traded on the TWSE upon the date of delivery. The matters above are announced by the Company with the approval of the TWSE.

15. Rights and Obligations after Conversion

The creditor’s rights and obligations after obtaining the common shares via conversion are the same as the original common shares issued by the Company.

16. Registration of Changes in Share Capital

The Company shall publicly announce the number of shares converted from the convertible corporate bonds in the last quarter within fifteen days after the end of each quarter. The Company shall also apply to the competent authority of company registration to register changes in the capital at least once every quarter.

17. The Company's Call Option for this Convertible Corporate Bond

(1) From the day following the expiration of three months after the issuance date of

these convertible corporate bonds (February 17, 2022) until forty days prior to the end of the issuance period (October 7, 2026), if the closing price of the Company's common shares on the securities dealers' business premises exceeds thirty percent (30%) (inclusive) of the conversion price then in effect for thirty consecutive business days, the Company may, within the following thirty business days, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of such period shall be the record date for bond redemption, and the aforementioned period shall not be within the conversion suspension period specified in Article 9 of these Regulations) to the bondholders (based on the bondholder register as of the fifth business day prior to the mailing date of the "Bond Redemption Notice"; for investors who acquire these convertible corporate bonds subsequent to such date due to purchase or other reasons, notice shall be given by public announcement), and notify the TPEx to announce the Company's exercise of its redemption right. When executing the call request, the Company shall redeem all outstanding convertible bonds in cash at face value within 5 business days after the bond redemption record date.

(2) From the day following the expiration of three months after the issuance date of these convertible corporate bonds (February 17, 2022) until forty days prior to the end of the issuance period (October 7, 2026), if the outstanding balance of these convertible corporate bonds is less than ten percent of the original total issuance amount, the Company may, at any time thereafter, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of the Company's mailing, and the expiration date of such period shall be the record date for bond redemption, and the aforementioned period shall not be within the conversion suspension period specified in Article 9 of these Regulations) to the bondholders (based on the bondholder register as of the fifth business day prior to the mailing date of the "Bond Redemption Notice"; for investors who acquire these convertible corporate bonds subsequent to such date due to purchase or other reasons, notice shall be given by public announcement), and notify the TPEx to announce the Company's exercise of its redemption right. Within five business days after the bond redemption record date, the Company shall redeem all outstanding convertible corporate bonds in cash at their face value.

(3) If the bondholders fail to respond in writing to the Company's stock agency (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption record date specified in the "Bond

Redemption Notice," the Company will redeem all outstanding convertible corporate bonds in cash at their face value within five business days after the bond redemption record date.

(4)If the Company executes the call request, the last period for bondholders to request conversion shall be the second business day after the delisting date of this convertible bond.

18. Bonds holder’s Sell-back Right

The Company shall designate the date of the third anniversary of the issuance of these convertible corporate bonds (November 16, 2024) as the put record date for bondholders to early redeem these convertible corporate bonds. The Company shall, thirty days prior to the put record date (October 17, 2024), send by registered mail a "Put Right Exercise Notice" to the holders of these convertible corporate bonds (based on the bondholder register as of the fifth business day prior to the mailing date of the "Put Right Exercise Notice"; for investors who acquire these bonds subsequent to such date due to purchase or other reasons, notice shall be given by public announcement), and notify the TPEx to announce the exercise of the put right by the holders of these convertible corporate bonds. Bondholders may, within thirty days prior to the put record date, notify the Company's stock agency in writing (effective upon delivery, with the postmark serving as proof for mailed notices, and such requests may not be withdrawn) to require the Company to redeem the convertible corporate bonds they hold at face value. After the Company accepts a sell-back request, it shall redeem the convertible corporate bonds in cash within five business days after the sell-back base date.

The date above may be postponed to the next business day if the TWSE is closed on the date.

19. Early Buy-Back due to termination of the Company's stock listing

If the Company's common shares are approved by the Taiwan Stock Exchange for termination of listing, bondholders may require the Company to redeem the convertible bonds they hold at face value.

20. Vesting of Dividends during the Conversion Year

(1) Cash dividends

1.Where a bonds holder of the convertible corporate bonds files a request for conversion between January 1 of the current year and fifteen business days (exclusive) before the Company suspends the transfer of ownership of cash dividends in the current year, the converted common shares may participate in the resolution of the annual Shareholders’ Meeting in the current year regarding the cash dividend distribution for the previous year.

2.From fifteen business days (inclusive) before the Company suspends the transfer of ownership of cash dividends in the current year to the base date of ex-dividends (inclusive) for cash dividends, the convertible corporate bonds shall stop converting.

3. Bondholders who request conversion from the day after the cash dividend ex-dividend reference date of the current year until December 31 (inclusive) shall not be entitled to the previous year's cash dividends resolved by the shareholders' meeting of the current year, but may participate in the current year's cash dividends to be resolved by the shareholders' meeting in the following year.

(2) Stock dividends

1. Bondholders who request conversion from January 1 of the current year to fifteen business days before (exclusive) the book closure period for the Company's stock dividend ex-rights in the current year shall be entitled to the previous year's stock dividends resolved by the shareholders' meeting of the current year for the common shares obtained through conversion.
2. From fifteen business days (inclusive) before the Company suspends the transfer of ownership of stock dividends in the current year to the base date of ex-rights (inclusive) for stock dividends, the convertible corporate bonds shall stop converting.
3. Where a bonds holder files a request for conversion between the base date of ex-dividends for stock dividends for the current year and December 31 of the current year (inclusive), the bonds holder shall not participate in the resolution of the annual Shareholders' Meeting in the current year regarding the annual stock dividend distribution for the previous year but may participate in the annual Shareholders' Meeting in the following year regarding the stock dividend distribution for the current year.

21. All the convertible corporate bonds Recalled (including those Purchased at the Brokerage Firms) Redeemed or Converted by the Company will be Canceled and may not be Sold or Issued, and the Conversion Rights Attached thereto will be Eliminated.
22. The convertible corporate bonds and common shares converted from such bonds are all registered, and their transfer, registration of changes, pledge or loss shall subject to the "Regulations Governing the Administration of Shareholder Services of Public Companies" and the Company Act, and taxation matters shall be dealt with under the tax regulations at that time.
23. Bank SinoPac is the Creditors' Trustee of the convertible corporate bonds and Exercises the Power of Auditing and Supervises the Matters Related to the Company's Issuance of the convertible corporate bonds on Behalf of the Creditors' Interests. Where the bonds holder of the convertible corporate bonds, regardless of

subscription at the time of issuance or purchase later, agree on the terms of the trust contract between the Company and the trustee, the trustee's rights and obligations, the issuance and the conversion method, and grant the trustee full authority of the trustee matters, the said authorization shall not be revoked halfway. As for the content of the trust contract, the bonds holder may make inquiries at the Company or the trustee's business premises at any time during business hours.

24. The Conversion and Repayment of the Principal of the Convertible Corporate Bonds are Handled by the Company's Stock Affairs Agency.
25. The Convertible Corporate Bonds are Issued in accordance with Article 8 of the Securities and Exchange Act. and no Physical Bonds are Printed.
26. Any matters not specified in the Rules for Issuance and Conversion Placed Convertible Corporate Bonds shall be subject to relevant laws and regulations.

Ennoconn Corporation
Rules for Issuance and Conversion of the Fifth Domestic Unsecured Convertible Corporate Bonds

1. Name of Bonds
   The fifth domestic unsecured convertible corporate bonds (hereinafter referred to as “the convertible corporate bonds”) of Ennoconn Corporation (hereinafter referred to as “the Company”).
2. Issuance Date
   August 16, 2023 (hereinafter "Issuance Date"). (All dates mentioned are in the R.O.C calendar year)
3. Total Issued amount
   Each convertible corporate bond has a face value of NT$100,000, with a total issuance of 30,000 bonds, amounting to a total face value of NT$3 billion, issued at 100.5% of the face value.
4. Issuance Period
   The issuance period is three years, from August 16, 2023 to maturity on August 16, 2026 (hereinafter referred to as the "Maturity Date").
5. Coupon Rate of the Bonds
   The coupon rate per annum is 0%.
6. Redemption Date and Method:
   Except for cases where the holders of these convertible corporate bonds convert them into common shares of the Company pursuant to Article 10 of these Regulations, or where the Company redeems them early pursuant to Article 18 of these Regulations, or where the Company repurchases and cancels them through securities dealers' business premises, the Company shall repay the bonds in a lump sum in cash at face value upon maturity. Payment will be made within 10 business days (including the 10th business day) after the Maturity Date.
7. Guarantee Status:
   Convertible corporate bonds are unsecured bonds. However, where after the convertible corporate bonds are issued, the Company issues or privately-placed other secured corporate bonds with equity warrants or secured convertible corporate bonds, the convertible corporate bonds shall also be set at the creditor’s rights of the same grade or security property rights of the same order as the secured corporate bonds with equity warrants or secured convertible corporate bonds.
8. Conversion Object
   Common shares of the Company. The Company will fulfill its conversion obligations by issuing new shares.
9. Conversion Period:

Bondholders may, from the day after three months have elapsed from the issuance date of these convertible corporate bonds (November 17, 2023) until the maturity date (August 16, 2026), request the conversion of their convertible corporate bonds into common shares of the Company at any time through securities brokers who will notify Taiwan Depository & Clearing Corporation (hereinafter referred to as "TDCC") to approach the Company's stock agency, in accordance with these Regulations, except during the following periods: (1) periods when common shares are legally suspended from transfer; (2) from fifteen business days before the record date for the Company's distribution of stock dividends, the record date for cash dividends, or the record date for subscription to new shares for cash capital increase, until the base date for the distribution of rights; (3) from the record date for capital reduction until the day before trading begins for shares reissued after the capital reduction; (4) from the suspension date for conversion due to a change in par value of shares until the day before trading begins for newly issued shares. The conversion shall be processed in accordance with Articles 10, 11, 13, and 15 of these Regulations.

The starting date for suspension of conversion due to a change in par value mentioned in the preceding paragraph refers to the business day before applying for registration change with the Ministry of Economic Affairs. The Company shall announce the suspension period for conversion at least four business days before the starting date.

10. Procedures for Requesting a Conversion

(1) Bondholders shall process the conversion through TDCC by book-entry transfer.

Bondholders shall fill out a "Convertible Corporate Bond Book-Entry Transfer/Redemption/Put Option Application Form" (marked as conversion) at their original securities broker. The securities broker will submit the application to TDCC, which, upon accepting the application, will notify the Company's stock agency electronically. The conversion takes effect upon delivery and cannot be revoked. The conversion procedure shall be completed within five business days after delivery, with the Company's common shares being directly transferred to the bondholder's TDCC account.

(2) When overseas Chinese and foreign nationals apply to convert their convertible corporate bonds into common shares of the Company, the distribution shall be uniformly processed by TDCC through book-entry transfer.

11. Conversion Price and Its Adjustments:

(1)Method for determination of conversion price

The conversion price of these convertible corporate bonds is determined using August 8, 2023 as the base date for setting the conversion price. The base price is calculated by selecting one of the following: the simple arithmetic average of the Company's common stock closing prices on the business day before the base date (exclusive), the three business days before the base date, or the five business days before the base date. The conversion price of these convertible corporate bonds is then calculated by multiplying the base price by a conversion premium rate of 103.15% (calculated to the nearest NT$0.1, with amounts below NT$0.1 rounded to the nearest NT$0.1). If there are ex-rights or ex-dividend events before the pricing base date, the closing prices used to calculate the conversion price should first be adjusted to reflect post-ex-rights or post-ex-dividend prices; if there are ex-rights or ex-dividend events after the conversion price is determined but before the actual issuance date, the conversion price should be adjusted according to the conversion price adjustment formula in paragraph (2) of this Article. According to the above method, the conversion price is NT$295 per share.

(2) Adjustment to conversion price

1. After the issuance of these convertible corporate bonds, except for the conversion of various securities issued (or privately placed) by the Company with common stock conversion rights or subscription rights into common shares or the issuance of new shares due to employee compensation, when there is an increase in the issued (or privately placed) common shares of the Company (including but not limited to cash capital increases, capitalization of earnings, capitalization of capital reserves through public offering or private placement, issuance of new shares due to company mergers or acquisitions of other companies' shares, stock splits, and participation in the issuance of Global Depositary Receipts through cash capital increases, etc.), the Company shall adjust the conversion price of these convertible corporate bonds according to the following formula (calculated to the nearest NT$0.1, with amounts below NT$0.1 rounded to the nearest NT$0.1, adjusted downward but not upward), notify the Taipei Exchange (hereinafter referred to as "TPEx") for announcement, and make the adjustment on the ex-rights base date for the issuance of new shares (Note 1). If the increase in issued common shares is due to a change in the par value of the stock, the adjustment shall be made on the base date for the exchange of new shares; however, if there is an actual payment operation, the adjustment shall be made on the date when the payment is fully made:

= conversion price × Number of shares issued (Note 2) + Amount per share (Note 3) × Number of newly shares issued or

Conversion price after adjustment   before adjustment   privately-placed share

market price per share (Note 4)

(Number of shares already issued + Number of new shares issued or privately-placed)

Note 1: For stock splits, the adjustment is made on the split base date; for mergers or acquisitions, on the merger or acquisition base date; for cash capital increases through book building or participation in the issuance of Global Depositary Receipts, as there is no ex-rights base date, the adjustment is made on the date when the payment is fully made; for cash capital increases through private placement, the adjustment is made on the delivery date of the privately placed securities. Where the issue price of new shares is changed after the base date of the ex-rights for the cash capital increase through the issuance of new shares, it shall be re-adjusted according to the updated issue price of new shares. Where the adjusted conversion price is lower than the original adjusted conversion price announced before the base date of the ex-rights, an official letter shall be sent to TPEx for making a public announcement for such an adjustment.

Note 2. The number of issued shares refers to the total number of issued common shares (including public-offered and privately-placed shares) minus the number of treasury shares bought back by the Company but not been canceled or transferred.

Note 3. If the payment per share is stock dividends or stock split, the amount of payment is zero. In the issuance of new shares to increase capital in connection with a merger, the payment per share is the net value per share multiplied by the share swap ratio based on the dissolved company’s most recent financial statements certified or verified by the CPA before the base date of mergers. In the issuance of new shares through acquisitions of shares of other companies, the payment per share is the net value per share multiplied by the share swap ratio based on the acquired company’s most recent financial statements certified or verified by the CPA.

Note 4: The market price per share shall be determined by choosing one of the simple arithmetic average of the closing prices of the Company's common shares for the 1, 3, or 5 business days prior to the ex-rights base date, pricing base date, stock merger and split base date, or the delivery date of privately placed securities.

Upon Change in the par Value of Stocks

Adjusted conversion price = Pre-adjustment conversion price (Number of common shares issued before the change in par value / Number of common shares issued after the change in par value)

2. After the issuance of these convertible corporate bonds, if the Company distributes cash dividends on common shares, the conversion price shall be adjusted downward on the ex-dividend base date (calculated to the nearest NTD 0.1, with amounts below NTD 0.1 rounded off; adjusted downward only, not upward), and the Company shall inform the Taipei Exchange to announce the adjusted conversion price. The provision for the conversion price reduction does not apply to the requests for conversion filed before the base date (exclusive) of ex- dividends. The adjustment formula is as follows:

Adjusted conversion price = Pre-adjustment conversion price × (1 - Ratio of cash dividends per common share to market price per share)

Note: The market price per share shall be determined by choosing one of the simple arithmetic average of the closing prices of the Company's common shares for the 1, 3, or 5 business days prior to the ex-dividend announcement date when share transfers are suspended.

3. After the issuance of the convertible corporate bonds, where the Company publicly re-offers and re-issues or privately offers various securities with common shares conversion rights or stock options at a conversion or subscription price lower than the real-time price per share (Note 1), the Company shall adjust the conversion price (rounding the number to NT dollar one decimal point; the numbers above one decimal point will not be adjusted) of the convertible corporate bonds according to the formula below. An official letter shall be sent to TPEx for making a public announcement for such an adjustment. It shall be adjusted upon the date of the issuance of the aforementioned securities or stock options
or upon the delivery of the privately offered securities:

$$\text{Conversion price after adjustment} = \text{conversion price before adjustment} \times \frac{\text{Number of shares issued (Note 2)} + \dfrac{\left(\begin{array}{l}\text{New issue (or private placement) of securities with}\\ \text{common stock conversion rights or subscription rights}\\ \text{and their conversion or subscription price}\end{array}\right) \times \left(\begin{array}{l}\text{Number of shares that can be converted or subscribed from the}\\ \text{newly issued (or privately placed) securities with common}\\ \text{stock conversion rights or subscription rights}\end{array}\right)}{\text{Market price per share (Note7)}}}{\begin{array}{l}\text{Number of shares issued + Number of shares that can be converted or subscribed from the newly issued (or privately}\\ \text{placed) securities with common stock conversion rights or subscription rights}\end{array}}$$

Note 1: The market price per share shall be determined by choosing one of the simple arithmetic average of the closing prices of the Company's common shares for the 1, 3, or 5 business days prior to the pricing base date for the re-issuance (or private placement) of various securities with common stock conversion rights or subscription rights.

Note 2. The number of issued shares shall include the number of issued common shares through public offering and private placement, minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred. Where the re-issuance or private placement of various securities with common shares conversion rights or stock options is funded by treasury shares, the number of issued shares in the adjustment formula shall deduct the number of the shares that can be converted or subscribed for newly issued or privately offered securities.

4. After the issuance of these convertible corporate bonds, if the Company reduces its capital resulting in a decrease in common shares for reasons other than the cancellation of treasury shares, the adjusted conversion price shall be calculated according to the following formula (calculated to the nearest NT$0.1, with amounts below that rounded off), and the Company shall notify the TPEx to make an announcement. The adjustment shall be made on the capital reduction record date, or in the case of a decrease in common shares due to a change in par value, the adjustment shall be made on the record date for the exchange of new shares:

a. Upon Recovery of Losses by Capital Reduction:

Adjusted conversion price = Pre-adjustment conversion price × [Number of common shares issued before capital reduction (Note) / Number of common shares issued after capital reduction]

b. Cash Refund Capital Reduction:

Adjusted conversion price = [Pre-adjustment conversion price × (1 - Ratio of amount of cash refunded per share to the closing price on the last trading day before the issuance of new shares for replacement)] × (Number of common shares issued before capital reduction / Number of common shares issued after capital reduction)

c. Upon Change in the par Value of Stocks

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before the change in par value / Number of common shares issued after the change in par value)

Note: The number of issued shares shall include the number of issued shares through public offering and private placement, minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred.

12. Listing and Termination of Listing of the Company's Convertible Corporate Bonds

The convertible corporate bonds shall apply to TPEx for listing and trading before the date of issuance, and the listing shall be terminated when the total number is converted into common shares or when all the shares are repurchased or repaid by the Company. The matters above are announced by the Company with the approval of TPEx.

13. Listing of new shares after conversion:

Where the convertible corporate bonds are converted into the Company's common the converted common shares are listed and traded on the TWSE upon the date of delivery. The matters above are announced by the Company with the approval of the TWSE.

14. Registration of changes in share capital:

The Company shall publicly announce the number of shares converted from the convertible corporate bonds in the last quarter within fifteen days after the end of each quarter. The Company shall also apply to the competent authority of company registration to register changes in the capital at least once every quarter.

15. Handling of the Insufficient Amount for One Share upon Conversion

    When converting into the Company's common shares, if there is a fractional share amount that is less than one share, the Company will pay cash compensation for such amount (calculated to the nearest New Taiwan Dollar, with amounts below 0.5 rounded down and 0.5 or above rounded up).

16. Vesting of Cash Dividends and Stock Dividends during the Conversion Year

    (1) Cash dividends

    1. Holders of these convertible corporate bonds who request conversion from January 1 of the current year up to fifteen business days prior to (not including) the record date for cash dividends as arranged by the Company with the Taiwan Stock Exchange may participate in the cash dividends for the previous year as resolved by the Shareholders' Meeting of the current year.
    2. From fifteen business days (inclusive) before the Company suspends the transfer of ownership of cash dividends in the current year to the base date of ex-dividends (inclusive) for cash dividends, the convertible corporate bonds shall stop converting.
    3. Holders of these convertible corporate bonds who request conversion from the day after the ex-dividend date for cash dividends in the current year until December 31 of the current year (inclusive) shall not be entitled to 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 in the following year.

    (2) Stock dividends

    1. Holders of these convertible corporate bonds who request conversion from January 1 of the current year up to fifteen business days prior to (not including) the record date for stock dividends as arranged by the Company with the Taiwan Stock Exchange may participate in the stock dividends for the previous year as resolved by the Shareholders' Meeting of the current year.
    2. From fifteen business days prior to (inclusive) the record date for stock dividends as arranged by the Company with the Taiwan Stock Exchange until the ex-rights date for stock dividends (inclusive), the conversion of these convertible corporate bonds shall be suspended.
    3. Where a bonds holder files a request for conversion between the base date of ex-dividends for stock dividends for the current year and December 31 of the current year (inclusive), the bonds holder shall not participate in the resolution of the annual Shareholders' Meeting in the current year regarding the annual stock dividend distribution for the previous year but may participate in the annual Shareholders' Meeting in the following year regarding the stock dividend

distribution for the current year.

17. Rights and obligations after conversion:
The creditor’s rights and obligations after obtaining the common shares via conversion are the same as the original common shares issued by the Company.

18. The Company's redemption rights
(1) From the day after three months from the issuance of these convertible corporate bonds (November 17, 2023) until forty days prior to the expiration of the issuance period (July 7, 2026), if the closing price of the Company's common shares exceeds 30% (inclusive) of the conversion price then in effect for thirty consecutive business days, the Company may, within the next thirty business days, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of dispatch by the Company, with the expiration date of that period being the bond redemption reference date, and the aforementioned period shall not be during the suspension period for conversion of these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of dispatch of the "Bond Redemption Notice"; for those who acquire these convertible corporate bonds due to trading or other reasons thereafter, notification shall be made by public announcement), with the redemption price set at the face value of these convertible corporate bonds, to redeem all the bonds in cash, and notify the Taipei Exchange to make a public announcement. When the Company executes the redemption request, it shall redeem these convertible corporate bonds that are outstanding at their face value in cash within five business days (including the fifth business day) after the bond redemption reference date.
(2) From the day after three months from the issuance of these convertible corporate bonds (November 17, 2023) until forty days prior to the expiration of the issuance period (July 7, 2026), if the outstanding balance of these convertible corporate bonds is less than 10% of the original total face value, the Company may, at any time thereafter, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of dispatch by the Company, with the expiration date of that period being the bond redemption reference date, and the aforementioned period shall not be during the suspension period for conversion of these convertible corporate bonds) to the bondholders (based on the bondholder register as of the fifth business day prior to the date of dispatch of the "Bond Redemption Notice"; for those who acquire these convertible corporate bonds due to trading or other reasons thereafter, notification shall be made by public announcement), with the redemption price

set at the face value of these convertible corporate bonds, to redeem these convertible corporate bonds from the bondholders in cash, and notify the Taipei Exchange to make a public announcement. When the Company executes the redemption request, it shall redeem these convertible corporate bonds from the bondholders at their face value in cash within five business days after the bond redemption reference date.

(3) If a bondholder fails to respond in writing to the Company's stock transfer agent (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption reference date specified in the "Bond Redemption Notice," the Company will redeem the convertible corporate bonds held by that bondholder at face value in cash within five business days (including the fifth business day) after the bond redemption reference date.

(4)If the Company executes the call request, the last period for bondholders to request conversion shall be the second business day after the delisting date of this convertible bond.

19. All the convertible corporate bonds Recalled (including those Purchased at the Brokerage Firms) Redeemed or Converted by the Company will be Canceled and may not be Sold or Issued, and the Conversion Rights Attached thereto will be Eliminated.

20. The convertible corporate bonds and common shares converted from such bonds are all registered, and their transfer, registration of changes, pledge or loss shall subject to the “Regulations Governing the Administration of Shareholder Services of Public Companies” and the Company Act, and taxation matters shall be dealt with under the tax regulations at that time.

21.Bank SinoPac is the Creditors’ Trustee of the convertible corporate bonds and Exercises the Power of Auditing and Supervises the Matters Related to the Company’s Issuance of the convertible corporate bonds on Behalf of the Creditors’ Interests. Where the bonds holder of the convertible corporate bonds, regardless of subscription at the time of issuance or purchase later, agree on the terms of the trust contract between the Company and the trustee, the trustee’s rights and obligations, the issuance and the conversion method, and grant the trustee full authority of the trustee matters, the said authorization shall not be revoked halfway. As for the content of the trust contract, the bonds holder may make inquiries at the Company or the trustee’s business premises at any time during business hours.

22. These convertible corporate bonds are entrusted to the stock transfer agent to handle the repayment and conversion matters.

23. The issuance of these convertible corporate bonds does not involve the printing of physical bond certificates, in accordance with Article 8 of the Securities and Exchange Act.

3. Shares and Fundraising

24. Any matters not specified in the Rules for Issuance and Conversion Placed Convertible Corporate Bonds shall be subject to relevant laws and regulations.

Ennoconn Corporation
Rules for Issuance and Conversion of the First Domestic Unsecured Private Convertible Corporate Bonds

1. Name of Bonds

   The first domestic unsecured convertible corporate bonds (hereinafter referred to as "the private convertible corporate bonds") of Ennoconn Corporation (hereinafter referred to as "the Company").

2. Issuance Date

   September 02, 2021 (hereinafter referred to as the "issuance date").

3. Issuance Period

   The issuance period is five years. The issuance starts from September 2, 2021, and expires on September 2, 2026 (hereinafter referred to as the "Maturity Date")

4. Total Issuance Amount, Par Value and Issuance Price

   The face value of each privately placed convertible corporate bond is NT$100,000. A total of 15,000 bonds will be issued with a total face value of NT$1.5 billion. The bonds will be issued at 100% of par value, with a total issuance amount of NT$1.5 billion.

5. Coupon Rate of the Bonds

   The coupon rate per annum is 0%.

6. Date and Methods of Redemption

   Subject to Article 5 of these Rules, coupon rate of the convertible corporate bonds is 0%, therefore, interest payment date and method are not required to be established. Unless the holders of this private placement convertible corporate bonds (hereinafter referred to as "Bondholders") convert into the Company's common shares in accordance with Article 10 of these Regulations, or the Company calls for early redemption in accordance with Article 17, or the Bondholders exercise the put option in accordance with Article 18, the Company shall redeem this private placement convertible corporate bonds upon maturity in cash at face value plus interest compensation (102.2703% of the face value, with an actual yield of 0.45%).

7. Guarantee Status

   Convertible corporate bonds are unsecured bonds.

8. Conversion Objects

   For the Company's common shares, the Company will perform the conversion obligation by issuing new shares, and the new shares will be delivered by book- entry and shall not be printed physically.

9. Conversion Period

   Bondholders may request conversion of their privately placed convertible corporate bonds into the Company's common stock at any time from the day after three months from the issuance date (December 3, 2021) until the Maturity Date (September 2, 2026), except during the following periods: (1) periods when common stock transfers are legally suspended; (2) from fifteen business days before the Company's ex-dividend date for bonus shares, cash dividends, or subscription rights for cash capital increases, until the record date for such rights distributions; (3) from the record date for capital reduction until the day before the reduced shares begin trading; and (4) from the date when conversion is suspended due to changes in par value of shares until the day before the new shares begin trading. Such requests shall be made to the Company's stock transfer agent in accordance with the provisions of Articles 10, 11, 13, and 14 of these Regulations.

10. Procedures for Requesting a Conversion

(1) When requesting conversion, bondholders shall submit a conversion application form and relevant documents to the Company's stock transfer agent. The conversion application form takes effect upon delivery and cannot be withdrawn. Conversion procedures will be completed within five business days after the service, and then the Company’s ordinary shares will be directly transferred into the bonds holder’s TDCC account.

(2) Where overseas ethnic Chinese and foreigners apply for conversion of the convertible corporate bonds into the Company’s common shares, it shall all be handled through book-entry operations by TDCC.

11. Conversion Price and Its Adjustment:

(1) Method for determination of conversion price

August 11, 2021 is used as the base date for determining the conversion price, the simple arithmetic average of the closing prices of the Company’s common shares on (1) one, three or five business days before the base date shall be used as benchmark price, and the conversion price of the convertible corporate bonds shall be calculated, . or (2) the simple arithmetic average of the company’s common stock closing prices for the 30 business days prior to the pricing date. After deducting ex-rights for free allotment and ex-dividend, and adding back the ex-rights price after capital reduction,

whichever is higher, as the base calculation price, then multiplied by 98% to be the conversion price of this private placement convertible bond (calculated to the nearest NT$, rounded down to the nearest four decimal places.) Where there is an event of ex-rights or ex-dividend before the base date of determining the conversion price, the closing price at which the conversion price is calculated after sampling shall be set as the price after ex-rights or ex-dividend.

In the case of ex-rights or ex-dividend, the conversion price shall be adjusted according to the conversion price adjustment formula specified in clause (II) of this Article from the date of determination to the actual issuance date. According to the method above, the conversion price of the convertible corporate bonds upon issuance is determined at NT$220.7 per share.

(2) Adjustment to conversion price

1. After the issuance of this privately placed convertible corporate bond, when the number of the Company's issued common shares increases (including but not limited to cash capital increases through public offering or private placement, capital increases from retained earnings, capital increases from capital surplus, issuance of new shares due to company merger or acquisition of another company's shares, stock splits, and participation in the issuance of overseas depositary receipts through cash capital increases), except for the conversion of various securities issued by the Company with common stock conversion rights or subscription rights, or the issuance of new shares due to employee bonuses, the Company shall adjust the conversion price according to the following formula (calculated to the nearest NT$0.1, with amounts below rounded off; adjusted downward, but not upward) on the ex-rights date (Note 1) for the issuance of new shares. If the increase in the number of common shares issued is due to a change in the par value of shares, the adjustment shall be made on the reference date for the replacement of new shares; however, in cases where actual payment is involved, the adjustment shall be made on the date when the payment is fully made. If the issue price of new shares is changed after the ex-rights date for the issuance of new shares through a cash capital increase, then the conversion price shall be recalculated according to the following formula based on the updated new share issue price and the current market price per share (using the reference date determined by the Company for setting the updated new share issue price as the reference date for determining the updated market price per share). If the adjusted conversion price after re-calculation is lower than the previously announced adjusted conversion price before the ex-rights date, the Company shall disclose such adjusted conversion price on the Market Observation Post System.

3. Shares and Fundraising

(1) Upon Issuance of new Shares:

$$\text{Conversion price after adjustment} = \frac{\text{conversion price before adjustment} \times \left[\text{Number of shares issued (Note 2)} + \dfrac{\left(\text{Amount per share (Note 3)} \times \text{Number of newly issued or privately-placed shares} \right)}{\text{market price per share (Note 4)}} \right]}{\text{Number of shares issued (Note 2)} + \text{Number of newly issued or privately-placed shares}}$$

Note 1: In the case of a stock split, the reference date shall be the record date for the split; in the case of cash capital increase through book building or cash capital increase for issuing Global Depositary Receipts, as there is no ex-rights date, the adjustment shall be made on the date when the payment for shares is completed; in the case of a merger or acquisition capital increase, the adjustment shall be made on the record date of the merger or acquisition; in the case of cash capital increase through private placement, the adjustment shall be made on the delivery date of the privately placed securities. If the issue price of the new shares is changed after the ex-rights date for the cash capital increase, the conversion price shall be re-adjusted based on the updated issue price. If the adjusted conversion price after re-calculation is lower than the previously announced adjusted conversion price before the ex-rights date, the Company shall disclose such adjusted conversion price on the Market Observation Post System.

Note 2. The number of issued shares refers to the total number of issued shares of common shares (including public offering and privately-placed) minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred.

Note 3. If the payment per share is stock dividends or stock split, the amount of payment is zero. In the issuance of new shares through acquisitions of shares of other companies, the payment per share is the net value per share multiplied by the share swap ratio based on the acquired company's most recent financial statements certified or verified by the CPA. In the issuance of new shares through acquisitions of shares of other companies, the payment per share is the net value per share multiplied by the share swap ratio based on the acquired company’s most recent financial statements certified or verified by the CPA.

Note4:The real-time price per share shall be determined based on a simple arithmetic average of the closing prices of the Company’s common shares on the one, three or five business days before the base date of ex-rights, price determination, stock consolidation and split, or private placement of securities.

(2) Upon Change in the par Value of Stocks

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before the change in par value (Note 5) / Number of common shares issued after the change in par value)

Note 5. The number of issued shares refers to the total number of issued common shares (including public-offered and privately-placed shares) minus the number of treasury shares bought back by the Company but not been canceled or transferred.

2. After the issuance of these privately placed convertible bonds, if the Company distributes cash dividends for common shares, the Company shall adjust the conversion price downward on the ex-dividend date according to the following formula (calculated to the nearest NT$0.1, with amounts below NT$0.05 rounded down and no adjustment if rounding up would be required), and disclose the adjusted conversion price on the Market Observation Post System. The provision for the conversion price reduction does not apply to the requests for conversion filed before the base date (exclusive) of ex-dividends. The adjustment formula is as follows:

Adjusted conversion price = Pre-adjustment conversion price × (1 - Ratio of cash dividends per common share to market price per share (Note 6)

Note 6. The real-time price per share shall be calculated at the simple arithmetic average of the closing prices of the Company's common shares on one, three or five business days before the date of the ex-dividend announcement and the suspension of the transfer of cash dividends.

3. After the issuance of these privately placed convertible bonds, if the Company issues (or privately places) any securities with common stock conversion rights or subscription rights at a conversion or subscription price lower than the current market price per share (Note 7), the Company shall adjust the conversion price of these privately placed convertible bonds according to the following formula (calculated to the nearest NT$0.1, with amounts below NT$0.05 rounded down and no adjustment if rounding up would be required). The adjustment shall be made on the issuance date of the aforementioned securities or subscription rights, or on the delivery date of the privately placed securities, and the adjusted conversion price shall be disclosed on the Market Observation Post System:

$$\text{Conversion price after adjustment} = \frac{\text{conversion price before adjustment} \times \left[\text{Number of shares issued (Note 8)} + \left(\dfrac{\text{The conversion or subscription price of newly issued or privately placed securities with common stock conversion rights or subscription rights} \times \text{Number of shares that can be converted or subscribed through the newly issued or privately placed securities with common stock conversion rights or subscription rights}}{\text{market price per share (Note 7)}} \right) \right]}{\text{Number of shares issued (Note 8)} + \text{Number of shares that can be converted or subscribed through the newly issued or privately placed securities with common stock conversion rights or subscription rights}}$$

Note 7: The current market price per share shall be calculated based on the simple arithmetic average of the Company's common stock closing prices for either the 1, 3, or 5 business days prior to the pricing date for the re-issuance (or privately-placed) of securities with common stock conversion rights or subscription rights. Where there is an event of ex-rights or ex-dividend before the base date of determining the conversion price, the closing price at which the conversion price is calculated after sampling shall be set as the price after ex-rights or ex-dividend.

Note8: The number of issued shares shall include the number of issued common shares through public offering and private placement, minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred. Where the re-issuance or private placement of various securities with common shares conversion rights or stock options is funded by treasury shares, the number of issued shares in the adjustment formula shall deduct the number of the shares that can be converted or subscribed for newly issued or privately offered securities.

4. After the issuance of these privately placed convertible bonds, if the Company's common shares are reduced due to capital reduction not resulting from the cancellation of treasury shares, the conversion price shall be adjusted according to the following formula (calculated to the nearest NT$0.1, with amounts below that rounded off) and adjusted on the record date of the capital reduction. If the reduction in common shares is due to a change in the par value of the stock, the adjustment shall be made on the record date for the reissuance of new shares, and the adjusted conversion price shall be disclosed on the Market Observation Post System:

(1) Upon Recovery of Losses by Capital Reduction:

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before capital reduction (Note 9)/ Number of common shares issued after capital reduction)

(2) Cash Refund Capital Reduction:

Adjusted conversion price = (Pre-adjustment conversion price - Amount of cash refunded per share) × (Number of common shares issued before capital reduction / Number of common shares issued after capital reduction)

(3) Upon Change in the par Value of Stocks

Adjusted conversion price = Pre-adjustment conversion price × (Number of common shares issued before the change in par value(Note 9) / Number of common shares issued after the change in par value)

Note 9. The number of issued shares refers to the total number of issued shares of common shares (including public offering and privately-placed) minus the number of treasury shares that have been repurchased by the Company but have not been canceled or transferred.

12. Listing of the Company’s convertible corporate bonds privately placed

The privately-placed convertible corporate bonds are privately-placed securities, and shall not be traded, except for the conditions specified in Article 43-8 of the Securities and Exchange Act. However, upon the completion of three years from the issuance of these privately placed convertible corporate bonds, the Company shall apply to the Taiwan Stock Exchange for a letter of approval for listing in accordance with relevant regulations, and file for supplementary public issuance with the competent authority. These privately placed convertible corporate bonds may then be listed and traded on the OTC market.

13. Listing of New Shares after Conversion

The Company’s common shares (including the common shares to be issued subsequently) converted from the privately-placed convertible corporate bonds are still privately-placed securities, and shall subject to the restrictions related to transfer specified in the Securities and Exchange Act and other relevant laws and regulations. After the time period from the delivery or issuance date of the privately-placed convertible corporate bonds reaches three years, the Company shall apply to TWSE for approval on listing of such bonds in accordance with relevant laws and regulations, and apply to competent authority for public listing, and the common shares (including the common shares to be issued subsequently) converted from such bonds may be listed and traded in TWSE.

14. Handling of the Insufficient Amount for One Share upon Conversion
    Upon conversion into the Company's common shares, if there are odd lots less than one share, the Company will make repayment for them in cash (rounding the result to one NT$ number immediately after decimal point), except for the amount to be used for offsetting the transfer service fee to be charged by TDCC.
15. Rights and Obligations after Conversion
    The rights and obligations to and in new shares obtained by a bonds holder after it requests for conversion shall be the same as that to and in the common shares originally issued by the Company, provided that the conversion-related common shares must meet Article 13 of these Rules.
16. Registration of Changes in Share Capital
    The Company shall publicly announce the number of common shares converted from the convertible corporate bonds privately placed in the last quarter within fifteen days after the end of each quarter. The Company shall also apply to the competent authority of company registration to register changes in the capital at least once every quarter.
17. The Company’s Redemption Right to the convertible corporate bonds privately placed
    (1) From the day after the third anniversary of the issuance date of this privately placed convertible corporate bond (September 3, 2024) to 40 days before the expiration of the issuance period (July 24, 2026), if the closing price of the Company's common shares exceeds the conversion price at that time by thirty percent (30%) or more for thirty consecutive business days, the Company may, within the following thirty business days, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period (the aforementioned period shall be calculated from the date of the Company's notification, and the expiration date of that period shall be the bond redemption reference date, and the aforementioned period shall not be the conversion suspension period specified in Article 9 of these Regulations) to the bondholders, and within five business days after the bond redemption reference date, redeem all outstanding privately placed convertible corporate bonds in cash at the face value of the bonds.
    (2) From the day after the third anniversary of the issuance date of this privately placed convertible corporate bond (September 3, 2024) to 40 days before the expiration of the issuance period (July 24, 2026), if the outstanding balance of this privately placed convertible corporate bond is less than ten percent of the original total issuance amount, the Company may, at any time thereafter, send by registered mail a "Bond Redemption Notice" with a thirty-day maturity period

(the aforementioned period shall be calculated from the date of the Company's notification, and the expiration date of that period shall be the bond redemption reference date, and the aforementioned period shall not be the conversion suspension period specified in Article 9 of these Regulations) to the bondholders, and within five business days after the bond redemption reference date, redeem all outstanding privately placed convertible corporate bonds in cash at the face value of the bonds.

(3) If the bondholders fail to respond in writing to the Company's stock agency (effective upon delivery, with the postmark date serving as proof for mailed responses) before the bond redemption record date specified in the "Bond Redemption Notice," the Company will redeem all outstanding convertible corporate bonds in cash at their face value within five business days after the bond redemption record date.

18. Bonds holder’s Sell-back Right

The Company shall set the date of the third anniversary of the issuance of this privately placed convertible corporate bond (September 2, 2024) as the reference date for the bondholders of this privately placed convertible corporate bond to early sell back this privately placed convertible corporate bond. The Company shall, thirty days before the reference date (August 3, 2024), send by registered mail a "Put Option Exercise Notice" to the holders of this privately placed convertible corporate bond. The bondholders may, within thirty days before the reference date, notify the Company's stock agent in writing (effective upon delivery, with the postmark as proof for mailed notifications, and such request cannot be revoked) to request the Company to redeem in cash the privately placed convertible corporate bonds they hold at the face value of the bonds. After the Company accepts a sell-back request, it shall redeem the convertible corporate bonds in cash within five business days after the sell-back base date. The date above may be postponed to the next business day if the TWSE is closed on the date.

19. Early Buy-Back due to termination of the Company's stock listing

If the Company’s common shares stop to be listed with the approval of TWSE, the bonds holders may require the Company to redeem the convertible corporate bonds held by them, at the par value of the privately-placed bonds.

20. Vesting of Dividends during the Conversion Year

(1) Cash dividends

1. Where a bonds holder of the convertible corporate bonds files a request for conversion between January 1 of the current year and fifteen business days (exclusive) before the Company suspends the transfer of ownership

of cash dividends in the current year, the converted common shares may participate in the resolution of the annual Shareholders' Meeting in the current year regarding the cash dividend distribution for the previous year.

2. From fifteen business days (inclusive) before the Company suspends the transfer of ownership of cash dividends in the current year to the base date of ex-dividends (inclusive) for cash dividends, the convertible corporate bonds shall stop converting.
3. Bondholders who request conversion from the day after the cash dividend ex-dividend reference date of the current year until December 31 (inclusive) shall not be entitled to the previous year's cash dividends resolved by the shareholders' meeting of the current year, but may participate in the current year's cash dividends to be resolved by the shareholders' meeting in the following year.

(2) Stock dividends

1. Bondholders who request conversion from January 1 of the current year to fifteen business days before (exclusive) the book closure period for the Company's stock dividend ex-rights in the current year shall be entitled to the previous year's stock dividends resolved by the shareholders' meeting of the current year for the common shares obtained through conversion.
2. From fifteen business days (inclusive) before the Company suspends the transfer of ownership of stock dividends in the current year to the base date of ex-rights (inclusive) for stock dividends, the convertible corporate bonds shall stop converting.
3. Where a bonds holder files a request for conversion between the base date of ex-dividends for stock dividends for the current year and December 31 of the current year (inclusive), the bonds holder shall not participate in the resolution of the annual Shareholders' Meeting in the current year regarding the annual stock dividend distribution for the previous year but may participate in the annual Shareholders' Meeting in the following year regarding the stock dividend distribution for the current year.

21. All of the privately placed convertible corporate bonds that have been repurchased, redeemed, or converted by the Company will be canceled and will not be resold or reissued, and their attached conversion rights will be extinguished simultaneously.
22. The privately-placed convertible corporate bonds and common shares converted from such bonds are all registered, and their transfer, registration of changes, pledge or loss shall subject to the "Regulations Governing the Administration of Shareholder Services of Public Companies" and the Company Act, and taxation matters shall be dealt with under the tax regulations at that time.

23. The repayment of the principal of the privately-placed convertible corporate bonds and payment of the interest accrued thereon and conversion of such bonds shall be handled by the Company’s stock affairs agency.
24. The privately-placed convertible corporate bonds are issued and delivered in accordance with Article 8 of the Securities and Exchange Act, and no physical bonds are printed.
25. Any matters not specified in the Rules for Issuance and Conversion Privately- Placed Convertible Corporate Bonds shall be subject to relevant laws and regulations.

4. Operational Overview

1. Business Activities

(1) Business Activities

1. Business Scope:

(1) Major Business of the Company

1	F118010	Information software wholesale business
2	F218010	Information software retail business
3	F401010	International trade business
4	F401021	Telecommunications controlled radio frequency equipment import business
5	CC01080	Electronic components manufacturing business
6	CC01110	Computer and peripheral equipment manufacturing business
7	CC01120	Data storage media manufacturing and duplication business
8	I301010	Information software service business
9	I301020	Data processing service business
10	I301030	Electronic information supply service business

(2) Sales Proportion of Main Products

Unit: NT$ thousand

Year / Product items	2023		2024	
	Operating Revenue	Percentage (%)	Operating Revenue	Percentage (%)
Industrial computer Sales of hardwareand software	121,640,834	99.99%	146,383,720	100.00%
After-sales service	142	0.01%	-	0.00%
Total	121,640,976	100%	146,383,720	100.00%

Current company products (services):

A. Smart industrial control

B. Smart retail

C. Smart gaming
D. Ground-cloud integration service
E. Industrial metaverse product
F. Cloud-based ESG-enabling technology
G. Ennoconn Solution as a Service
H. Smart IoT
I. Edge IoT
J. Smart home
K. Smart City
L. Smart transportation
M. Smart medical
N. Smart grid
O. Industrial network security
P. Machine vision
Q. Industrial computer
R. Embedded computer
S. Industrial ethernet computer
T. Edge computing system
U. Optical imaging system
V. Original Equipment Manufacturer (OEM)
W. Original Design Manufacturer (ODM)
X. Joint Design Manufacturer (JDM)
Y. Global supply chain services

Planned development of new products (services):

A. Industrial 5G computing platform
B. Industrial 4K/8K display
C. Artificial intelligence (AI) computer
D. Telecommunication system
E. Medical computer
F. Industrial network security computer
G. Embedded software development tools
H. Electric vehicle computing system

I. Self-driving car computing system
J. EV Charging Station HMI System
K. Niche telecom market
L. Ennoconn Solution as a Service

2. Industry Overview:

Current Status and Development of the Industry:

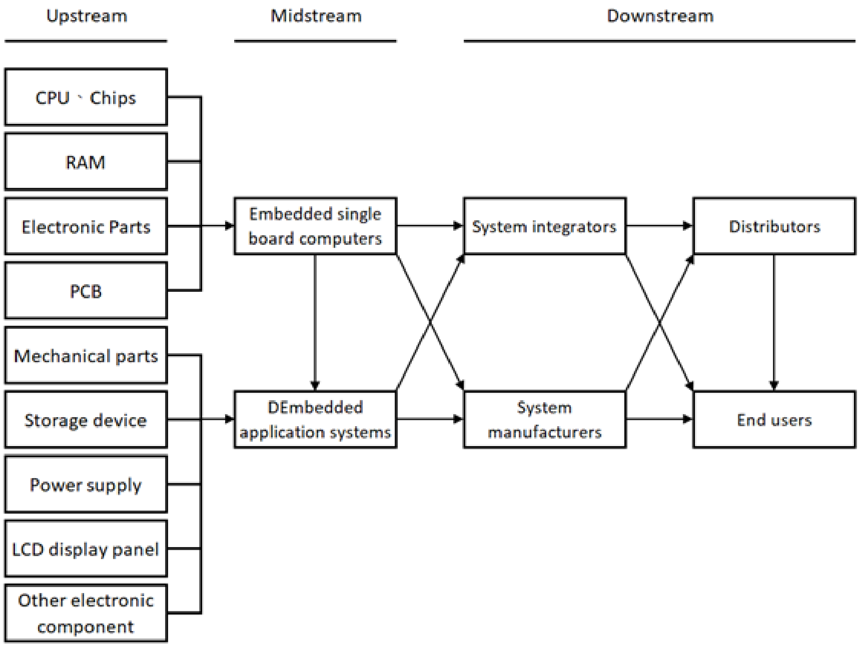
The Company and its subsidiaries are professional intelligent application solution providers for Industrial PC (IPC); the overall business is divided into three main development axes: design and manufacturing, branded channels, and system integration.

The Company's main products include industrial embedded motherboards and modules, embedded computer systems, embedded box computers, 5G computing platforms, and 4K/8K displays, which are applied in various fields such as intelligent industrial control, intelligent retail, intelligent gaming, network security, smart homes, intelligent transportation, smart cities, and edge AI solutions. The main downstream customers are major international industrial computer brand manufacturers. The following is an analysis of the current industry status of the main products of the Company and its subsidiaries:

After a long development period, the industrial computer industry has reached a certain maturity, with a complete industrial structure, abundant module supply chain, SoP management experience, and a small number of diverse capabilities. At present, industrial computer manufacturers are moving towards manufacturing products with high added value, focusing on enhancing their design capabilities and strengthening their core technologies of R&D. Also, the extensive application of the internet and the advent of the digital era of computers have created new business opportunities, new layouts, and new markets. With the promotion of new technology and the rapid expansion of its application, the field of application expands from simple factory automation to various industries and daily life, such as safety products, monitoring products, traffic control, business transaction system and medical care devices. Under the continuous development of the original application market and the continuous expansion of the new application field, the product categories tend to be diversified. The overall market size will keep growing.

In recent years, the applications of industrial computer products have continued to expand, including heathcare, aerospace, communications, robot automation equipment, smart grid, and the Internet of Things (IoT). Application products have been developed, which will become the growth engine for Taiwanese industrial computers in the future. Among them, robot automation equipment, IoT products, and smart application solutions have a wide range, and the future shipping growth is the most promising.
Traditionally, the industrial computer industry has been characterized by customized orders that are small in quantity but high in variety, making it difficult for PC or EMS manufacturers to enter the industrial computer market. This has allowed industrial computer manufacturers who maintain high flexibility and customization capabilities to sustain a blue ocean market for niche industrial computer products.

According to forecasts by the international research consulting firm Statista, global end-user spending on IoT solutions was $418 billion in 2021, and is expected to increase significantly to $1,567 billion by 2025. In recent years, the booming and diversified development of the IoT industry has made companies in various fields competing to invest a lot of resources in the development of transportation, retail, warehousing, medical care, network security, smart solutions, and manufacturing industries. Although the IoT is an innovative concept, it is formed by integrating three traditional industries, namely the automation industry, telecommunications industry, and computer industry. The Company and its subsidiaries are "professional vertical integration manufacturers of industrial computers," focusing on four emerging product lines of big data, IoT, internet of vehicles, and robots from the perspective of interactive end products.



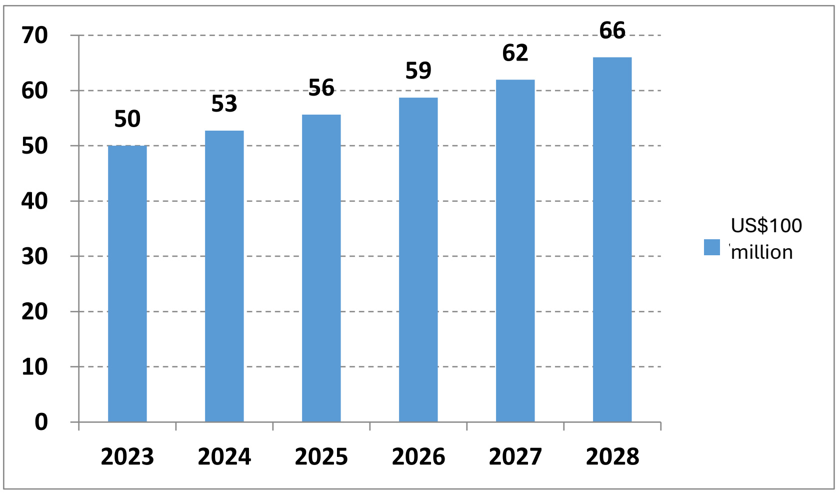
(2) Industry Upstream, Midstream, and Downstream Relationships:

(3) Various Development Trends of Products:

A. Industrial Control (IA) as the main driving force for the development of the IPC industry

According to statistics from the international market research firm MarketsandMarkets, the global industrial computer market reached $5 billion in 2023, and is expected to grow to $6.6 billion by 2028. The average growth rate over the past five years has been approximately 5.5%, showing moderate growth, which characterizes it as a long-term niche industry.

2023-2028 Global Industrial pc Market Scale



Source: MarketsandMarkets

Within the industrial computer market, Industrial Control (IA) has the highest proportion of applications, accounting for approximately 51%, with a compound annual growth rate of +5-15%. This is also Ennoconn's main long-term development area.

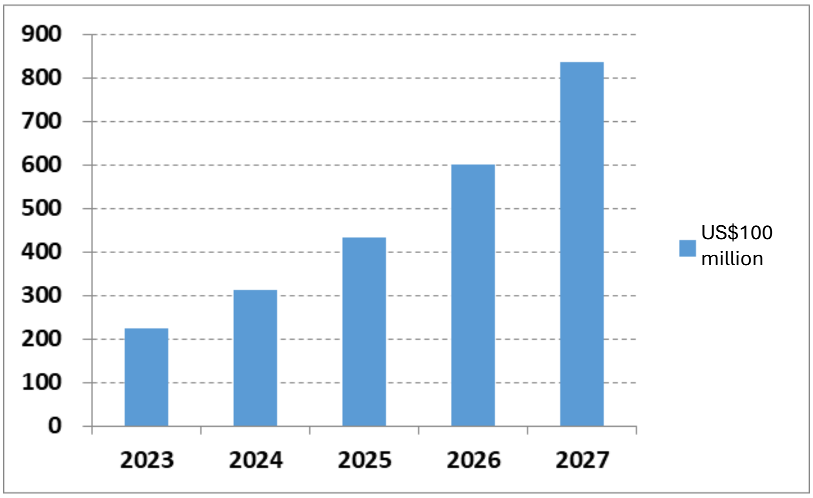
Global manufacturing industries in recent years have been increasingly adopting various information technologies, such as cloud computing, IoT, Big Data, and artificial intelligence, to improve manufacturing efficiency and precision while simultaneously reducing costs. From the smart production line to establishing a smart factory, automation, network and smart derivative products have become business opportunities.

Ennoconn Corp. integrates the internal and external resources in business groups and has a complete layout in smart manufacturing. In addition to intensive development in the four fields of high-tech equipment and material sales, automatic supply system, integrated system, and customized equipment R&D and manufacturing, application solutions such as factory affairs monitoring system and ServCore can assist factories in monitoring the production status of machines and equipment in real-time through computers or mobile phones remotely, and automatically generate reports, solve existing problems through data analysis, and provide services such as factory energy-saving and carbon reduction programs and equipment status monitoring to improve the degree of factory automation.

B. Cloud-Edge Integration Services

According to statistics from the international market research firm businesswire, the global AIoT market size will reach $83.6 billion by 2027.

2023-2027 AIoT Market Scale Worldwide



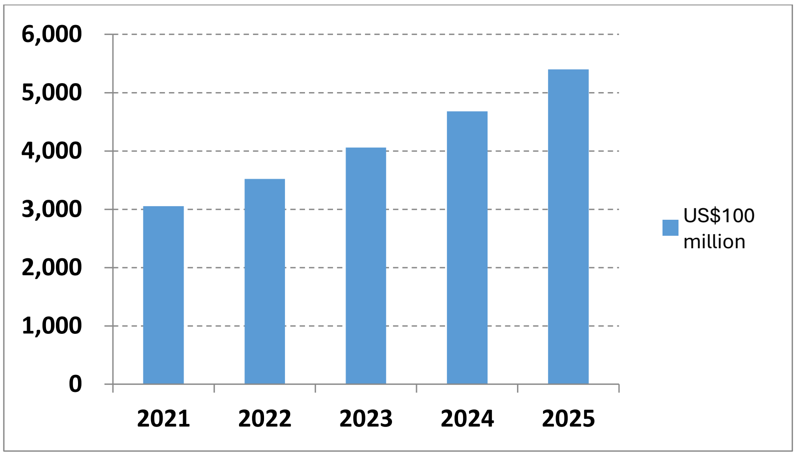
Source: businesswire

Ennoconn has developed to the company's planned IPC 3.0 (Innovation Platform Convergence) stage. From this stage, it combines cloud technologies such as Google Cloud, Google Workspace, and APIs, introducing them into innovative "Smart Industry and Smart City" business models. Ennoconn has integrated "3+3 Cloud-Edge Integration Services" to form a large international alliance, proposing three major AIoT Solutions for the edge side, which standardize product design and development, modularize software and hardware communication integration, and digitize information and data. Additionally, it offers three major Cloud Solutions that connect cloud network platforms toward cloud-based computing and storage, optimize human-machine collaboration through intelligent data analysis, and maintain a cloud-edge cycle that continuously creates high operational efficiency. Combined with a flexible service-oriented model, it provides a complete solution from IoT cloud connection, cloud migration, cloud usage, cloud management, and cloud protection, strengthening service functions, generating usage, opening new revenue streams, and enhancing platform value. This further forms a powerful ecosystem that helps customers address pain points in cloud-edge integration technology, security, and reliability.

C. Industrial Metaverse Products

According to TrendForce, the metauniverse meets the emerging market demands for remote operations, virtual reality, and simulation operations, while intelligent manufacturing grasps this trend to accelerate the development of related technologies. The global market size is expected to increase at a 15.35% CAGR in 2021 and surpass US$540 billion in 2025, creating a promising environment for supply chain expansion.

2021-2025 Global Industrial Metaverse Market Scale



Source: TrendForce

Recognizing this enormous opportunity, Ennoconn has rapidly integrated an international alliance for the industrial metaverse. Leveraging the advantages of complementary technological and business domains, it breaks through the limitations of the "technology and human" framework. With years of accumulated experience in Design Manufacturing Services (DMS), Information Technology (IT), System Integration (SI), and Cloud services providing complete "AIoT hardware-software-cloud platform" solutions, as well as high competitiveness across more than 59 countries, over 5,000 system integrators, and more than 250,000 enterprise customers worldwide, Ennoconn is integrating with partners to assist customers in various industry markets and is determined to capture a larger share of the industrial metaverse market.

D. Cloud-based ESG-Enabling Technology

Sustainable development issues have become a consensus worldwide such as net zero emissions of greenhouse gas. The EU will impose a carbon emission tariff in 2 According to the 2020 UNEP Report issued by the United Nations Environment Programme, the buildings and construction sector accounted for 35% of global energy consumption, and greenhouse gas emissions were up to 38% of total emissions, both higher than that of industry and transportation sectors. Ennoconn Corp. aims at energy conservation and carbon reduction opportunities in three major markets, including smart city, intelligent manufacturing, and intelligent buildings, to offer IPC 0 “Cloud- based ESG-enabling technology” ground-cloud integration service, promote the global green economy, transform and develop energy conservation.

Ennoconn's "Cloud-based ESG-Enabling Technology" cloud-edge integration service solution follows three major international ESG standards (GRI, SASB, TCFD), and provides six major environmental sustainability regulations and certifications, including ISO 50001 energy management, ISO 14001 environmental management, ISO 14064 carbon inventory, ISO 14067 carbon footprint, PAS 2060 carbon neutrality, and ISO 14046 water footprint. It assists with net-zero emissions and ESG report disclosure, and will further accelerate environmental sustainability for enterprises and organizations through big data and AI integration technologies.

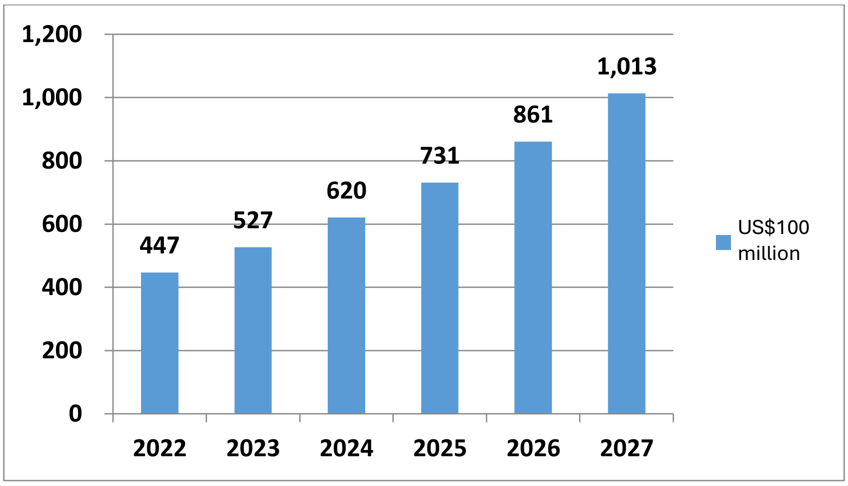
Ennoconn's ESG technology solutions provide a complete Digital Twin and 3D visualization intelligent platform: including eight major systems - power systems, air conditioning systems, lighting systems, water and wastewater management systems, information security systems, access control systems, monitoring systems, and fire safety systems. It also provides hybrid cloud edge-cloud integration and deployment: including Anthos Server setup and operation, platform implementation for practical applications, 3D visualization, Web 3.0 design and development, integration of new and existing hardware equipment, software planning for various subsystems, and communication integration for various subsystems. These solutions help enterprises achieve safer, more resilient, and more competitive sustainable development for ESG goals, while adding new growth momentum to Ennoconn's future operations.

E. Significant Demand Increase for the Edge Computing Field

Edge computing is a product of the IoT era. In the connection between traditional cloud and device endpoints, edge computing adds an additional computing layer—the Edge tier. This is a computing unit close to the data source, including gateways, routers, and various underlying devices, machines, equipment, and systems. Edge computing computers directly capture, filter, and process the massive information transmitted from multiple devices, process information in real-time, and provide feedback to the device endpoints. This eliminates the need to send all data to the cloud, thereby reducing time delays and data transmission costs.

With the recent development of popular key technologies such as Artificial Intelligence (AI) and 5G, in this new technological wave, edge computing applications have gained significant attention, and the demand for practical field implementation has increased dramatically. From cloud service giants AWS, Microsoft, and Google, to server, network equipment, and host manufacturers, numerous companies are investing in these product applications. According to international research firm MarketsandMarkets, the global edge computing market size was $44.7 billion in 2022 and is projected to reach $101.3 billion by 2027, representing an average compound annual growth rate of 17.8%, indicating stable long-term growth. In response to this market growth, Ennoconn Technology will develop a series of high, medium, and low-end edge computing products to meet the usage requirements of various fields.

2022--2027 Global Edge Computing Computer Market Scale

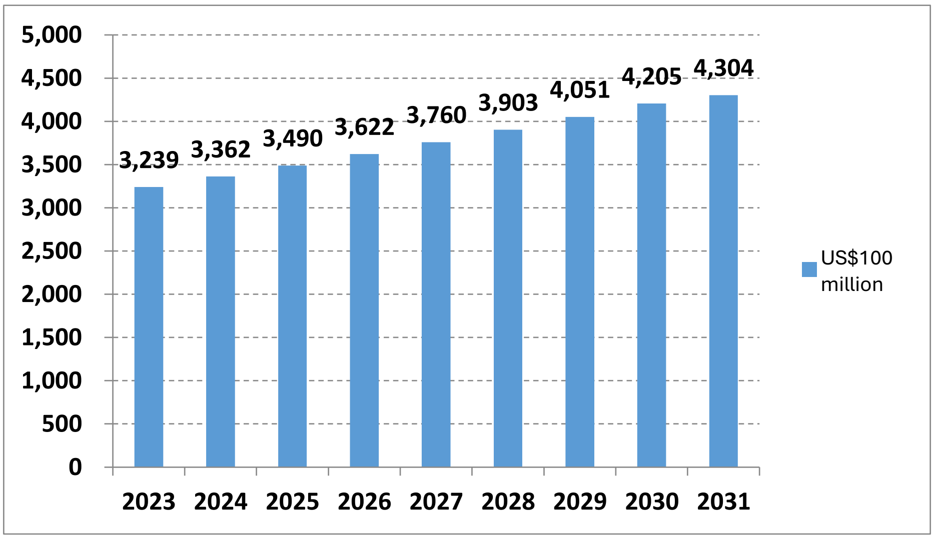


Source: MarketsandMarkets

F. Increasing Demand in the Gaming Market

Gaming is another engine driving the continuous growth of industrial computers. Gaming is another engine driving the continuous growth of industrial computers. Benefiting from the recovery of the European and American markets and the lifting of restrictions on the gaming industry in Singapore, the gaming industry has attracted great interest in various countries around the world in recent years. It is expected that the gaming and lottery business will become a tool in promoting tourism-related industries and stimulate economic growth. The gaming industry has once again become a focal point in the market. According to Allied Market Research, global gaming market size is projected to reach US$430.4 billion by 2031 with a CAGR of 3.8%.

2023-2031 global gaming market scale



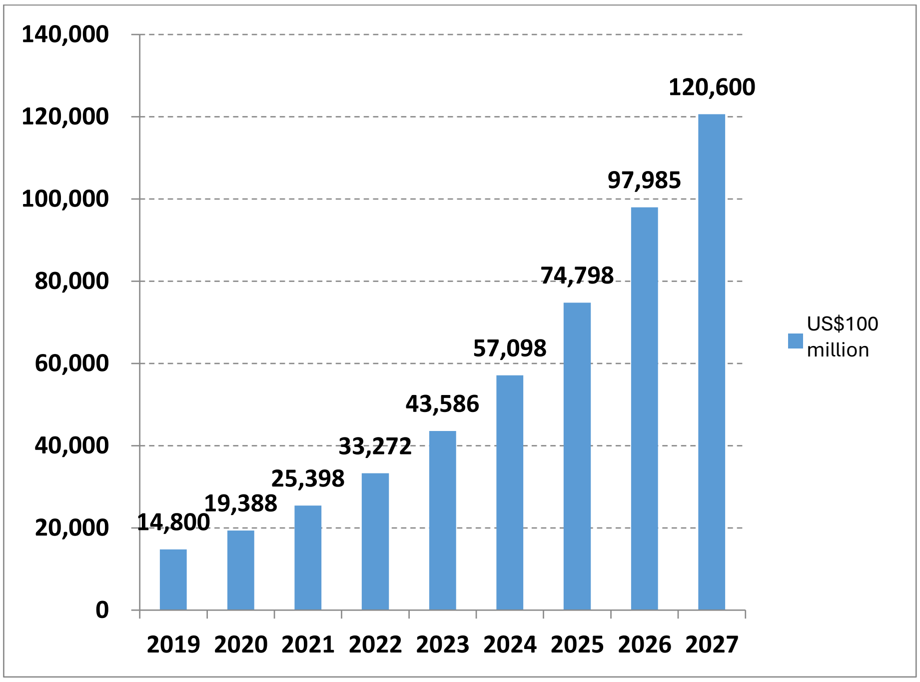
Source: Allied Market Research

In addition to the sales of hardware machines, the firmware and monitoring system for internal control, and even the need for setting up electronic display board multimedia information station and POS in the tourist areas around casinos and the catering industry could all be important business opportunities for IPC operators.

G. The Rise of Global Mobile Payment Benefits Point of Sales (POS) Manufacturers

With the demand for mobile payment in recent years, consumers have gradually formed the habit of paying through handheld devices, and mobile payment is rapidly popularizing and developing. According to the research survey of Allied Market Research, an international research consultancy, the total market, service, and transaction amount of global mobile payment will grow from US$1480 billion in 2019 to US$12,060 billion in 2027, with an annual compound rate of approximately30.1%.

2019-2027 Global Mobile Payment Market Scale



Source: Allied Market Research

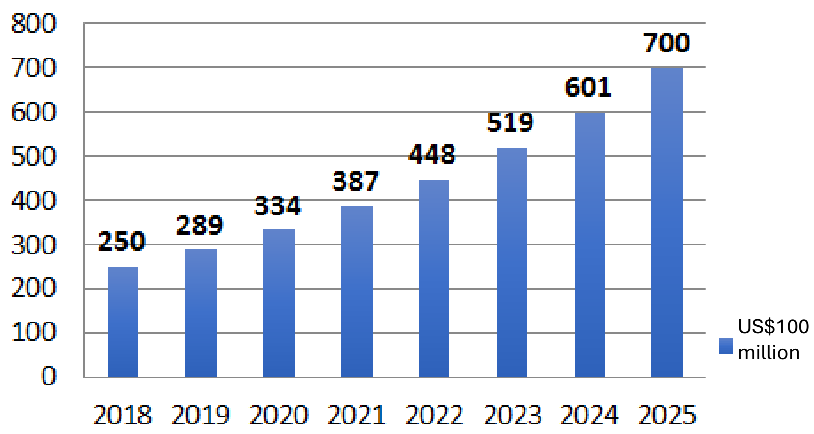
The well-known mobile payment services Apple Pay, Samsung Pay, Google Wallet, EasyCard and store-issued stored- value cards all use Near Field Communication (NFC) payment technology. To use NFC payment technology, consumers must first have a smartphone with a built-in NFC chip, and merchants must also replace the MPOS (Mobile Point of Sale) or other POS systems that support NFC transaction function before consumers can enjoy mobile payment services.

Mobile POS machines (MPOS) have the advantage of portability, allowing store personnel to check out customers anytime and anywhere. It is convenient for customers to spend on special occasions such as airplanes or trains. This advantage is expected to bring obvious business opportunities for MPOS- related industries. Greg Buzek, President of IHL Group, a global research consultancy, said that the use of MPOS in some areas is rapidly changing the face of retail and hospitality, particularly for mall retailers. It is estimated that the number of POS used in department stores, clothing stores, and shoe stores will grow rapidly every year. In response to the rapidly changing consumer service landscape, the products have developed from PC-based POS machines to handheld POS with integrated wireless transmission, multifunctional all-in-one Touch POS with integrated host and touch screen, Mobile POS (mobile point-of-sale management system), and information service system (Kiosk).

H. Industrial Ethernet Developing Rapidly with IoT Applications

According to Global Market Insight, the global Industrial Ethernet market size was $25 billion in 2018 and is projected to reach $70 billion by 2025, representing an average compound annual growth rate of 15.8%, indicating stable long-term growth.

2018-2025 Global Industrial Ethernet Market Scale



Source: Global Market Insight

Industrial Ethernet (IE) is the ethernet network used in an industrial environment, and its protocol provides deterministic and real-time control. Industrial Ethernet protocols include EtherCAT, EtherNet / IP, PROFINET, POWERLINK, SERCOS III, CC-Link IE, and Modbus TCP used in conjunction with rugged connectors and extended temperature switches to implement work automation or process control in harsh environments with extreme temperature, humidity, and vibration.

With the rapid adoption of Industrial Internet of Things (IIoT) in manufacturing to improve production processes and supply chain efficiency, the Industrial Ethernet market is experiencing growth. Industrial technology trends are moving toward smart factories. Once factory equipment adopts Ethernet as the standard communication protocol, information across all levels can be fully connected, enabling real-time control, monitoring, and management of computerized factory equipment, thereby enhancing overall enterprise competitiveness. This niche growth industry is precisely the product line that Ennoconn Technology is focusing on.

I. Edge AI As most prominent Technology Application Development by 2025

According to Maximize Market Research, the Edge AI market size was $17.46 billion in 2023, and the total revenue of Edge AI is expected to grow at a compound annual growth rate of 20.1% from 2024 to 2030, reaching approximately $62.93 billion by 2030.

The concept of Edge AI represents the implementation of artificial intelligence algorithms and models on local devices, rather than relying on cloud-based processing, and it has gained significant momentum in the market. The above approach facilitates real-time processing and analysis of data on edge devices, including but not limited to smartphones, edge servers, and IoT devices.

The growth of the Edge AI market is attributed to multiple factors. First, Edge AI addresses the need for reduced latency and real-time decision making. By processing data locally, edge devices can make quick, informed decisions, making them valuable in applications such as autonomous vehicles, industrial automation, and robotics. Additionally, privacy and security concerns are also addressed through Edge AI. Through local processing, sensitive data can be kept on edge devices, thereby reducing the need to transmit it to the cloud, which enhances privacy and security.

(4) Competition Situation

Since 2004, the Company and its subsidiaries have successfully self-developed industrial motherboards, entered the industrial computer industry, and continued to expand the application fields of products. The vertical application fields of industrial computers are quite diverse, and the cost of spanning each vertical application field is not low. Most of the application fields belong to an oligopoly competition structure.

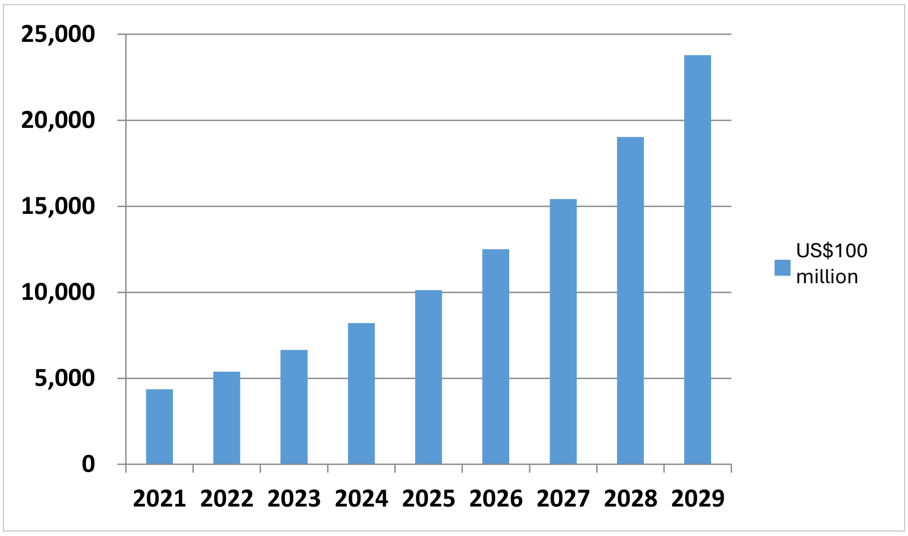
In recent years, the Company and its subsidiaries are positioned as professional industrial computer R&D and design manufacturers, focusing on developing large-scale system integration brand manufacturers in Europe, the US, and Japan in the fields of smart industrial control, smart retail, smart gaming, smart home, and smart transportation, and expanding with customers to emerging markets such as China and South America. Compared with the same industry, the Company's consolidated turnover growth rate is far better than its competitors.

The Company and its subsidiaries focus on resource integration, the expansion of the overall manufacturing services in the customer area, the acquisition of product design and manufacturing turnkey contracts for major customers, and providing one-stop overall product service for customers. At the same time, we also develop high growth, high value, high margin products, and solutions, integrates the existing product lines, expands the diversity of industrial computer products, actively deploys IoT platforms from the cloud, systems to end devices, and improves the competitiveness in existing fields. Its growth potential is better than that of TWSE/TPEx listed companies.

(5) Transformation and upgrading:

With the maturation and vigorous development of technologies such as 5G transmission, cloud computing, and artificial intelligence (AI), digital transformation and intelligent upgrades have quietly become the next stage development goals for various industries. As the Internet of Things (IoT) brings about technological changes, the creation of integrated hardware and software solutions, as well as the emergence of IoT cloud platforms, allows equipment manufacturers to provide global cloud application services for design, simulation, maintenance, production, manufacturing, and e-commerce development environments. This overcomes the digital divide that industries face during transformation. According to data from international research institutions, the global business opportunity scale of XaaS (Everything as a Service) has been growing rapidly at an average annual compound growth rate of 23.4% since 2021, and will reach 2.4 trillion US dollars by 2029. This enormous demand creates good business expansion opportunities for the Ennoconn Group, which already possesses complete solutions.

2021-2029 Global Everything as a Service Market Scale



Data Source: Fortune Business Insight

For nearly 20 years, Ennoconn's operational direction and evolution have continuously aligned with technological advancements, consistently combining more strategic partners to enhance the group's competitiveness and operational performance. Starting with providing unique IIoT hardware products and services suitable for harsh environments, they rapidly expanded market share, then vertically integrated the hardware and software needed by the market, introduced Edge AI application solutions, and extended to provide comprehensive subscription-based ESaaS (Ennoconn Solution as a Service) open hybrid cloud solutions. Using this as a foundation, they integrated upstream and downstream supply chains to create Ennoconn's original one-stop XaaS (Everything as a Service) solution covering HaaS, IaaS, PaaS, and SaaS. This allows Ennoconn Group's industrial control products to combine software and cloud services for high value-added differentiation. As major customers continue to increase their proportion of software and cloud services, this will further improve Ennoconn's individual performance metrics and make positive contributions to overall operations.

3. Technology and R&D Overview

(1) Technology Level of the Business Level of the Business

The application of 5G combined with big data and related AI fields will become more extensive. IoT products such as sensors and AI big data analysis will become more and more popular. The R&D strategy begins with interactive terminal products and focuses on emerging products such as smart industrial control, smart retail, smart gaming, smart home, smart transportation, etc.

In the field of smart industrial control man-machine interface, Ennoconn Corp. continues to introduce industrial control host with touch screen, which is wide temperature, high brightness, and long service life. It is compatible with production equipment units such as programmable logic controller (PLC), frequency converter, servo motor, and reducer of major brands. Using an intuitive operation interface, it is easy to operate the production machine and immediately grasp various production information and machine status. With the industrial firewall technology, NAS, and other industrial computer products technology developed by the Company and its subsidiaries, the R&D direction is extended from the industrial computer system with strong and solid specifications to the industrial communication field, such as industrial server to the development of industrial smart gateway, which is used to collect all kinds of traditional instruments, digital instruments, sensors, servo motors, production machines, etc. Through big data analysis, combined with IT/ERP information system, smart production, and equipment predictive maintenance can be achieved, which is an important cornerstone for the realization of industry 0 smart factory.

In the aspect of smart transportation, we have developed and designed industrial control mainframe for rail transit and navigation, continuously cultivated various IPx's waterproof and dustproof design, developed industrial control mainframe and Panel PC that comply with the requirements of maritime power supply and developed color correction software, which can meet the certification specifications of the panel in industrial application, and meet the DNV association specifications. Also, we have passed relevant and stringent tests on EMC/Safety and power supply requirements to help customers launch products more quickly.

In terms of smart retail, x86 computers are mainly applied to retail point-of-sale (POS) systems, interactive multimedia kiosks, automated control equipment, ATMs, lottery machines, digital signage, medical care equipment, network storage devices, etc. The Company and its subsidiaries are working with Intel to pursue development opportunities in new industries and markets. Adopting the new generation of Intel S and U

Series CPU, standardized design, integrated motherboard and system, combined with embedded storage memory peripheral and multi-mode embedded wireless transmission, it provides a different development platform of General SBC. As different products in different vertical markets, it can accelerate and improve the development schedule of extension machine products and the development efficiency of system products to provide the most suitable customized module design and become the device or equipment used in various industries.

In terms of smart gaming products, we continue to cooperate with gaming machine equipment vendors to provide different core Intel CPU platform controllers to meet the needs of customers' different applications. We are committed to deepening software and firmware development, providing more enhanced Boot Security firmware design, and supporting customers in passing GLI certification. Now we have also continued expanding cooperation from customers and continued to obtain more projects.

In terms of AI, we are collaborating with Intel OpenVINO (Open Visual Inference & Neural network Optimization) to develop related POS applications, combined with big data analysis technology, allowing customers to more easily convert image data collected from edge and IoT devices into commercially valuable information, such as facial recognition, customer identification, and pushing corresponding advertisements. At the same time, we are also planning to integrate AMD and NVIDIA chip products to capture the multi-screen, 4K gaming entertainment markets in Japan and the United States.

It develops software and hardware technologies and products of the core layer, connects various industrial machines to the network, uses sensors and gateways to collect data, applies fog cerebellum to analyze data, makes a smart judgment on the cloud, and finally enables edge devices to achieve the ultimate goal of cost reduction, storage reduction, quality improvement, and efficiency improvement.

We continue to expand development of application computers for different vertical domains with various chip manufacturers, continuously introducing designs based on Intel's latest chip platforms, providing Elkhart Lake, Tiger Lake, and other latest platforms to meet customer specification requirements, and offering railway-grade ruggedized computers that comply with EN50155 power specifications to customers. Additionally, we provide complete computer systems that comply with DNV and IEC60950 maritime association standards for relevant customer verification.

We continue to provide "AIoT hardware-software cloud service platform" solutions and design and manufacturing services for terminal interaction systems, standardizing and modularizing the hardware and software integration services, and introducing cloud platform services to equip products with cloud-edge integration capabilities. We focus on application areas such as smart factories and smart cities, integrating with partners to assist more customers in various industrial markets. Existing products have been enhanced with hybrid cloud software capabilities, offering customers diverse options for edge computing, cloud data transmission, and information security management.

In recent years, ESG issues have been widely addressed by enterprises worldwide. Currently, with regard to carbon emissions related products, we continue to develop a communication protocol product that integrates data from various sensors, which can collect data related to ground sensors, upload it to a cloud server, and convert it to be displayed on a visual dashboard, facilitating management and interpretation of data, providing a reference basis for monitoring the environment and adjusting equipment energy consumption.

4. Transformation and Upgrade

According to data compiled by international research institutions, the global industrial computer market size for hardware solution equipment alone is estimated to reach $6.2 billion in business opportunities by 2025. With the technological revolution brought about by the Internet of Things, the creation of integrated hardware and software solutions and the emergence of IoT cloud platforms allow equipment manufacturers to provide global cloud application services in design, simulation, maintenance, production, manufacturing, and e-commerce development environments. This overcomes the digital divide faced by industries during transformation and drives market expansion by more than 180 times, reaching $1.1 trillion in business opportunities, creating excellent business development potential for the Ennoconn Group, which already possesses comprehensive solutions.

For nearly 20 years, Ennoconn's operational direction and evolution have continuously evolved with technological advancement, combining more strategic partners to enhance the group's competitiveness and operational performance. Starting from providing unique IIoT hardware products and services suitable for harsh environments, we rapidly expanded market share, then vertically integrated the hardware and software needed by the market. We extended to provide comprehensive and subscription-based ESaaS (Ennoconn Solution as a Service) open hybrid cloud solutions. Using this as a foundation, we integrated upstream and downstream supply chains to create Ennoconn's unique all-inclusive XaaS (Everything as a Service) approach covering HaaS, IaaS, PaaS, and SaaS, giving Ennoconn Group's industrial control products differentiation through high-value-added software and cloud services. As major customers continue to increase their emphasis on software and cloud services, this will further improve Ennoconn's three performance ratios and bring positive contributions to overall operations.

(1) R&D Personnel and Their Experiences

The educational background of the Company’s R&D department is as follows:

Unit: person

Year / Education	2022	2023	2024
PhD	47	42	41
Master degree	939	1,009	1,017
College degree	1,288	1,350	1,351
Senior high school (inclusive) or below	710	809	810

(2) R&D Invested in the Most Recent Year and Successfully Developed Technologies or Products:

A. R&D expenses invested:

Unit: NT$ thousand；%

Year	2023	2024
R&D Expenses (A)	9,123,481	11,585,588
Operating revenue (B)	121,640,976	146,383,720
R&D Expenses Operating Revenue Ratio (A)/(B)	7.50%	7.91%

B. Successfully developed technologies or products:

Year	Name item of product and technology
2011 to 2022	Omitted, please refer to the Company's previous annual reports.
2023	1. Optimize the visual display processing architecture of the main system for existing gaming machines, aiming for low cost and high performance, to sustain market opportunity demands. 2. Design a new generation of lottery machine systems based on Intel Elkhart Lake platform, starting from lightweight, aesthetic, and streamlined system integration to provide a new experience with easy operation. 3. Design a new generation of advanced innovative lottery optical recognition system based on Intel ADL-P platform, capable of quickly collecting accurate information under any environmental lighting conditions, providing a sleek and futuristic new design. 4. Develop an easy and intuitive carbon emission data collection device to respond to carbon reduction business opportunities, capable of displaying power consumption data for individual devices for carbon reduction analysis. 5. Develop a smart electrical box for monitoring energy consumption devices, which can be used in homes or smart buildings to assist in measuring and recording electricity usage conditions and power consumption. 6. Develop an EMS management system combined with smart electrical box devices, achieving cloud software and hardware integration, to analyze electrical appliance power consumption for formulating energy-saving plans, thereby achieving the effects of power saving and carbon reduction.

Year	Name item of product and technology
	7. Develop an integrated hardware and software product for device failure early warning monitoring, combined with AI algorithm technology, to achieve advance failure prediction, currently in the patent application process.
2024	1. Develop a smart meter HAN module with wireless meter reading technology, synchronized with Taiwan Power Company data, automatically receiving electricity usage data to provide extended value-added services. 2. Develop a fanless, small, industrial-grade wide-voltage and high-performance AI BOX PC based on Intel Meteor Lake platform, providing a rich variety of interfaces and including an NPU computing unit to deliver computational power for AI-related applications. 3. Develop an affordable magnetic high-efficiency barcode scanner, paired with dedicated POS terminals, featuring ergonomic mechanical design. The device's magnetic attachment direction allows placement on both sides of the machine according to usage scenarios, increasing flexibility in field equipment installation. 4. Develop a proprietary failure prediction IC, providing standardized modular reference circuits, combined with a cloud software and hardware integration platform, to provide monitoring data, recording, and early warning functions, optimizing equipment maintenance timeliness and offering different functional options through a subscription model. 5. Collaborate with customers in the production and development of bar-style gaming consoles, where the host system can be embedded in the bar counter, improving host space utilization. 6. Develop cybersecurity anti-hacking firmware, and integrate related encryption mechanisms into IoT devices. 7. Design a new generation lottery machine system based on Intel Alder Lake P platform, providing a new experience with lightweight, streamlined, and high-performance system integration. 8. Develop a 56-channel smart electrical box device, achieving cloud software and hardware integration, providing multi-circuit monitoring to analyze floor electricity usage conditions for formulating energy-saving plans, to achieve power-saving and carbon reduction effects.

Long-term and short-term business development plans:

(1) Short-term Development Plan:

A. Marketing strategy

(A) Enhance the development and depth of regional markets and actively expand the cooperation and exchange with professional system integrators in the targeting market.

(B) Expand collaboration on new product lines with existing customers, actively promote high value-added system products and product ecosystem integration, thereby increasing overall sales and profits, deepening cooperative relationships with customers, and improving loyalty.

(C) Target niche market customers for in-depth business development, and arrange dedicated application presentations according to their respective vertical application markets, enhancing recognition and visibility of our professional capabilities.

(D) Deploy AIoT solutions and complete ecosystems in Europe, America, Southeast Asia, and emerging markets, combining brands, products, and technology portfolios with the physical economy of relevant target industries in the region, establishing successful demonstration sites, and promoting cloud subscription business models for customers to achieve long-term profitability.

B. Production, R&D, and product development direction

(A) Industry-academia incubation research and development subsidies and active recruitment of project management talents to extend technical domains and accelerate product development speed.

(B) Purchase additional R&D equipment, especially system analysis and institutional integration-related R&D verification equipment, to react to the increasing project demand for smart industrial control, smart retail, smart gaming, smart home, and smart transportation.

(C) Reserve software R&D talents for RISC & MCU product development, add implementation of industrial communication-related protocols, recruit specialists in AIoT, smart buildings, and energy management to accumulate R&D energy and strengthen software and firmware development capabilities.

(D) In combination with marketing objectives, expand and accelerate key product R&D, key technology development and collection, combination and integration of smart production of its own technology and strategic partners' core technology products in the industrial Internet-related fields.

C. Operation management policy

(A) Strengthen the quality control system, continuously improve product quality, reinforce customer service.

(B) Make good use of the information management system to advance the Company's operating performance.

(C) Reinforce internal work quality and innovation ability.

(2) Long-term Development Plan:

A.Marketing strategy

(A) Actively strive for cooperation opportunities with large customers in the industrial computer field in Europe, the US, China, and Japan.

(B) Deeply cultivate the targeting vertical application market, nurture professional technical capabilities and be familiar with industrial applications and needs, integrate the expertise and advantages of each subsidiary, and strive for new business opportunities.

(C) Strengthen the integration of the application ecological chain and offer customers diversified application development.

(D) Integrate global production bases and provide customers with global production logistics services.

(E) Build on Taiwan, deploy in Europe, America, Southeast Asia, and Northeast Asia, with a global vision; provide solid, effective, and complete software and hardware integration applications and intelligent vertical domain solutions.

(F) Work together with brand owners to jointly develop industrial application products and assist in expanding niche markets.

(G) Strive for the major target customers of product design and manufacturing turnkey contracts and exclusively provide customers with one-stop global overall product services.

(H) With the application of AI technology and the technological revolution of industrial Internet of Things, the massive market scale of XaaS (Everything as a Service) is arriving. Coupled with the company's transformation and upgrade to develop ESaaS (Ennoconn Solution as a Service), we provide cloud-based software and hardware integrated solutions to seize this enormous market opportunity.

B.Production, R&D, and product development direction

(A) Deepen the application environment of the vertical market, research, collect and utilize user experience to develop distinguished products and services.

(B) Based on the development of the smart vertical field, combined with the architecture of cloud computing and the IoT, ally with manufacturers by key technologies and components to provide novel products and services and create diversified applications for different vertical markets.

(C) Establishment of a diversified cooperation platform with key strategic partners; flexible hardware production and rapid field application solution modularization for target industries.

(D) In response to the relocation and restructuring of the global supply chain landscape, establish cross-continental regional factories for customers, providing various professional manufacturing services.

C.Operation management policy

(A) Vertically integrate technology and manufacturing capabilities to provide customers with a full range of services. Also, actively integrate the global production bases to boost global production and remote backup capacity for customers.

(B) Adjust the organizational structure and establish a profit center management system.

(C) Raise funds through domestic and foreign capital markets to further build a global corporate map.

(D) Develop the Company’s corporate culture and international outlook, and nurture outstanding professionals through job rotation to improve the competitive advantages.

(E) Set goals at the company, department, and individual level, and import online performance assessment software to systematically implement performance management.

(F) Integrate the group’s technology in various fields and develop an application ecological chain.

(G) Establish communication and organizational structure for rapid strategies and executions across multiple time zones and nationalities.

2. Overview of the Market, Production, and Sales

1. Market Analysis:

(1) Sales Region of Major Products

Unit: NT$ thousand

Region \ Year		2023		2024	
		Amount	%	Amount	%
Domestic		21,123,052	17.37	24,617,997	16.82
Overseas	Asia	22,841,404	18.78	26,434,338	18.06
	America	33,010,450	27.14	43,920,038	30.00
	Europe	44,620,938	36.68	51,168,853	34.96
	Others	45,132	0.03	242,494	0.16
Total		121,640,976	100.00	146,383,720	100.00

(2) Market Share:

Since the Company and its subsidiaries successfully developed industrial motherboards in 2004, they have continuously expanded their product application areas. In recent years, they have rapidly expanded their business by positioning themselves as "professional industrial computer R&D and design manufacturers," securing a place in the industrial computer industry. Over the years, the Company and its subsidiaries have collaborated with major European and American manufacturers on research and development. Their products have not only penetrated mature markets such as Europe, America, and Japan but have also achieved outstanding results in important emerging markets like China and South America. As the industrial computer industry has a wide range of applications, there are no precise statistics in Taiwan that clearly indicate the market share of the Company and its subsidiaries in the industrial computer market. However, the Company and its subsidiaries' major trading partners are leading manufacturers in POS, ATM, industrial control, network communications, gaming machines, gambling, and other industrial computer application fields. For example, the Company has become the primary board and controller supplier for the world's largest ATM brand and Group A, one of the top three POS brand manufacturers. It is estimated that the Company and its subsidiaries should have a certain market share in relevant application fields. As the Company and its subsidiaries continue to expand their business, overall operations and market share should grow steadily.

(3) The Future Supply and Demand Situation and Growth of the Market

Demand for the POS industry will continue to grow gradually. According to the forecast from the research institution Transparency market research, global POS demand will continue to grow at a compound annual growth rate of 11.5% from 2017 to 2025.

In terms of the ATM market, although the North American market has become saturated. Nevertheless, due to the low base period of emerging countries and the low penetration rate of smart mobile devices, the growth is well, and the demand potential of ATM is not low. According to a report published by Allied Market Research (AMR), the global ATM market is expected to reach a compound annual growth rate of 5.2% between 2019 and 2027, with the global ATM market size climbing to nearly $30.5 billion by 2027. However, the ATM market in Europe and America has already approached saturation, while the Asia-Pacific region, Middle East, and Africa are expected to grow significantly faster than other regions in the coming years.

At present, major international brands emphasize terminal sales, and it has become a trend to outsource design and production operations. Taking Group A as an example, most of its POS products are OEM outsourced manufacturing of the whole machine. Due to transportation cost considerations, ATMs often set up their own complete machine assembly bases in neighboring areas of important markets. Still, most of its important components, such as motherboards and controllers, have also been outsourced. Thus related business opportunities are still booming.

Due to market acceptance of Self-Service technology, the demand for Kiosks continues to grow steadily. According to research firm Persistencemarketresearch, global demand for interactive and self-service Kiosks is projected to continue growing at a compound annual growth rate of

9.7% from 2017 to 2025.

In recent years, AI intelligence has been flourishing in various fields, and machine vision systems have become important applications in smart cities, healthcare, retail, logistics, green energy, agriculture, and more. According to a report published by research firm Marketsandmarkets, the machine vision market is expected to achieve a compound annual growth rate of 6.1% between 2020 and 2025, with the global market size reaching $13 billion by 2025. The four main driving forces for market growth are: 1. Rapid development of technologies for identification, measurement, judgment, positioning, and guidance; 2. Rapid growth in application areas for AMR and AGV robots; 3. Doubling demand for autonomous vehicles and electric vehicle products; 4. Rapid introduction of AI, 5G, and Industry 4.0 applications.

(4) Competitive Niche

A. Innovate Proactively to Find Different Growth Models

It has taken Taiwan's general industrial computer suppliers more than a decade to reach their current scale in Taiwan; if following its model, there are few opportunities to catch up or surpass its achievements in a few years. Therefore, the Company and its subsidiaries repetitively attempt to establish core competitiveness with different products, services, and business models, and at the same time accelerate the expansion of the scale. This belief makes the members of each functional unit not stick to the existing workflow and thus can adjust and progress according to the Company's strategic directions and its subsidiaries.

B. Mastery of R&D Technology and Efficiency in Project Management

The building of new product development and services has always been the core competitiveness of the Company and its subsidiaries. Compared with other industrial computer companies on the product design with various standard specifications, the Company and its subsidiaries emphasize more on the needs of the industry. Because of the focus, we can better understand the application environment. Besides attracting opportunities for advanced industrial collaboration, it also builds a higher competitive threshold Apart from technology, the time and quality of development are also crucial. Project management members not only have a good knowledge of products and design but also need to be familiar with a wide range of fields such as material preparation, production, industrial knowledge, and customer communication. The accumulated experience and talent development of ODM/JDM in the past few years will be a vital opportunity for future development.

C. Cooperative Developing Advance Products With Heavyweight Customers, and the Partnership Has Become a Tool of Word-Of-Mouth Marketing

The Company and its subsidiaries primarily serve world-renowned leading brands as their main customers, whose requirements for products and services are much higher than those of ordinary companies. However, the Company and its subsidiaries' R&D technology, quality control, and project management efficiency can all meet customer expectations, thus making the cooperative relationship between companies even closer. Additionally, given the industrial computer's pursuit of stability, it is difficult for competitors to enter this market.

D. Invest Resources in E-transformation, Automation, and Knowledge Management (KM)

MIS and software personnel are also important pillars for the development of the Company and its subsidiaries. In addition to purchasing packaged software for direct use of its functions, the interface between the systems or the insufficiency is supplemented by MIS and software personnel to accomplish a seamless flow of information. The expertise of the software personnel is also exerted in the automation of factory production. The reduction in personnel judgment and usage reduces both the probability of error and the cost of production.

E. Experienced Management Team

The Company’s management team comes from industrial computers and world-class design and manufacturing service companies with relevant management experience in products of HMLV (High Mix, Low Volume) or LMHV (Low Mix, High Volume). Facing industries with different growth strengths, this cross-border combination helps meet the customer needs beyond product development.

F. Flexible Service Model, Closely One-Stop-Solutions Model That Extensive Collaboration with Customers

From core boards and embedded systems to complete machines containing many imaging devices, from simple product design and manufacturing to create a worry-free supply chain and service system for customers, Ennoconn Corp. increases the customer's adhesion to us with multi-level product capabilities and a wide range of ecological chain partners.

(5) The Advantages, Disadvantages, and Countermeasures for Developing Prospect

Advantages:

(A)The transfer of industry models allows the latecomers to grow rapidly

The rise of the Apple brand has driven new thinking in products and services. In the past, the industrial computer industry in Taiwan only focused only on hardware R&D, just like the PC industry. Therefore, the Company and its subsidiaries, with innovative business models, are the pioneers of bringing the concept of "ODM" into the first-class brand factories, focusing on establishing good cooperative relations with large-scale brand system integration manufacturers of industrial computers, and using this successful experience to continuously strive for cooperation opportunities with other brand factories in the future.

(B) Outstanding R&D, production management and business team

The company's management team and its subsidiaries have strong capabilities in industrial computer R&D, business development, and project management and possess years of experience in consumer electronics. Therefore, the Company and its subsidiaries have a solid production management capability compared with other peers. We can take the product as the main axis, continuously invest resources in the R&D technology, management, and market development, and assist the factories in adjusting the production process and product quality to meet customers' demand and find a different path from other industrial computer manufacturers.

(C) High quality and steady customers

The main sales customers of the Company and its subsidiaries are mostly international well-known brand manufacturers in various application fields. The customers' operating conditions are stable and have a solid foundation. The sales areas are all over the world, and they are less susceptible to major fluctuations due to individual market or economic changes. Furthermore, we have upheld a good communication bridge with customers so as to grasp their needs of products, earn their recognition, and contribute to the solid growth of the Company and its subsidiaries' revenue.

(D) Complete R&D functions

The Company and its subsidiaries have a complete division of labor in the R&D center. Apart from possessing complete R&D capability in software, hardware, and firmware, the Company also has system integration, verification, power supply design, circuit layout, safety inspection, etc. Besides, the R&D team also conducts regular meetings to communicate the work progress, which can effectively fulfill the customer's needs for products and follow-up maintenance updates. Moreover, we have set up a dedicated team for key customers to deliver customers comprehensive services.

(E) The booming communication industry and the IoT drive the industrial computer revolution

With the emphasis on the internet of everything (IoE) in industry 0, various terminal devices, controllers, and sensing elements become increasingly intelligent and capable of autonomous computing. The design concept of industrial computer has also been repositioned in response to the industry 0 trend. With the advent of the IoT era, all terminal equipment will have sensing, data collection, and computing capabilities in the future. In view of this, the demand for industrial computers will shift from the original core computing requirements to power-saving, lightweight, and convenient deployment functions and integrate more monitoring and preventive maintenance capabilities to reduce the loss caused by abnormal conditions.

(F) Rapid growth in demand in emerging market countries

China has transformed from a production location that provides cheap labor to a hotly contested emerging market for the rest of the world. On top of it, its government has continued to push forward infrastructure. For Taiwanese manufacturers, they can take advantage of geographical and language advantages to compete for orders with products and high-quality services. Furthermore, with the successful deployment of the large-scale brand manufacturers in South America, Eastern Europe, and other emerging markets, which are expected to continue to drive the demand for industrial computer related products. Coupled with the increase in consumer spending power, it is also the driving force to increase the demand for POS and ATM shipments.

(G) The demand for kiosks continues to grow in developed countries

Due to the continuous increase in labor costs, the demand for interactive and self-service Kiosks will continue to surge. Through the efforts of R&D and business teams, the Company has developed rather competitive products and contacted several world-class customers, which will greatly contribute to future performance.

Disadvantages:

(A) The sales quotation is mainly in the US dollar, and there are potential risks in exchange rate fluctuation.

Countermeasures:

- Pay attention to exchange rate trends at any time, and adjust product costs and selling prices promptly
- The purchase and sale of goods are mainly priced in US dollars, and the overall impact on exchange rate fluctuations can achieve the balance effect between receivables and payables.

(B) China-US trade war leads North American customers to demand overseas production bases

Countermeasures:

- Actively integrate global production bases to improve customers' global production and remote backup capabilities

(C) International geopolitical crisis and the impact of high global interest rates have led to a decline in consumer demand; together with the uncertain future outlook for the global economy has resulted in conservative investment.

Countermeasures:

- Work with suppliers and customers to manage production and sales and reduce opportunities for idle inventory.
- Invest in industries that are less affected by the economic recession, develop new product lines and expand revenue sources through diversified investment strategic alliances.

(D) Customers are internationally renowned manufacturers, the negotiation ability is low and sales are concentrated

Countermeasures:

- Maintain a good communication relationship with customers
- Actively develop new customers and have gradually dispersed customers.

(E)Many competitors join the market.

Countermeasures:

- The Company and its subsidiaries have innovated business models, are ahead of potential competitors and have established a solid relationship with large-scale industrial computer brand customers. Industrial computer brand companies value the stability of suppliers and are less likely to change manufacturers. In addition to reinforcing the existing achievements, the Company and its subsidiaries also continue to progress and expand their leading edge.

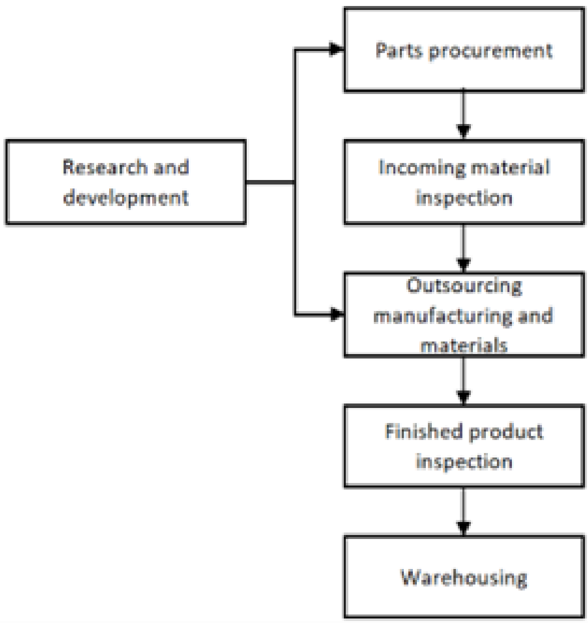
Major applications and production process of the main products

(1) Major Applications of the Main Products

Main products	Major uses
Embedded boards for industrial computers	Integrate computing, memory, storage, and multiple transmission or expansion interfaces according to system requirements or industrial specifications. Through system integration and the addition of expansion modules, they become devices or equipment used across various industries. Their applications include - industrial embedded computer systems, industrial embedded box computers, industrial 5G computing platforms, industrial 4K/8K displays, industrial tablets, artificial intelligence (AI) computers, edge computers, telecommunications systems, medical computers, industrial Ethernet computers, industrial network security computers, embedded software development tools, optical imaging systems, etc.
System/barebone	To meet the application requirements, the industrial computer boards and other related components such as LCD screens, touch screens, card readers, printers, motion control cards, GPS modules, and GSM modules are integrated into one system. Because of the higher integration, it is more focused on a single application and is closer to the market and users.
Network information security	Ensure smooth network connectivity, control the in and out of all network packets, and integrate communications and computer equipment. Its applications include network security servers, firewalls, virtual private networks, antivirus application servers, integrated threat application servers, intrusion detection and prevention servers, enterprise-level internet voice servers, etc.
Edge AI	Ennoconn is actively developing AI modules and application solutions, focusing on the needs of smart retail, gaming, net-zero carbon emissions, and information security. These applications are embedded in various customer machines, including POS, ATM, gaming machines, and edge controllers, and are being comprehensively implemented in next-generation models of newly initiated projects. These AI modules can connect to operating systems in real-time, monitor and predict, and improve equipment efficiency. In the industrial control field and brand channels, we focus on providing standardized AI solution hardware and software platforms, helping customers implement economically efficient artificial intelligence to optimize quality inspection, object

	recognition, and other applications, thereby improving operational efficiency and achieving cost reduction.

(2)Production process of main products:



3. Supply Status of Main Raw Materials:

Name of raw material	Supply status
Power supplier	Good
Graphics processor	Good
Basic output/input system	Good
Liquid crystal display	Good
Integrated circuit	Good

4. The names of any suppliers (clients) that have supplied (sold) 10% or more of the company's procurements (sales) in either of the preceding 2 fiscal years, and the monetary amount and the proportion of such procurements (sales) as a percentage of total procurements (sales), and explaining the reason for any change in the amount:

(1) Information on major suppliers in the past two years: There are no suppliers accounting for more than ten percent of total purchases amount

(2) Information on the major sales customers in the most recent two year:

Unit: NT$ thousand

	2023				2024			
Item	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the issuer	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the issuer
1	Customer A	16,048,194	13.19	None	Customer A	16,333,155	11.16	None
	Net Sales	121,640,976	100.00	-	Net Sales	146,383,720	100.00	-

Explanation for changes: Due to the introduction of new products for new customers and changes in product demand from existing customers, the fluctuation in percentage during the period is considered normal.

3. Information on Employees in the Last Two Fiscal Years up to the Publication Date of this Annual Report

Unit: person；%

Year		2023	2024	March 31, 2025
Numbers of Employees	Administration	1,499	1,654	1,630
	Sales & Marketing	1,277	1,382	1,378
	Technical Support	7,429	7,908	7,918
	Total	10,205	10,944	10,926
Average Age		41.23	41.73	40.54
Average years of service		8.23	8.54	8.58
Education Level Distribution Ratio	PhD	0.69%	0.62%	0.62%
	Master degree	18.41%	17.84%	17.78%
	College degree	45.23%	46.35%	46.39%
	High School	22.96%	22.86%	22.78%
	Below High School	12.71%	12.33%	12.42%

Note: The consolidated subsidiary Kontron AG is compiled based on the latest information obtained.

4. Disbursements for Environmental Protection

All assembly and testing of Ennoconn Technology are processed by outsourced processing factories, and the businesses operated by the group's subsidiaries do not generate pollution. In terms of plant affairs and process system planning and integration services, the company designs, plans, constructs, and installs plant facilities for high-tech industries. For waste generated during construction or assembly processes, all waste is classified and bagged according to government regulations and client specifications, and then handed over to qualified professional waste disposal vendors for processing. In addition, raw materials that need to be scrapped during the production process are all entrusted to professional waste disposal contractors for removal according to regulations; all aspects of air, water, waste, toxicity, and noise comply with the approvals of local government agencies and will not damage the ecological environment. Therefore, as a non-polluting company, there is no related environmental protection expenditure.

1. According to laws and regulations, if required to apply for a permit for installing anti-pollution facilities, or permit of pollution drainage, or to pay anti-pollution fees, or to organize and set up an exclusively responsible unit/office for environmental issues, the description of the status of such applications, payment or establishment shall be made: Not applicable.
2. Setting forth the company’s investment in the major anti-pollution facilities, the purpose of such facilities, and the possible effects produced: Not applicable.
3. The process undertaken by the company on environmental pollution improvement for the most recent two fiscal years up to the publication date of the annual report. If there had been any pollution dispute, its handling process should also be described: Not applicable.
4. Any losses suffered (including any compensation paid) and total sanctions by the Company in the most recent two fiscal years up to the publication of the annual report date due to environmental pollution incidents, and disclosing its future countermeasures (including improvement measures) and possible expenses (including the estimated amount of loss, disposition, and compensation that may occur if countermeasures are not taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided): Not applicable.
5. The current condition of pollution and the impact of its improvement to the profits, competitive position, and capital expenditures of the company, as well as the projected major environment-related capital expenses to be made for the coming two fiscal years: Not applicable.

5. Labor relations:

(1) The Company's various employee benefits, continuing education, training, retirement systems, and the status of their implementation, as well as the status of agreements between labor and management, and all measures aimed at preserving the rights and interests of employees

1 Employee benefits, continuing education, training, retirement systems, and the status of their implementation:

A. Labor insurance and national health insurance: From the employee's day of taking office, the Company will apply for labor insurance and national health insurance

B. Group insurance: From the employee's day of taking office, the group insurance will be fully borne by the Company. The Company also provides "family expenses for dependents," where employees' spouses and children enjoy part of the group insurance that the Company fully bears.

C. Employee retirement system and its implementation status:

(A) Old system: According to the provisions of the Labor Standards Act, the Company has formulated the "Organizational Rules of the Labor Retirement Reserve Fund Supervisory Committee," among which, the employees who took up the post before Jun. 30, 2005 can choose to adopt the old labor retirement system or the new system. Where adopting the old system, the Company shall pay 2% of the salary every month and allocates it to an exclusive pension account at the Bank of Taiwan, which is supervised and managed by the Company's "Labor Retirement Reserve Fund Supervisory Committee."

(B) New system: For employees who took up the post from Jul. 1, 2005, and employees who originally applied to the old system but opted to join the new system, the Company will allocate 6% of the total salary monthly to a retirement reserve and deposit it into an exclusive employee labor retirement reserve account in accordance with the provisions of the "Labor Pension Act."

D. Continuing education and training

The Company is committed to talent training and actively encourages employees to participate in various training courses. The internal training courses aim to exchange and inherit professional knowledge to enhance employee work efficiency. The external training courses may be applied based on the Company's business and work needs for external education and training.

E. Employee welfare committee

Employees are entitled to maternity benefits, wedding allowance, funeral consolation grants, birthday allowance, subsidies for purchasing hospitality supplies for employees, health check allowance, and occasional employee gathering parties.

F. Club activities

The Company is a positive working environment and is concerned for the physical and mental health of all colleagues. A badminton club, yoga club, and basketball, billiards club is provided by the Company for employees to utilize.

2 Agreements between labor and management and various measures to protect employees' rights and interests.

The Company and its subsidiaries adhere to the concept of "integration of labor and management." focusing on rationalized and humanized management, establishing a smooth communication channel, maintaining good relations between labor and management, jointly creating productivity, sharing profits, and establishing stable and harmonious labor relations.

(2)A loss suffered by the Company in the most recent year and up to the publication date of the annual report due to labor disputes and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:None

6. Information security management:

1. Description of information security risk management framework, information

security policy, specific management programs, and resources invested in information security management.

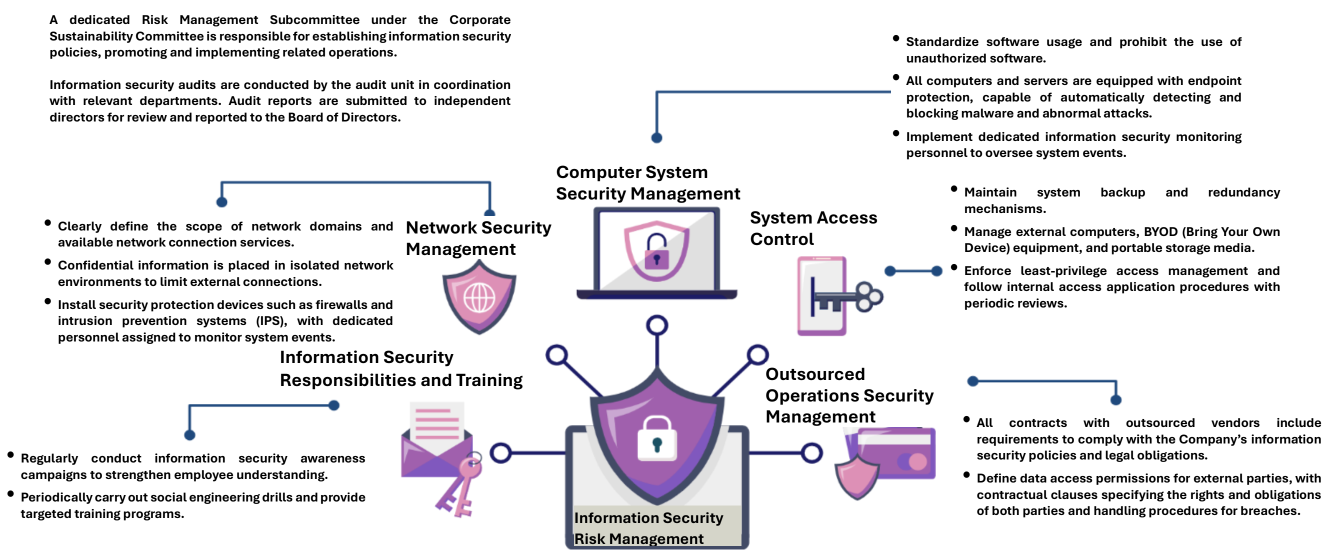
The Company's Information Security and Risks Management Policy

To strengthen information security management and maintain the confidentiality, integrity, and availability of the Company's important information systems, the Company passed the ISO/IEC 27001 Information Security Management System certification in June 2023, and passed the annual external assessment in April 2024. The Company has established one dedicated information security supervisor and one dedicated information security personnel, formulated multiple information security regulations and systems, identified information security control points, including organizational employees, customers, suppliers, and shareholders, to eliminate increasing information security threats, such as: trade secrets (R&D results), fraud, espionage, sabotage, damage, natural disasters, computer viruses, hacking, etc. Furthermore, management mechanisms for information hardware facilities and software have been established to coordinate the allocation and utilization of company-wide resources. Regular information security education and training are also conducted to promote information security policies and relevant implementation regulations to regulate the information security behavior of company personnel. Regularly review whether the relevant systems are in line with the changes of the operating environment every year, and timely adjust them according to the needs to establish a safe and reliable technology industry.

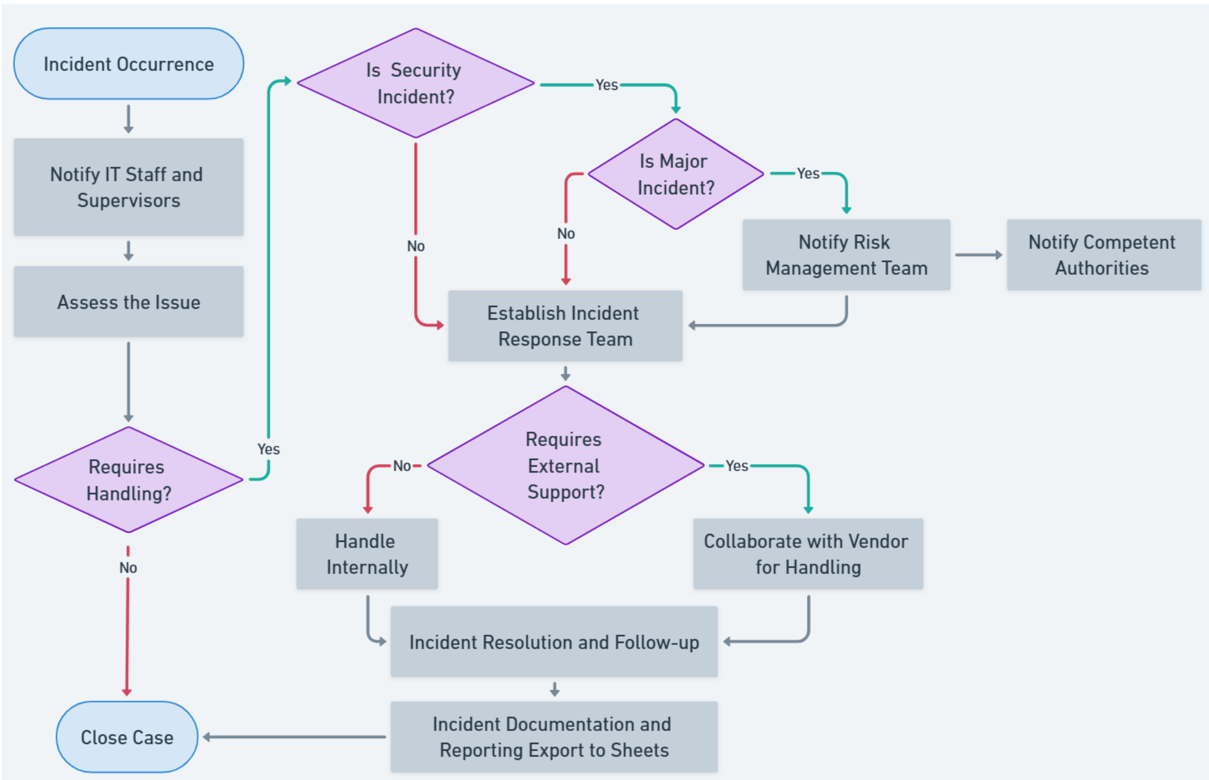
Information security policy related management specifications

Access control of programs and data Control operation	Data output and input control operation	Control operation of data processing	Safety control of archives and equipment
Purchase, use, and maintenance control of hardware and system software	System recovery plan and test program control operation	Control operation of information security inspection	Control operation of disclosing information

Information security and risk management structure



Information Security and Risk Management Flowchart



2. Specify the losses, potential impacts, and countermeasures suffered due to major cybersecurity incidents in the most recent year and up to the date of the annual report's printing. If a reasonable estimate cannot be made, the fact that a reasonable estimate cannot be made should be stated: None.

7. Important contracts:

Nature of contract	Party	Contract commencement date	Major contents	Restrictions
Contract for work	Hon Hai Precision Industry Co., Ltd.	From 2007.04.01 until one party terminates the contract accordingly	Outsourced processing	None
Sales contract	Company A	From 2009.11.24 until one party terminates the contract accordingly	Purchase and sale of products	None
Sales contract	Company E	2013.01.01 Automatically renewed for a year after expiration	Purchase and sale of products	None

Note: As the Company and its subsidiaries have signed confidentiality agreements with customers, the names of the parties are represented by codes.

5. Review and Analysis of Financial Standing, Financial Performance, and Risks Management

1. Financial Position

(1)International Financial Reporting Standards - Consolidated Financial Statements

Unit: NT$ thousand

Item \ Year	December 31, 2023	December 31, 2024	Difference	
			Amount	%
Current Assets	87,394,157	96,966,298	9,572,141	10.95
Property, plant, and equipment	7,178,531	11,475,376	4,296,845	59.86
Intangible assets	20,433,766	23,849,522	3,415,756	16.72
Other assets	11,778,013	14,717,847	2,939,834	24.96
Total Assets	126,784,467	147,009,043	20,224,576	15.95
Current Liabilities	61,206,430	66,430,037	5,223,607	8.53
Non-Current Liabilities	15,900,079	26,313,536	10,413,457	65.49
Total liabilities	77,106,509	92,743,573	15,637,064	20.28
Common Share Capital	1,319,999	1,375,372	55,373	4.19
Capital Surplus	14,940,752	15,663,929	723,177	4.84
Retained Earnings	6,679,880	7,838,773	1,158,893	17.35
Other Equity	(1,039,929)	(607,389)	432,540	-41.59
Non-Controlling Interests	27,777,256	29,994,785	2,217,529	7.98
Total shareholders' equity	49,677,958	54,265,470	4,587,512	9.23

Analysis of changes in percentage and the impact and the future response measures (description will be given only if the increase/decrease in ratio reaches 20% or exceeds NT$10 million):

1.Increase in property, plant and equipment: This is due to plant expansion from business growth during this period, plus the acquisition of property, plant and equipment through company acquisitions.
2. Increase in other assets: This is due to an increase in right-of-use assets resulting from

operational needs during this period.

3. Increase in non-current liabilities and total liabilities: This is due to an increase in long-term borrowing resulting from operational needs during this period.
4. Increase in other equity: This is due to the impact of fluctuations in the USD and Euro exchange rates during this period.

(2)International Financial Reporting Standards - Parent Company Only Financial Statements

Unit: NT$ thousand

Item \ Year	December 31, 2023	December 31, 2024	Difference	
			Amount	%
Current Assets	2,843,185	3,658,069	814,884	28.66
Investments Accounted for Using Equity Method	27,087,520	28,442,352	1,354,832	5.00
Property, plant, and equipment	492,339	489,130	-3,209	-0.65
Intangible assets	36,658	39,272	2,614	7.13
Other assets	190,296	237,471	47,175	24.79
Total Assets	30,649,998	32,866,294	2,216,296	7.23
Current Liabilities	4,021,441	4,166,322	144,881	3.60
Non-Current Liabilities	4,727,855	4,429,287	-298,568	-6.32
Total liabilities	8,749,296	8,595,609	-153,687	-1.76
Common Share Capital	1,319,999	1,375,372	55,373	4.19
Capital Surplus	14,940,752	15,663,929	723,177	4.84
Retained Earnings	6,679,880	7,838,773	1,158,893	17.35
Other Equity	(1,039,929)	(607,389)	432,540	-41.59
Total shareholders' equity	21,900,702	24,270,685	2,369,983	10.82

Analysis of percentage changes, their impact, and future response plans (for items with changes exceeding 20% between periods and amounts over NT$10 million):

1. Increase in current assets: This is due to increased customer demand during this period, resulting in an increase in accounts receivable and inventory.
2. Increase in other assets: This is due to an increase in prepaid expenses during this period.
3. Increase in other equity: This is due to the impact of fluctuations in the USD and Euro exchange rates during this period.

2. Financial Performance:

(1) Comparative Analysis of Financial Performance

1. International Financial Reporting Standards - Consolidated Financial Statements

Unit: NT$ thousand

Year / Item	2023	2024	Increase (Decrease) Amount	Change in Percentage (%)
Operating Revenue	121,640,976	146,383,720	24,742,744	20.34
Operating Costs	98,042,051	117,551,890	19,509,839	19.90
Gross Profit	23,598,925	28,831,830	5,232,905	22.17
Operating Expenses	18,393,419	23,588,220	5,194,801	28.24
Operating Profit (Loss)	5,205,506	5,243,610	38,104	0.73
Total Non-Operating Income and Expenses	1,710,189	2,389,569	679,380	39.73
Profit before tax	6,915,695	7,633,179	717,484	10.37
Income Tax Expense	1,594,621	1,609,821	15,200	0.95
Net Profit for the Period	5,403,382	6,131,781	728,399	13.48
Other Comprehensive Income	447,455	597,641	150,186	33.56
Total Comprehensive Income (Loss) for the Period	5,850,837	6,729,422	878,585	15.02

Analysis of changes in percentage (for the change of more than 20% between the previous and current periods, and the amount of change amounted to NT$10 million):

1. Increase in operating revenue and gross profit: This is due to increased customer demand during this period, coupled with the acquisition of a new company, resulting in an increase in operating revenue and gross profit.
2. Increase in operating expenses: This is due to the acquisition of a new company during this period, resulting in increased operating expenses.
3. Increase in non-operating income and expenses: This is due to increased exchange gains resulting from exchange rate fluctuations during this period.
4. Increase in other comprehensive income: This is due to the impact of fluctuations in the USD and Euro exchange rates during this period.

2. International Financial Reporting Standards - Parent Company Only Financial Statements

Unit: NT$ thousand

Item \ Year	2023	2024	Increase (Decrease) Amount	Change in Percentage (%)
Operating Revenue	5,186,633	5,334,540	147,907	2.85
Operating Costs	4,185,994	4,215,695	29,701	0.71
Gross Profit	1,000,639	1,118,845	118,206	11.81
Operating Expenses	438,679	572,995	134,316	30.62
Operating Profit (Loss)	547,796	579,515	31,719	5.79
Total Non-Operating Income and Expenses	2,028,191	2,419,809	391,618	19.31
Profit before tax	2,575,987	2,999,324	423,337	16.43
Income Tax Expense	315,023	259,549	-55,474	-17.61
net profit for the period	2,260,964	2,739,775	478,811	21.18
Other Comprehensive Income	(207,035)	410,730	617,765	-298.39
Total Comprehensive Income (Loss) for the Period	2,053,929	3,150,505	1,096,576	53.39

Analysis of changes in percentage (for the change of more than 20% between the previous and current periods, and the amount of change amounted to NT$10 million)

1. Increase in operating expenses: This is due to increased research and development project expenses during this period.
2. Increase in net profit for the period: This is due to increased customer demand during this period, coupled with an increase in recognized investment gains from subsidiaries.
3. Increase in other comprehensive income and total other comprehensive income for the period: This is due to the impact of fluctuations in the USD and Euro exchange rates during this period.

(2)The Expected Sales and Its Basis, and Possible Impacts on the Company's Future Financial Operations and Response Plans for the Upcoming Year:

The Company did not make any forecast. Therefore, it does not intend to disclose the possible impact of the expected sales volume on the Company's future financial business and its response plan.

3. Cash Flows:

Analysis of Changes in Consolidated Annual Cash Flow for the Most Recent Year:

Item \ Year	2023	2024	Increase (Decrease) of Ratio (%)
Cash flow ratio (%)	12.05	21.23	76.18%
Cash flow adequacy ratio (%)	56.08	65.45	16.71%
Cash flow reinvestment ratio (%)	8.38	21.59	157.64%
Analysis of changes in cash flow: The increase in cash flow ratio, cash flow adequacy ratio, and cash reinvestment ratio is due to the Company's robust operating activities in 2024, where revenue increased without a significant increase in inventory levels, resulting in higher cash inflow from operating activities compared to 2023.			

(2) Improvement plan for liquidity insufficiency: No cash shortage.

(3)Cash Liquidity Analysis for the Coming (Individual)

Unit: NT$ thousand

Beginning Cash Balance (Note)	Expected Annual Net Cash Flow from Operating Activities	Estimated Annual Net Cash Flow from Investing and Financing Activities	Ending Cash Balance (Shortage)	Remedial Measures for Cash Inadequacy	
				Investment Plan	Financial Plan
184,864	271,596	(126,000)	330,460	N/A	
1.Analysis of Changes in Cash Flows in the Coming Year: (1) Operating activities: : Increases in revenue and profits contribute net cash inflow from operating activities. (2) Investing activities: The collection of dividends from subsidiaries leads to net cash inflow from investing activities (3) Financing activities:The issuance of cash dividends results in net cash outflow from financing activities. 2. Remedial measures for projected cash shortage and liquidity analysis: Not applicable.					

Note: Cash at the beginning of the period include cash and cash equivalents, bond investments with no active market - current bank time deposits

4. Effect Upon Financial Operations of Any Major Capital Expenditures During the Most Recent Fiscal Year

There were no major capital expenditures in 2024.

5. Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Reinvestment Profitability, and Investment Plans for the Upcoming Year

(1) Reinvestment Policy for the Most Recent Fiscal Year

The Company has established "Procedures for Acquisition or Disposal of Assets" in accordance with the "Regulations Governing the Acquisition and Disposal of Assets by Public Companies" prescribed by the competent authority, which serves as the basis for the Company's reinvestment activities to monitor relevant business and financial conditions. In addition, to enhance supervision and management of invested companies, the Company has established "Subsidiary Monitoring and Management Regulations" within its internal control system, which stipulates relevant regulations for their information disclosure, finance, business, inventory, and financial management. The Company also regularly conducts audit operations and establishes relevant operational risk mechanisms to maximize the effectiveness of the Company's reinvestment activities.

(2) Main Reasons for Profits/Losses of Reinvestment for the Most Recent Year and the Improvement Plan:

The Company’s investment income accounted for using the equity method in 2024 was NT$2,369,421 thousand (to be updated). This was mainly due to the good operating conditions of companies invested in by the Company and the benefits of strategic cooperation.

(3) Investment plans for the coming year

The Company will carefully evaluate the investment plans from the perspective of long-term strategies to respond to future market demand and strengthen its competitiveness.

6 Risk Matters

(1) Risk factors

1. The impact of interest, exchange rate changes, and inflation on the Company's profits (losses) and future countermeasures.

(1) Interest rate: If the interest rate increases/decreases by 1%, and all other variables remain unchanged, the net profit before tax of the Company and its subsidiaries in 2024 and 2023 will decrease/increase by NT$274,308 thousand and NT$199,098 thousand, mainly due to the changes of loan interest rate of the Company and its subsidiaries.

The Company has sufficient funds, and makes capital planning based on the stable and conservative principles. Changes in interest rates have no a significant impact on the losses of the Company and its subsidiaries, so their impact is limited. However, the Company and its subsidiaries still take relevant measures in response to changes in market interest rates. For example, the financial department keeps up-to-date with the latest information on interest rate changes and maintains close contact with banks to obtain more favorable borrowing rates, and thus the impact of interest rate changes on the Company and its subsidiaries is minimized.

(2)Exchange rate:The Company's and its subsidiaries' transactions for purchases and sales are mainly denominated in US dollars, so the Company is exposed to the risk of exchange rate fluctuations. The Company operates on the principle of natural hedging, which means balancing the effects of exchange rate fluctuations by offsetting receivables and payables to reduce foreign exchange risk. The Company and its subsidiaries have designated personnel who closely monitor exchange rate information and changes in the international economic situation at all times, carefully assessing exchange rate trends. The Company will appropriately utilize foreign currency short-term borrowing, cross-currency swaps, and forward exchange contracts as tools for foreign exchange hedging; however, these instruments cannot completely eliminate the impact caused by exchange rate fluctuations.

(3)Inflation: The Company and its subsidiaries always keep abreast of global political and economic changes and market price fluctuations, maintain good interaction with suppliers and customers, and adjust procurement and sales strategies in a timely manner.

Therefore, the Company and its subsidiaries should be able to cope with the impact of future changes in the economic situation, such as inflation, and the operations should not be subject to major threats.

2. The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsement guarantees, and derivatives transactions, the main reasons for the profits/losses generated thereby; and future countermeasures.

   (1)The Company and its subsidiaries are not engaged in high-risk and highly leveraged investments.

   (2)The Company's and its subsidiaries' engagement in loans to other parties, endorsements guarantees, and derivatives transactions are handled in accordance with the procedures adopted by the Board of Directors and the shareholders' meeting.

3. Future R&D plans and expected expenditures.

   R&D is an important foundation for the development of the Company and its subsidiaries. Industrial control, fleet management, network communication security, medical care, smart home, etc. Besides continuing to cultivate the existing POS system market and ATM market equipment, the Company and its subsidiaries also continue to invest part of the resources in other markets, such as industrial control, fleet management, network communication security, medical care, smart home, etc. Technology-related directions include wireless transmission (including 5G, GPS, Wi-Fi, Bluetooth, etc.), handheld mobile devices, and RTOS dedicated machines based on RISC or MCU. Although hardware development has achieved the advantage of sharing benefits in the market with a high degree of division of labor in the past, it has resulted in a lack of product differentiation. To win in the competitive environment, R&D will move towards more basic and professional fields, such as 5G, AI, IoT, blockchain, and image computing, to build a higher competitive threshold.

4. Effect on the Company's financial operations of important policies and changes in the legal environment at home and abroad, and countermeasures.

   The management and operation of the Company and its subsidiaries abide by the relevant laws and regulations at home and abroad. The relevant units can always pay attention to important policies and legal changes and cooperate with the adjustment of the Company's internal system and business activities to ensure smooth operation of the Company. Therefore, the Company and its subsidiaries can immediately grasp and effectively respond to important policies and changes in the legal environment at home and abroad.

5. Effect on the Company's financial operations in technology change and industrial change, and countermeasures.

   The Company and its subsidiaries have years of hard work in the industry and continue to invest many resources in the R&D of new technologies, so we have a place in the industry's design capabilities. Moreover, the management team of the Company and its subsidiaries keep an eye on the arteries of future technology, appropriately adjust the Company's business strategy and expand the new business to effectively control the impact of the overall economic environment and industrial changes on the financial operations of the Company and its subsidiaries.

6. Effect on the Company's crisis management of changes in the Company's corporate image and countermeasures.

   In the development process, the Company and its subsidiaries attach great importance to the social responsibilities of enterprises and actively participate in various public welfare activities to establish a good corporate image. Also, the spokesperson mechanism is implemented. The suggestions made by people from all walks of life and shareholders are handled by dedicated personnel to maintain the reputation and image of the Company and its subsidiaries.

7. Expected benefits and possible risks associated with any M&A and countermeasures.

   As geopolitical factors have become one of the key considerations for customers, the Southeast Asian market has emerged as the preferred overseas location. The Group has established a subsidiary, Ennoconn Solutions Singapore Pte. Ltd. (hereinafter referred to as ESS) in Singapore to facilitate business development in the Southeast Asian region.

   To align with the operational development of important U.S. customers, the Group has established various subsidiaries including Ennoconn Australia Pty Ltd., Ennoconn New Zealand Pty. Ltd., Ennoconn India Corporation Private Limited, Ennoconn Philippines Corporation, and Vecow Japan Corporation to capture global hardware business opportunities from these customers, which will become one of the main growth drivers for the IPC business.

Anticipating the future development of AI, Ennoconn has established EnnoAI Singapore Pte Ltd (hereinafter referred to as EAS) through its Singapore subsidiary ESS, with the expectation of capturing early opportunities in the AI market and expanding its global market footprint, establishing a multinational operational platform and resource integration.

To develop emerging markets in Southeast Asia and innovative technology application fields, and to fully promote the expansion of its proprietary intelligent platform "ESaaS" into areas such as energy management equipment, energy storage systems, smart building management, and energy conservation and carbon reduction applications, the Company established a Thai subsidiary (Ennoconn Solutions (Thailand) Co. Ltd.) through Ennoconn International in February 2024.

In July 2024, the Company established EnnoFill Power Co., Ltd. through Ennoconn International to accelerate the integration efficiency of renewable energy use in the Ennoconn Group, achieve energy conservation and carbon reduction goals ahead of schedule, and promote the Group's energy transition and sustainable development, in order to realize the common goal of companies around the world to protect the earth and maximize the environmental benefits of green electricity.

Additionally, considering the Company's long-term development strategy and facing the impact of the US-China trade war on production and manufacturing, in October 2024, the Company invested in a Vietnamese subsidiary (EnnoTech Vietnam Co. Ltd.) through Ennoconn International, establishing manufacturing operations for the Southeast Asian market.

Ennoconn acquired a 63.77% stake in Nera Telecommunications Ltd. (hereinafter referred to as NeraTel) through ESS via a public offer. NeraTel's business spans 16 countries and regions across Asia-Pacific, Europe, the Middle East, and Africa. Its products include network infrastructure, Internet of Things (IoT), information security, cloud and data centers, enterprise service management, and managed services. Its main markets and application areas include telecommunications and utilities, healthcare, education, transportation, logistics and financial services, and government organizations. In the future, Ennoconn will combine with NeraTel to jointly develop digital AI transformation strategies and global business deployment across four major dimensions: "technology, applications, platforms, and markets." This will strengthen core competitiveness, expand market order momentum, and accelerate the development of global business integration achievements.

The above equity transactions are all in compliance with relevant laws and regulations and the "Procedures for Obtaining or Disposing Assets" and other relevant provisions of the Company. The Company and its subsidiaries also handle the equity transactions in accordance with the relevant provisions of internal control to reduce the possible negative effects of the equity transactions.

8. Expected benefits and possible risks associated with any plant expansion, and countermeasures:

The Company decided to purchase a factory office building in 2014 by the resolution of the Board of Directors and completed the transfer and relocation in January. It is expected to improve overall management efficiency, strengthen communication between various departments, and achieve vertical and horizontal integration benefits. For the expected benefits, please refer to the description in Chapter 3, I, (3), 2, (2)of the Company's 2016 Prospectus of cash capital increase through the issuance of new shares and the second domestic unsecured convertible bonds. As of the publication date of the annual report, there are no other plant expansion plans.

9. Risks associated with the concentration of purchases or sales, and countermeasures.

(1) Purchases: The production of the Company and its subsidiaries are mainly carried out in the outsourcing model. The source of its raw materials, other than some self-procurement, is also provided by the foundry in the form of OEM. Therefore, the purchase of the processing plant is relatively concentrated. Nevertheless, industrial products attach great importance to product stability and durability, so their processing technology is more rigorous than general consumer electronic products. Cooperative manufacturers must possess a certain professional level before the Company and customers can approve them. Thus, the selection of processing plants requires careful consideration. Yet, in addition to the ongoing cooperation with existing processing plants, the Company has actively sought and

evaluated the possibility of cooperation with other foundries to diversify the risk of concentrated purchases. Furthermore, the Company and its subsidiaries usually establish good cooperative relations with domestic and foreign suppliers. The Company also has dedicated personnel to regularly evaluate suppliers and make regular inquiries for important materials to ensure the stability of supply quality and ensure that

(2) Sales: The business model of the Company and subsidiaries is ODM-oriented, and its excellent R&D and design capabilities can quickly provide customized products that meet customer needs. Therefore, the main sales targets of the Company and its subsidiaries are mostly international manufacturers, which are distributed in Europe, America, Asia, and other places around the world. In addition to stabilizing the existing source of customers, the Company and its subsidiaries also actively expand new customer sources to diversify the risks of concentrated sales.

10. Effect upon and risk to the Company in the event a major quantity of shares of a director, supervisor, or shareholder holding more than 10% has been transferred or changed hands, and countermeasures:

As of the publication date of this annual report, the Company’s directors, supervisors, or shareholders holding more than 10% of shares have no mass transfer or changed hands of equity.

11. Impact and risks to the Company associated with any change in management control, and countermeasures:

As of the publication date of this annual report, the Company has no change in management control.

12. Litigious and non-litigious matters

(1) Litigation, non-litigation, or administrative disputes that have been finalized by court decisions or are still pending in the past two years and up to the printing date of the annual report, which may have a significant impact on shareholders' equity or securities prices, should be disclosed, including the disputed facts, amount in dispute, litigation start date, main parties involved, and current status: None.

(2)If there has been any material impact upon shareholders’ equity or prices for the company's securities as a result of any major litigation, non-litigious proceeding, or administrative dispute involving a company director, supervisor, general manager, de facto responsible person, major shareholder and subordinate company with a stake of more than 10% and the matter was finalized or remained pending during the most recent two fiscal years or during the current fiscal year up to the publication date of this annual report: None

(3)If there has been any occurrence of any event set forth under Article 157 of the Securities and Exchange Act that involves a company director, supervisor, its general manager, or any major shareholder with a stake of more than 10%, provided the event occurred in the most recent two fiscal years or during the current fiscal year up to the publication date of this annual, which shall also note how the company is currently handling the matter:None

13. Other important risks and countermeasures: None

7.Other Important Matters: None.

6. Special Disclosure

1. Relevant Information on the Company's Affiliates

(1) Consolidated Business Report of Affiliates

1. Organizational Chart of Affiliates (December 31, 2024): Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports (enter the Company's stock code: 6414, same below).

2. Basic Information of Affiliated: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports

3. Industries Covered by the Overall Affiliated Companies' Business Operations: The industries covered by the business operations of the company and its affiliated companies include electronics, computers, manufacturing, trading, investment, etc.

4. Information on Shareholders Presumed to Have a Controlling and Subordinate Relationship: None.

5. Information on Directors, Supervisors, and Presidents of Each Affiliated Enterprise: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

(2) Affiliated Companies Operating Overview: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

(3) Consolidated Financial Statements of Affiliated Enterprises: Please refer to the Market Observation Post System/E-books/Related Party Transaction Reports.

(4) Affiliation Report: Declaration of Consolidated Financial Statements of Affiliated Enterprises, please refer to the Market Observation Post System/E-books/Related Party Transaction Reports

2. Privately Placed of Securities in the Most Recent Year and up to the Publication Date of This Annual Report : None.

3. Other Supplemental Information:None

7. Matters with Significant Impact on Shareholders' Equity or Stock Price Matters as specified in Subparagraph 3, Paragraph 3, Article 36 of the Securities and Exchange Act in the most recent year and up to the Publication Date of This Annual Report with Significant Impact on Shareholder's Equity or Stock Price : None

Ennoconn Corporation

Chairman, Chu, Fu-Chuan

March 31, 2025

Ennoconn
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